



Police Department

UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS

ANNUAL REPORT



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MESSAGE FROM THE CHIEF



RANDY REPOLA

Chief of Police

Welcome to our second Annual Report covering Department activities and accomplishments during calendar year 2023. It was an exciting year during which we moved to our new location on 17th Place, deployed new technology, and welcomed many new team members.

The CU Anschutz Police Department (CUPD) consists of four divisions and an administrative team. The four divisions (Police Services, Electronic Security, Support Services and Emergency Management) endeavor to provide a safe and secure campus environment where students, faculty, and staff can learn, conduct research and care for patients.

CUPD is accredited by the International Association of Campus Law Enforcement Administrators (IACLEA). Our team is committed not only to industry best practices, as represented by our ongoing accreditation, but also to collaborating with our campus community. That includes our security partners at University Hospital and Children's Hospital Colorado, as well as the VA and Aurora Police Departments. I am proud of our diverse team that provides emergency preparedness, access control services, and round-the-clock police response.

In the pages that follow, you will find statistical summaries as well as stories that provide a sampling of the work we do to provide a safer environment for the amazing academic, research and patient care activities taking place on the CU Anschutz Medical Campus.



MISSION, VISION, & VALUES

OUR MISSION

To provide a prepared, safe, and secure campus environment.

OUR VISION

A trusted and engaged department that delivers public safety services to support and complement the campus mission.

OUR VALUES

The CU Anschutz Medical Campus Police Department strives to engage in an inclusive partnership with our campus communities to be an advocate for the education, research, and patient care missions of the university.

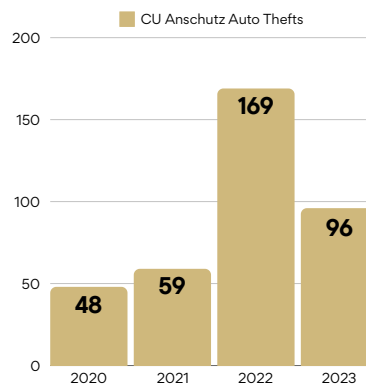
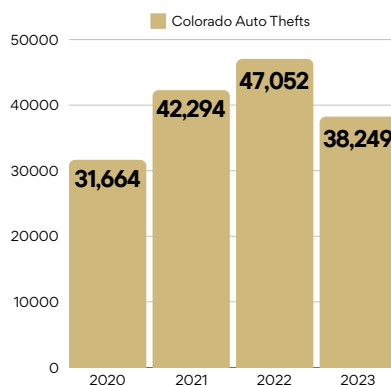
- **Transparent** – Providing consistent, open, and clear communication.
- **Collaborative** – Jointly and respectfully working together to achieve outcomes that support the needs of our community.
- **Professional** – Conscientious and courteous behaviors aligned with industry best practices and accreditation standards.
- **Inclusive** – Welcoming and curious environment where all perspectives are valued, heard, and respected.
- **Accountable** – Answerable, trustworthy, and ultimately responsible for our attitudes, actions, duties, and responsibilities.
- **Ethical** – Honesty and equity in our professional and interpersonal actions.
- **Service-Oriented** – Understanding and meeting the safety and security needs of our community with care and empathy.



SUCCESS STORIES: AUTO THEFTS DOWN

After a large spike in post-pandemic auto thefts a year earlier, CU Anschutz saw a 43 percent decrease in 2023. The Police Department over the past two years has worked on an extensive theft prevention education campaign and collaborated closely with Aurora Police and the security teams at Children's Hospital Colorado and UCHealth. Two other factors leading to the drop include:

- **License Plate Readers:** In March 2023, CUPD installed Flock Safety license plate-reading cameras (LPRs) at all entrances to campus to identify license plates of stolen vehicles and/or those associated with outstanding criminal warrants. When the camera sees a match, it sends an immediate notification to the Dispatch Center for officers to respond. Thanks to these Flock alerts last year, officers arrested 4 suspects and recovered 5 stolen vehicles.
- **Stiffer criminal penalties:** A new state law took effect in July 2023 that allows prosecutors to file felony charges for any auto theft, rather than a charging decision being based on a car's valuation. The Aurora City Council also introduced mandatory minimum sentencing of 60 days in jail for auto thieves convicted in Municipal Court.



Top 5 stolen vehicles on campus in 2023

Kia (36)



Hyundai (34)



Chevrolet (9)



Toyota (4)



GMC (3)





SUCCESS STORIES: NEW CUPD BUILDING

In April 2023, CU Anschutz Police held an open house to dedicate its new Campus Safety & Security Building. Since moving operations to the CU Anschutz Medical Campus in 2004, the department had worked out of a converted “temporary” army barrack that pre-dated World War II. Over the past two decades, the Police Department expanded its staff and duties and simply outgrew the space.

