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Emergency Response

Description:

Eastern Washington University is an open campus with a widely diverse student population. Recent violent incidents at other universities have increased concern about the safety of Eastern's students, faculty and staff. Safety is our number one priority at Eastern. Students can not learn and grow in an unsafe environment. Parents naturally do not wish to send their college age students to a campus perceived as dangerous. Faculty and staff do not wish to work in a hazardous environment. The state of Washington also shares the priority of providing a safe campus at Eastern Washington University.

Eastern serves over 10,000 students and over 1,300 faculty and staff in various locations across the state. Eastern's Cheney campus averages one to three bomb threats per year and has experienced the explosion of two actual devices. Commencement exercises, athletic activities, and other high profile events each year bring large audiences and high profile dignitaries to campus increasing the need to control and maintain safety. Many times per year these events require Eastern to rely upon outside resources from several law enforcement and non-law enforcement agencies to ensure safety. The more levels an institution is equipped to deal with aggression and violence the better.

Eastern's campus safety professionals have worked diligently to consider the university's current safety level and potential improvements that will advance the safety of all campus constituents. Improving safety and response times to potentially violent events is often quite costly. Emergency response issues in this funding request include:

- hiring and equipping additional police officers, and
- support for increasing the campus awareness level related to potentially escalating behaviors.

Eastern Washington University requests a total of \$440,000 to prepare for and respond to emergency situations.

Narrative Justification:

Increase FTE police officers-

Eastern requests \$255,000 for 2.0 FTE police officers, along with operations funding to provide necessary police car, uniforms, equipment and training.

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Detail for FY08 and FY09

	FY 2008	FY 2009	Total
Salaries	0	107,000	107,000
Benefits	0	33,000	33,000
Operations (on-going)	21,000	54,000	75,000
Operations (one time)	10,000	30,000	40,000
Total	31,000	224,000	255,000
FTE	0.0	2.0	2.0

Calls for service requiring a police response on Eastern's campus have steadily risen for the past two years. In the first six months of 2007 there has been a 26% increase in calls for police response over the previous six months.

EWU police respond to an average of 1,500 calls each month. With only 7 uniformed officers to cover shifts 24 hours a day, each officer is handling 10 calls per day along with any commensurate reports generated from these calls. With mandated training we often have sergeants covering calls. This in essence removes them from their primary function to supervise the line officers.

Funding the additional officers will allow a minimum staffing level of two officers per shift, plus a supervisor. In situations of rapid deployment to a critical incident this provides us the capability to respond appropriately and to control a serious incident.

Outcome: The additional 2.0 police officers will enable Eastern to provide more comprehensive 24 hour coverage in responding to potentially dangerous incidents. Eastern's current ratio of 1 officer to 1,800 community members will decrease to about 1 officer to 1,400 community members. Current international college law Enforcement Administration (ICLEA) standards recommend 1 officer for every 750 to 1,000 community members.

Increasing Campus Awareness-

Eastern requests \$185,000 to increase general campus awareness of potentially escalating behaviors. This request includes two counselors and operations support for a comprehensive campus awareness education program.

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Detail for FY08 and FY09

Salary Category	FY 2008	FY 2009	Total
Salaries	0	107,500	107,500
Benefits	0	36,500	36,500
Operations (on-going)	5,000	23,000	28,000
Operations (one time)	13,000	0	13,000
Total	18,000	167,000	185,000
FTE	0	2.0	2.0

The campus alert team model establishes an environment that helps to identify candidates for early screening and intervention. By working with faculty and staff at strengthening communication and support, future incidents can be prevented or minimized. A campus alert team has recently been established at Eastern to help create an environment in support of early identification and intervention associated with behavioral issues which may impact campus safety. This collaborative team includes qualified professionals from university police and student affairs staff.

The campus alert team provides a mechanism for addressing observed behaviors perceived as problematic or threatening. This process has since been validated through multiple instances of 'early catches' and timely provision of help including a potentially serious campus incident that was successfully resolved during Spring 2007.

Learning from this experience, Eastern proposes to enhance the safety of our campus environment through the establishment of a comprehensive campus awareness program. The two campus safety advocate positions will be responsible for a comprehensive educational outreach initiative to increase awareness of campus safety best practices. These new safety advocates will be credentialed counselors and will facilitate communication and referral in support of the campus alert team.

Outcome: Eastern's students, faculty and staff will be educated in how to recognize potentially dangerous behavior and who to notify in these situations. During FY09 eight training sessions and workshops will also be conducted to help instill the will to intervene when inappropriate behavior is observed.

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Emergency Equipment and Notification Technology

Description:

Eastern Washington University is an open campus with a widely diverse student population. Recent violent incidents at other universities have increased concern about the safety of Eastern's students, faculty and staff. Institutions that are equipped to stand against violence reap less violence. Safety is our number one priority at Eastern. Eastern's campus safety professionals have worked diligently to consider the university's current safety level and potential improvements that will ensure the safety of all campus constituents. Improving safety and response times to potentially violent events is often quite costly.

Eastern Washington University requests \$306,000 to fund emergency equipment and notification technology. This request includes a wi-fi camera system and mobile dispatch computers. This funding request is a one-time investment of funds that will provide benefits for many years in increasing campus safety at Eastern.

