

COVID-19 Task Force

1. Continue to lead the COVID-19 Task Force in a manner that:
 - always keeps the safety and health of our students, faculty and staff as our primary concern
 - mitigates health risks on campus to the fullest extent possible
 - aligns with guidance from the Governor, the Ohio Department of Health, and the CDC
 - coordinates closely with our TriHealth partners
 - promotes effective collaboration and communication across campus

Risk Management

1. Lead the FY22 ERM efforts to assess the key operational and financial risks and to ensure alignment with the University Strategic Plan. Review the key risks and the status of the mitigation strategies periodically throughout the year with the President, Direct Reports and the appropriate Board Committees.
2. Develop a Risk Management web page that provides a comprehensive view of all risk management areas across the University including: ERM, Safety, XUPD, Clery, Title IX, Insurance Services, Audit and Compliance.

Safety/XUPD

1. Continue to work with a cross-functional team of students, faculty and staff to reassess the current model of community safety to ensure that police policies and activities on Xavier's campuses are anti-racist.
 - Conduct De-Escalation and Crisis Management Training for XUPD personnel
 - Conduct annual Implicit Bias training for all XUPD personnel
 - Maintain Ohio Collaborative accreditation
 - Continue representation/participation on the PDIAAC
2. Enhance relationships between students and XUPD through targeted programming and outreach opportunities both within the campus community and the surrounding neighborhoods.
 - Creation and implementation of DHS Anti-extremism programming
 - Weekly Life-skills sessions
 - GOA Instructors
 - Citizen's Academy
 - Continued collaboration with SGA, APA, AKA, and BSA
3. Finalize and obtain signature approval for updated Campus Emergency Response Plan.
4. Complete the review of existing safety camera coverage and develop plan to ensure adequate coverage of key areas across campus.
 - Obtain and review proposals from a minimum of three vendors

- Develop multi-year phased implementation plan
 - Make recommendation to the Safety Committee and to the President/DRs
 - Oversee implementation of cameras and integration with existing systems
5. Review the XUPD 24/7 staffing model and align resources to ensure effective coverage and support for command staff, officers and dispatch/communication personnel.
- Recruit and hire critical command staff positions including a new Assistant Chief of Police, Lieutenant and Sergeant
 - Develop strategy to address ongoing talent drain related to significant salary market gap

Audit & Compliance

1. In collaboration with campus leaders, significantly complete the Policy Gap Project:
 - Re-write the Policy Development Manual
 - Complete impact assessment for all open policies
 - Work with policy owners to complete the Cabinet approval process for more than 80% of policies listed
2. Finalize and implement the compliance oversight process by fiscal year-end.
 - Work with Legal to finalize the compliance matrix including completion of DR ownership assignments and evaluation of significance factors.
 - Work with Legal to develop implementation procedures.

Insurance

1. In coordination with Legal, determine feasibility of converting insurance and liability waivers to an online format where forms can be completed and submitted online.
2. Develop online repository for all waivers to increase security and accessibility.
3. Develop overview presentation for Insurance Services function and schedule meetings with key constituencies.
4. Review inventories of key insurable assets and work with Financial Administration to ensure effective inventory control processes.
 - Fine Arts
 - University Vehicles (owned, leased, courtesy)
 - Nursing Equipment
 - Lab Equipment, Chemicals, etc.
 - Athletic/Rec Sports Equipment
 - Media Equipment
 - Music/Theatre

Diversity & Inclusion

1. Continue to emphasize diverse and inclusive representation on all Risk Management committees (e.g., Safety Committee, Campus Emergency Response Team, search committees, etc.).

2. Continue to include diversity and inclusion as a standing agenda item for all staff meetings (assigned to different staff each meeting) and provide opportunities for facilitated discussion and reflection.
3. Require all members of the Risk Management leadership team attend at least two diversity-related training events during the academic year.
4. Require all XUPD officers to attend diversity training targeted specifically for law enforcement officers.
 - eOPOTA training on “Awareness of Cultural Diversity” and “Autism and Other Developmental Disabilities - completed
 - Annual Bias and Diversity Awareness Training
 - Work with Diversity & Inclusion and Mission & Identity to develop in-house training for XUPD.
5. Work with HR to ensure that strong and deliberate efforts are made to obtain a diverse applicant pool for all position openings. For XUPD this would include reaching out to CPD Sentinel Organization and NOBLE (National Organization of Black Law Enforcement Officers). When developed, ensure that search committees receive training to manage implicit bias and strategies for recruiting underrepresented candidates.
6. Continue to work closely with HR and Student Affairs in identifying and addressing incidents of bias and discrimination.
7. Continue to encourage Risk Management employees to be involved in variety of events and activities throughout the University and the surrounding communities to cultivate a personal sense of Diversity & Inclusion.