Groundbreaking began in fall 2021 at the site of a former one-story Army vivarium that had only been used by CU Anschutz for storage purposes. While a Facilities Master Plan once called for its demolition, it found new life with this project.



- First **Net Zero Energy** building at a CU campus
- **Solar-powered** 26,000-square-foot facility
- **Upgrades** include an on-site training facility, secure parking, fitness room, gender-neutral locker room, and state-of-the-art dispatch center

The design-build team of Saunders Construction Inc. and Anderson Mason Dale Architects added a second story to the vivarium and expanded the footprint nearby with new construction. The adaptive reuse significantly reduced both the project cost and carbon impact on the environment.

The new building allows CUPD to house almost all its employees in one location (the Security Badging Office remains in the Fitzsimons Building). In addition to having a fully code-compliant and sustainable facility in a smaller footprint, other upgrades include an on-site training facility, secure parking, fitness room, gender-neutral locker room, and state-of-the-art dispatch center.



SUCCESS STORIES: FULL-SCALE EXERCISE

In October, the Emergency Management Division led the CU Anschutz Medical Campus through a full-scale exercise in partnership with state, regional, and local partners. A full-scale exercise, as close as possible, mimics a real-life emergency. The multi-discipline operations-based exercise involved functional objectives (e.g., Incident Command, Emergency Operations Center) and response in the field (e.g., law enforcement, EMS, public works).

The scenario involved a commercial passenger vehicle crashing into a power transfer switch, which caused a fire and campus power outage. The exercise featured actors who “suffered” burn injuries and needed immediate care.

The response strategies included providing direct triage and transport of victims, scene management, securing the crash site, activating the University Crisis Leadership Team and campus Emergency Response Team, an analysis and reconstitution of power to the central utility plant, and restoring services across campus.

434

participants

10

exercise lanes



The exercise was a tremendous opportunity to test and validate processes and procedures. The 3-hour exercise involved 10 exercise lanes, 39 volunteer actors, and 434 participants from 10 local agencies, and 6 state entities.

AGENCY HISTORY

The University of Colorado Medical Center (UCMC) officially opened in 1924 at East Ninth Avenue and Colorado Boulevard in Denver with four buildings and no formal security department. In the early 1950s, Burt Keys was hired as a night watchman. Burt would lock up and keep an eye on the campus overnight.

In 1964, the Medical Center began a major expansion that included the construction of the new Colorado General Hospital (later renamed University of Colorado Hospital) and remodeling the former hospital for teaching and research use. In conjunction with opening the new facilities, the university expanded its Security Department. The new Security Department consisted of about a dozen men headed by Keys. Many of the officers were military veterans. Officers were unarmed and communicated using World War II surplus radios and operated out of a small room in the basement of the Research Building. The Security Department had many unique duties and responsibilities different from city, county, or other campus agencies. The most memorable of these was providing security for the Colorado Psychiatric Hospital, which was part of the medical center and housed criminal inmates under psychiatric care.

In 1968, retired Denver Police Department Captain Cornelius “Conny” Wykstra was hired as Director of Traffic and Security. During Wykstra’s administration, guards received more training and began to carry firearms. Wykstra also oversaw the department’s transition from a security department to a police agency. In 1972, officers were commissioned as police officers and began attending the state law enforcement academy.



In 1975, the University of Colorado Medical Center was given administrative oversight of the undergraduate campus located in downtown Denver and became an autonomous institution in the University of Colorado System. The campus was renamed the University of Colorado Health Sciences Center (UCHSC). The Police Department continued to provide police and security services through the early 1990s.



UCMC founded

1924



Officers commissioned

1972



Campus moves to Aurora

2004

AGENCY HISTORY



In 1995, Fitzsimons was included on the list of facilities recommended for closure by the U.S. government. In June 1999, Fitzsimons Army Medical Center was officially deactivated as a military installation. In 1997, the university began planning to move to its new home 14 miles east in Aurora. At first, the Police Department's presence at Fitzsimons consisted of a sergeant who acted as a liaison between the military police and the university police. One lone security guard was posted at the entrance to the old hospital building.

In 2004, as the university completed its move to Aurora, the Police Department was reorganized into its current configuration, having responsibility for police, physical security, access control and ID management, and emergency preparedness and management.

