

Selected Faculty, Staff and Management Responses to the Umpqua Incident

I just attending the SEMS¹ classroom training yesterday and today. The timing of this training and yesterday's shooting was an eerie but important coincidence. This really hit the EOC² Team hard and inspired us to take this type of training very serious. I for one have a much better understanding and respect for how much effort and coordination is needed to successfully handle situations like this and other types of emergencies. I think of each us in today's training learned a valuable lesson in that we all need to do our part in preparing for these types of events. It's important that we continue to these types of exercises and I think you'll find that the EOC Team is willing and able to do so.

Bill, your message is poignant. This has been on my mind all day. I had two fearful incidents as a faculty member that taught me to have campus security's number programmed in my cell.

I am dismayed by the fact that there isn't a more visible conversation on our campus about other factors such as promoting mental health awareness and making more services available to students, faculty, *and* staff. Educating our staff and faculty about how to handle a situation such as this is only one small part of the issue. I think the more prominent question should be, what are we doing to *prevent* this from happening in *our* community? I have heard from a number of students over the three years that I have been at the college that our mental health clinic lacks availability and warmth and students do not feel that it is a reliable resource. As both a professor *and* as a clinician, this saddens me. I have also learned that some students are not even aware that these services are available. I have thought about how to bring this to your and the college's attention for a number of years but I didn't feel like I had enough of a "solution" to make a valid plea for support. Umpqua has paradoxically given me that platform to ask for changes to how we support our students. Please consider taking a preventative stance and not just a reactionary one.

Thank you for your words of encouragement and reassurance. As you are aware, the CDC³ just participated in a major drill with other departments, and things went very well. You're probably also aware we are required to practice fire and/or earthquake drills on a regular basis as part of our license (and best practices), but this was the first time the other departments *coordinated with us*. This was an excellent idea and I'm so glad we were selected, because our campus "first responders" were able to see how unique the children's needs are. What we have not yet practiced in this new building is a "lock down", and we've never had an "Active Shooter" drill in this building or the old facility. Dave and Bob⁴ in Public Safety will be helping us with this in early November (possibly sooner), because the active shooter presentation or information the college offers, is likely not applicable to the CDC. Honestly we have to practice this, because *telling* small children what to do during the actual emergency is not enough since they are still learning how to follow directions. It is something I have constantly thought about, particularly because of the unique design of our beautiful facility (lots of glass doors etc.), and the restraining orders some of our families have in place because of domestic violence and custodial issues. After Sandy Hook, this became even more concerning. Our students ARE counting on us, especially the infant to preschool students! I want to make sure we are as prepared as can be, so whatever feedback or training Public Safety gives us, I will make sure to share with Karen

¹ Standardized Emergency Management System

² Emergency Operations Center

³ Child Development Center

⁴ Dave Wilson is Public Safety Chief and Bob Wren is Deputy Chief

Saldana and Melonee Cruse in Risk Management, as well as Jennifer⁵ and Fawaz⁵ in my Division. Jennifer and Fawaz have been very supportive and were directly involved in this last major drill, so I know the CDC will get 100% support for this active shooter training as well.

I would like to point out an issue that concerns our dependence on our campus security personnel as our first responders. As I understand it, only a fairly small number of them actually carry a firearm. The majority of them do not. So, in the event we have a shooter on our campus, what good is a first responder who is unarmed? How about getting ALL of our campus security personnel trained and qualified to carry a firearm. This is important because it would probably take several additional, possibly critical, minutes to get the sheriff's deputies or the local police department deployed onto the campus. Finally, I would recommend that our faculty learn to report comprehensively about a shooter on campus. They should not just make a call security to report a shooter but instead remember to say the critical bits of additional information such as Who, What, especially WHERE, and so forth about the incident. Timely, accurate and comprehensive information delivered to the security personnel on their first call might be a really big lifesaver. Basically, I'm recommending a step up from just having some of the faculty watch the video on the portal concerning a shooter on campus. How about making it a mandatory class, perhaps included in our Flex Day activities. Preparation is our best defense.

Is it possible that we could allow faculty to report electronically via the portal using only a student ID number when they have a concern about a student who is a possible safety risk - much as we refer students for tutoring? If a student receives multiple "pings" on their ID number - from different faculty - perhaps it would generate a call to any current faculty to gather more information and, if needed, send someone to class for a discreet observation. If not this approach, how to we implement a process to share out as staff and faculty about students of concern? It also may be helpful to have a follow up process with any student who files a complaint or fails to have a positive outcome in a grade grievance or disciplinary hearing. This might involve a call from a counselor to follow up on the outcome and offer support to get back on track. We could also have an email that is automatically sent to a student who fails a class reminding them of support resources and our hope for their success.

I'd like to share a concern I have regarding building 7. There are three rooms (one chemistry and 2 biology) along the south side of the building that could be very dangerous in an emergency situation. I don't know the room number for the chemistry room (possibly 1201), but the the biology rooms are 1205 and 1209. Most classrooms have 2 doors, but these rooms have 1 door, no windows and 40+ people in them during class! If an active shooter were to enter that area, we are trapped in those rooms! I teach in 1209 and I tell my students to push out the ceiling panels and try to get to the biology field prep room next door - at least it has an exit door directly out of the building. Is there any way to install doors between the three rooms so we could at least move laterally from one to another in an emergency?

I am requiring my interns to watch the video, What Would You Do? I think many employees are extremely uncomfortable with this topic, it's as if they feel acknowledging the possibility of a shooter on our campus will make it come true. Unfortunately that is a very immature way of looking at this situation. I feel that this topic should be talked about at the next Flex day

⁵ Jennifer Galbraith is Dean of the Business Division and Fawaz Al-Malood is Associate Dean