### The Division of Public Safety and Security at a Glance

DPSS supports the mission of the University as a partner serving to ensure a safe and secure environment while improving the quality of life for all those living, learning, working, healing and visiting within our community.

Approximately 375 full-time staff, representing six departments, four major unions and approximately 25 student employees/interns.

### Summary of the Planning Process

- Collected, analyzed and evaluated feedback collected through a DPSS employee survey, department meetings and individual input
- Identified key areas of opportunity, engagement and strength
- Reviewed institutional data and demographics from the human capital report, data warehouse, town hall feedback and shift/department interviews

### Summary of the Implementation Process

- Continued collection, analysis and evaluation of feedback collected through DPSS employee surveys, department meetings and individual input
- Reviewed institutional data and demographics from the human capital report, data warehouse, town hall feedback and shift/department interviews
- Engaged DPSS Executive Leadership Team to generate ideas and provide guidance

### GOALS

#### DIVERSITY

A broadly diverse workforce that is able to meet the needs of the population we serve

#### EQUITY

More professional development opportunities

Staff engagement in training and educational opportunities

#### INCLUSION

Satisfaction surveys to include proxy measures such as trust, fairness and transparency

Improved relationships and collaboration among staff across the division and campus

Increased participation in cultural training opportunities

### Our Team

#### Planning Leads

- **Marlanna Landeros**
  - Administrative Services

- **Stacy Moore**
  - Administrative Services

#### Implementation Group

- **Maureen Burke**
  - Public Safety Risk

- **Jason Tayon**
  - Communications & Technology Management

- **Sharice Harrison**
  - Michigan Medicine Security

- **Antonio James**
  - Communications & Technology Management

- **Michael Kennedy**
  - Emergency Management

- **Erin Mattila**
  - Michigan Medicine Security - Guest Services

- **Teresa Osbelle**
  - Emergency Management

- **Namette Push**
  - University Security Services

- **Maurice Townsell**
  - Housing Security

- **Jason Taylor**
  - Communications & Technology Management

- **Teresa Oesterle**
  - Administrative Services

- **Sharice Harrison**
  - Michigan Medicine Security - Guest Services

- **Namette Push**
  - University Security Services

- **Maurice Townsell**
  - Housing Security

- **Jason Taylor**
  - Communications & Technology Management