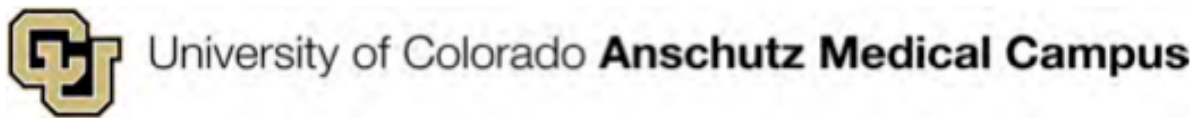


The department was housed in a World War II-era "temporary" army barrack – a building it would occupy for the next 19 years.

In 2006, the Fitzsimons Army Medical Center was renamed the CU Anschutz Medical Campus after a substantial donation by The Anschutz Foundation. In 2023, the Police Department moved into its brand-new headquarters at East 17th Place and Victor Street. The 26,000-square-foot Campus Safety & Security Building's features include a state-of-the-art dispatch center and solar arrays. It is the CU System's first Net Zero Energy building.

Today, the CU Anschutz campus encompasses approximately 300 acres with two major hospitals (the UCHesth University of Colorado Hospital and Children's Hospital Colorado). The CU Anschutz Medical Campus integrates world-class education, research, and patient care, including professional medical programs, dental medicine, nursing, pharmacy, public health, and three research towers. Our campus community of students, faculty, and staff adds up to a daily population of 25,000 to 30,000 and more than 2 million annual patient visits to the two hospitals on campus.

CAMPUS MAP & PATROL AREA



University of Colorado Anschutz Medical Campus and Fitzsimons Base Map

October 10, 2023

- Anschutz Medical Campus
- University of Colorado
- Children's Hospital Colorado (CHCO)
- UCHealth University of Colorado Hospital (UCH)
- Non-Campus Building
- Block within Fitzsimons
- Campus Open Space
- Detention Basin
- Pond
- RTD RTD Light Rail Station
- RTD Light Rail "R" Line



CAMPUS MAP & PATROL AREA



The campus is approximately 300 acres, including the recent acquisition of the property north of Montview Boulevard. The primary east/west streets are Montview Boulevard, East 19th Avenue, and East 16th Avenue. Primary north/south streets are Quinten Street, Racine Street, and Victor Street.

The campus consists of approximately 34 buildings, five parking structures, 26 surface parking lots, seven park/open spaces, and two affiliate hospitals: the UHealth University of Colorado Hospital (UCH) and Children's Hospital Colorado (CHCO), with the Rocky Mountain Regional Veterans Affairs Medical Center directly east of campus.

The primary patrol boundaries for CU Anschutz Police are:

- South of the south curb line of 21st Avenue on the North
- North of the north curb line of Colfax Avenue on the South
- East of the west curb line of Quentin Street on the West
- West of the east curb line of Wheeling Street on the east (excluding the Aurora Day Resource Center located at 13328 Montview Blvd).



By the current Intergovernmental Agreement with the City of Aurora and the Aurora Police Department, CUPD's expanded patrol boundaries are the far curb lines of:

- Fitzsimons Parkway
- Colfax Avenue
- Peoria Street

CUPD has primary jurisdiction within the boundaries of the CU Anschutz Medical Campus. This includes enforcement responsibilities for all streets within the primary campus boundaries.

CUPD provides police services to all exterior areas adjacent to the two hospitals. This includes parking lots, streets, sidewalks, and greenbelt areas, and by way of service contracts the buildings of the Fitzsimons Innovation Community and CU Medicine. The Aurora Police Department has primary jurisdiction for crimes inside the hospitals, however CUPD assists when necessary or requested by Aurora Police for incidents within the hospital facilities.

ADMINISTRATION



**RANDY
REPOLA**

Chief of Police

* Randy Repola is the Chief of Police for the University of Colorado Anschutz Medical Campus. Chief Repola began his career with the four-campus University of Colorado System (CU Boulder, CU Denver, CU Anschutz, and University of Colorado Colorado Springs) in 2012. He served 5 years at CU Boulder as Deputy Chief of Police, 2 years over Support Services, and 3 years over Police Operations. Chief Repola was selected as Chief for the CU Denver | Anschutz Police Department in the spring of 2017. He has over 27 years of policing experience in municipal and university settings and nearly 10 years of municipal administration experience overseeing fire/rescue services, risk management, human resources, and other municipal services. He has an MBA from Colorado State University and is a graduate of the FBI's National Academy (June 2015 – Session 260).