Fiscal Detail:

	FY 2008	FY 2009	Total
Operations (one time)	0	306,000	306,000
Total	0	306,000	306,000

Narrative Justification:

Timely and accurate information are crucial when responding to a critical incident. The first responders can determine the best actions if they have access to real time information. The campus wide camera system integrated with mobile dispatch computers in patrol vehicles will provide real time information. The wi-fi system is accessible to the officer at locations throughout the university. Mobile dispatch computer capability gives officers the ability to bring up data on an emergency call as it is received, and also provides access to photographs from online sources to view the building in real time prior to arrival at the site. The planned approach allows responding officers to determine the best avenue to quickly access the problem area, and to direct other responding units to areas of containment and assistance. Appropriate equipment will provide the officer with accurate information and assist in determining the safest means of approach and identifying the risks.

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The Virginia Tech Review Panel noted in the Summary of Key Findings that the university did not have security cameras on campus. “The outcome might have been different if the perpetrator of the initial homicides had been rapidly identified.”

Outcome: Police officers will be able to approach emergency situations with accurate and timely data to inform an appropriate response, resulting in reduced risk of negative outcomes.

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Faculty Recruitment and Retention

Description:

Eastern Washington University is committed to providing a high quality educational opportunity to the students in its region. In order to offer a curriculum that provides a strong academic foundation for its students, it is essential the university attracts and retains high quality faculty. The competitiveness of our salaries determines, in large part, our ability to accomplish this goal. If we continue to struggle to fill faculty vacancies in critical program areas, and to lose good faculty to better paying opportunities at other universities the quality of education will be negatively impacted.

Eastern requests an additional 3% of the faculty salary base in FY09 to be used for faculty recruitment and retention.

Detail for FY08 and FY09

	FY 2008	FY 2009	Total
Salaries	0	732,000	732,000
Benefits	0	133,000	133,000
Total	0	865,000	865,000
FTE	0.0	0.0	0.0

Narrative Justification:

The Higher Education Coordinating Board's *Key Facts about Higher Education in Washington – 2007* shows average faculty salaries at Eastern Washington University ranked against peer institutions. Eastern's 2005-06 average faculty salary is \$57,550. This salary puts Eastern at the 29th percentile of peer institutions. The 2005-06 average peer institution salary is \$65,331, an annual gap of \$7,781 or 13.5%. A gap of this magnitude encourages current faculty to explore career opportunities at other institutions.

Eastern's competitiveness in the national market is eroded without a commitment from the legislature to close the faculty salary gap. The comparative salaries of faculty at peer institutions play a key role in the recruitment and retention efforts

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at Eastern. Current salaries at Eastern have not kept pace with the salaries of faculty at other institutions leading to the loss of faculty at the hiring phase as well as faculty in residence at the university. If Eastern is to retain its position as the major comprehensive institution serving the eastern part of the state, competitive salaries are critical.

The lack of competitive salaries at Eastern makes it particularly difficult to attract faculty from diverse backgrounds to the university. A critical piece of the student's undergraduate experience is the acquisition of skills and knowledge that will prepare them for life in a diverse and global society. In preparing global citizens, the recruitment of a diverse faculty has been one area which has hindered the university's effort to expose students to knowledge and learning from diverse viewpoints, commitments and experiences. The university's efforts would be strengthened if it could offer competitive salaries that would attract a diverse faculty.

Outcomes: Eastern will be able to attract and retain superior faculty professionals from diverse backgrounds with more competitive salary levels. Satisfied high quality faculty will provide an excellent educational experience at Eastern.

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Administrative Exempt Salary Compression

Description:

It is becoming increasingly difficult at Eastern Washington University to attract experienced professionals due to attractive salary offers from elsewhere in the marketplace. In addition, administrative exempt employees often have employment options as both faculty and classified employees that offer the same or higher salaries. Professional positions often remain vacant for more than one failed recruitment cycle due to inability to offer market salary levels. When Eastern hires new professionals at market rates, lower salaried employees with numerous years invested at the university begin to doubt the university's value of their experience and contributions.

Eastern Washington University requests 3% of the exempt salary base in FY09 to address salary compression issues for administrative exempt employees.

Detail for FY08 and FY09

	FY 2008	FY 2009	Total
Salaries	0	420,000	420,000
Benefits	0	76,000	76,000
Total	0	496,000	496,000
FTE	0.0	0.0	0.0

Narrative Justification:

Professional administrative exempt employees provide leadership for Eastern in a variety of venues. Academic Affairs, Student affairs, Business & Finance and University Advancement all need the critical skill set provided by these professionals. When Eastern has extended position vacancies and needs to settle for inexperienced hires the efficiency of the university is negatively impacted.

In addition, FY08 salary compression issues have dramatically increased over prior years due to the implementation of the Department of Personnel classification changes, classified step increases and salary survey adjustments. In some cases supervisors are now making lower salaries than the classified

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staff they manage. These extreme examples are no longer salary compression, but have moved to become salary inversion.

The lack of competitive salaries at Eastern also makes it difficult to attract professionals from diverse backgrounds. In preparing our students to be global citizens, the recruitment of a diverse staff is important to provide diverse viewpoints, commitments and experiences. Competitive salaries would make it much easier to attract a diverse professional staff.

Classified employees and university faculty receive increases and salary adjustments as negotiated in their collective bargaining agreements. Administrative exempt employees do not benefit from these bargained contracts so they exacerbate the gap and increase salary compression issues. Administrative exempt salary compression is a pressing issue that needs to be addressed.

Outcomes: Eastern will be able to recruit and retain high quality, diverse administrative exempt employees to provide leadership and manage the university. Supervisors will be compensated for their levels of responsibility with higher salaries than those they supervise.