

Faculty Student Relations Committee
Ilima 202C
November 13, 2015
1:30-2:30pm

Members attending: C. Souza, K. Sellers, Y. Kanaoka, R. Fujikawa, S. Sakamoto, R. Kekauoha, F. Leake

Members excused: V. Okada, M. Shin

Members not attending: J. Gray, J. Vallestros, K. Yokota, J. Oehlers, M. Beard

Guest: T. Szalakiewicz

Meeting began at 1:30

I. Q&A With Tyra Szalakiewicz, KCC Chief of Emergency Management & Safety

A. FSRC committee members introduced themselves

B. Tyra's background and role at KCC

- background: 6 yrs law enforcement in Chicago, member of narcotics unit, extensive experience as first responder. Was involved as first responder with shooting incident at Northern Illinois University which had 6 victims.

- Tyra's role at KCC: oversees security; currently she has 5 employees under her management and is in process of hiring 2 more. Contract security (wearing yellow shirts) are helping out now to pick up duties that Tyra's team can't cover.

- Office is temporarily located in the Business Office (x9334) but will eventually have own office in Iliahi

- many duties but including oversight of 1993 Cleary Act, a federal law which mandates the posting of all criminal cases (assaults, sex offenses, etc) at institutions of higher learning. Recently, Title IX incidences have also been added as a required component of the criminal report. Tyra is responsible for writing annual security report and making it accessible to all members of KCC campus.

- also handles emergency situations including tsunami & other natural disasters, as well as emergency incidences like active shooter

- right now the campus is operating under a standard procedure put out by system for all UH campuses, but Tyra is working on emergency procedures that are specific to KCC. After completion, the procedures will need to be approved by administration

C. Run Hide Fight

- Tyra shared a video made by FEMA describing how to respond to an active shooter. These are federal statutes and are the basis for our policies at KCC.

LINK TO VIDEO: <https://www.youtube.com/watch?v=5VcSwejU2D0>

- RUN is the best option & Tyra's recommendation. Leave your belongings behind, get as far away as possible, and prevent others from entering the scene.

- if not possible to run, HIDE: **cover** [blocked by something heavy that can't be penetrated by bullets] is preferable to concealment [hiding but not solid – hidden from view but bullets are not blocked]. Silence cell phones; be quiet; think small; try to calm your mind and don't panic.
- BLOCK the doors & windows if the shooter is too close. Do not try to talk to the shooter! Don't come out until law enforcement tells you it's all clear. As part of Tyra's plan, she may designate certain people who we have to check in with (i.e. department chairs via phone).
- FIGHT only if confronted with person and you have no other option; anything can be used as weapon; commit to your actions and follow through; WILL is the most important thing – if you want to survive, you will find a way!

Other tips from Tyra:

- Never freeze! Most incidences occur very quickly, within a few minutes. Preparedness & awareness are key – have a plan!
- Be aware of your environment – know where people are, know where exits are, take note of escape routes, take note of anything out of the ordinary
- Don't assume it's one person; don't assume it's a man
- Inform others of what you are going to do (run, hide, fight) but if they disagree with your plan, don't try to stop them. Ultimately you are responsible for yourself; don't spend time convincing others if they have a different plan.

Questions:

- As teachers, don't we have more responsibility to our students than in other work settings e.g. an office setting?
 - in Tyra's experience, students do tend to listen to and follow their teachers, so it's very important for the teacher to have a plan and communicate plan to students. If students do not want to follow plan, it is not your responsibility to convince them. If you make a decision to stay and some get hurt because your class stayed, you are not liable.
- How is this information going to be shared with campus?
 - FSRC members can share this information with your departments but be aware some people may be sensitive to or upset by the video. Any questions or concerns should be directed to Tyra.
 - Departments may contact Tyra to speak to their faculty & staff
- Could one possible escape route be the roof of each building (all buildings have escape route to roof except Ilima)
 - Tyra hesitates to designate safe room because it's likely the shooter will also know about it – don't want to provide too much information because more often than not the shooter is:
 - * student seeking revenge
 - * workplace violence
- R. Fujikawa: Recommends that preparatory training be limited to teachers & staff rather than shared with students. A culture of urgency & alarm might encourage more defensive actions by students & parents; it might even encourage more students to carry concealed weapons as a way to protect themselves

- Tyra does not want to involve Students in training because they may become desensitized to situation and not respond appropriately in a real-life situation.
- wants to involve HPD and conduct a campus wide training exercise, possible next spring 2016 after graduation
 - organizing this kind of training takes a lot of preparation & many people need to be informed, protocol needs to be followed
- How would we know that an “all clear” is coming from security rather than the shooter?
 - Tyra: you will know because the police will be dressed wearing tactical gear, will identify themselves as police, and will travel in a group
- F. Leake: is Tyra putting together a faculty task force to move this information forward? And if so, he would like to participate
 - Tyra will consider this & will take him up on the offer. K. Sellers also willing to participate
- What is the reaction on campuses where incidences have occurred – are faculty being encouraged to carry firearms to defend themselves?
 - Tyra does not encourage faculty to carry firearms

Meeting with Tyra concluded at 2:40; Other items on agenda were tabled for next meeting.

II. Action Items:

- C. Souza will send out Tyra’s contact information so that FSRC members can share with their departments.
- We need to begin the ETA process for this semester soon and designate members to sit on the ETA committee. C. Souza will follow up with email about this.
- Academic Grievance Guidelines: Although we reviewed and approved the revised guidelines in the spring, Faculty Senate found some discrepancies and has asked us to review the document again.

III. Next Meeting – December 11, 2015. This meeting may be extended because we have a lot of items on the agenda, plus Brenda Ivelisse and Lori Ferreira will be attending.

Minutes submitted by Y. Kanaoka, 11/13/15