

Salisbury University Police Department

CHAPTER 15 PLANNING AND RESEARCH, GOALS AND OBJECTIVES, CRIME ANALYSIS

- 15.1 Planning and Research
 - 15.1.1 Planning and Research Activities
 - 15.1.2 Responsibility and Accountability
 - 15.1.3 Multi-Year Plan
- 15.2 Goals and Objectives
 - 15.2.1 Formulation and Annual Update of Goals and Objectives
 - 15.2.2 Evaluation of Progress
- 15.3 Crime Analysis
 - 15.3.1 Crime Analysis Procedures

E. Uniform Crime Reporting:

The Chief of Police will assure that the strategic plan, which includes goals and objectives, is distributed to all department personnel and that these goals are intertwined into performance appraisals and goal setting sessions. Each Division Commander will provide regular updates to their personnel and the Chief of Police regarding the process towards attaining these goals or barriers which prevent goals from being attained.

Each employee is encouraged to submit suggestions, in writing, for the development and progress of the University Police Department and the University's goals and objectives. Suggestions will be forwarded to the employee's respective Division Commander. The Chief of Police will consider all recommendations which may enhance the department in consideration of the University's goals and objectives.

15.2.2 Evaluation of Progress

Each Division Commander will give regular updates at staff meetings, shift briefings, etc. to include, but not be limited to, division activities towards attaining goals and objectives outlined in the strategic plan, special projects, budgets, and other significant issues. An assessment of each employee's progress will be documented in his/her annual performance evaluation which is completed by their respective supervisor. Division Commanders shall review all performance evaluations on employees under their command. The Chief of Police will be advised of all below average evaluations and a proposed course of action to improve the employee's performance toward the attainment of goals and objectives.

15.3 Crime Analysis

15.3.1 Crime Analysis Procedures

As the University Police Department does not maintain a full-time Crime Analyst, the _____ will participate in the crime analysis function. The analysis of crime patterns and trends will provide valuable information relative to the deployment of police and security resources, the development of crime prevention programs and ensure the obligations are met for the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act. The crime analysis function includes, but is not limited to, the collection, collation and analysis of crime data, the dissemination of analyzed crime information, feedback analysis and program evaluation.

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In addition to trends identified through formal analysis, all department personnel (sworn and civilian) are responsible for reporting any perceived crime patterns to their immediate supervisor or commander in order that steps may be developed to address the problem through enforcement or crime prevention awareness methods.

Department personnel are encouraged to evaluate crime analysis information on a continual basis for efficiency and effectiveness. Feedback should include the applicability of the information and suggestions for inclusion of additional information that may be useful. Feedback will be discussed at shift briefings and/or staff meetings to ensure all personnel are aware of operational needs and any strategic plans.

Edwin Lashley
Chief of Police