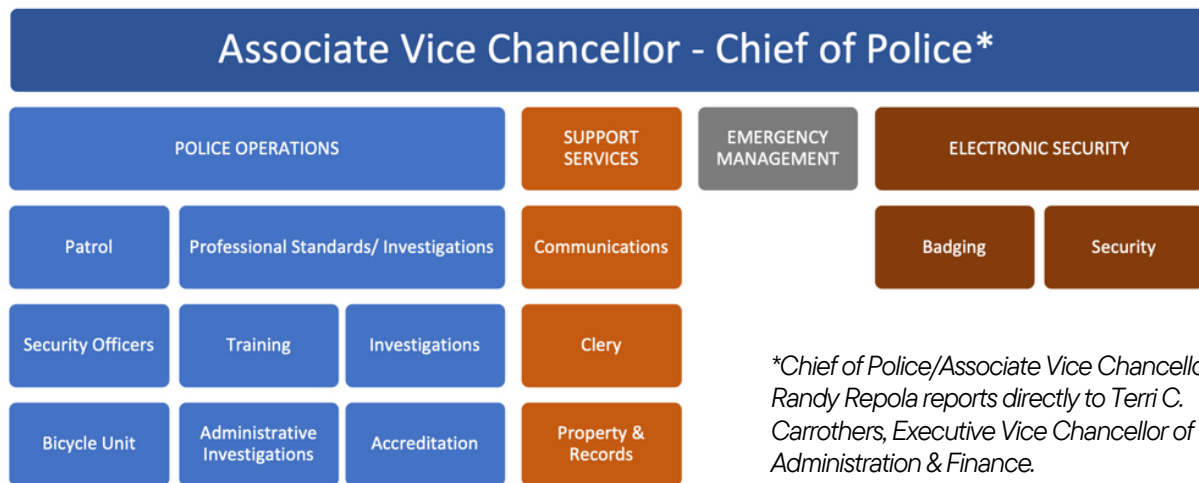


**COURTNEY
BOWMAN**

Business Services Manager

* Courtney Bowman began her role with CUPD in September 2023 after six years of service with the CU Anschutz School of Dental Medicine. In her current position, she is responsible for supporting CUPD's daily operations. Bowman graduated from Capital University (Columbus, Ohio) in 2006, where following graduation, she served in the U.S. Armed Forces as a commissioned officer, achieving the rank of captain. She has extensive experience in federal government, state government, and higher education providing leadership through human resources, business services, and process management in the Army, at the College of Coastal Georgia, and at the Georgia Department of Natural Resources.

ORGANIZATIONAL CHART



**Chief of Police/Associate Vice Chancellor
Randy Repola reports directly to Terri C.
Carrothers, Executive Vice Chancellor of
Administration & Finance.*

POLICE DIVISION



LOUIS PEREA

Deputy Chief

* Deputy Chief Louis Perea has over 34 years of law enforcement experience in a large sheriff's office and university setting. He has management experience overseeing patrol, investigations, professional standards, and detentions. He joined the University Police Department in March 2022 as the patrol operations commander. In October 2022, he was promoted to Deputy Chief. Deputy Chief Perea has a bachelor's degree in criminal justice from the Metropolitan State University of Denver. He graduated from the Northwestern School of Police Staff and Command, the University of Denver Public Leadership Development Program, and the FBI National Academy (December 2008 - Session 235). He was an assessor with the Commission on Accreditation for Law Enforcement Agencies (CALEA).

POLICE DIVISION: PATROL OPERATIONS



DIANA COOLEY
Patrol Commander

The Patrol Operations unit provides coverage of the campus 24 hours a day, seven days a week. Police officers are responsible for protecting the campus community and enforcing state laws and municipal ordinances, and University laws/policies. Patrol provides the following services to the campus community:

- Patrolling the campus with marked police vehicles, bicycles, and on foot.
- Responding to emergency and non-emergency incidents.
- Conducting initial investigations of crimes on campus.
- Conducting routine traffic control, including speed enforcement.
- Providing security escorts.

In addition to these routine services, patrol operations provide police support at all major campus events, such as commencement and other student-sponsored activities.

* Commander Diana Cooley joined the CU Anschutz Police Department in 2023. Cooley dedicated 16 years to the Aurora Police Department before joining the university. Her career is defined by her commitment to ensuring the safety of the community and the officers under her command. Cooley's primary focus is building and nurturing professional relations to achieve the department's goals. Her passion lies in harnessing proper law enforcement practices to impact the community positively. She also serves on the Executive Board for the Law Enforcement Torch Run for Special Olympics Colorado and is an active Colorado Fallen Hero Foundation member. Cooley earned a bachelor's degree in Criminal Justice from Central Christian College (Kansas) and plans to complete a master's degree in Law Enforcement and Public Safety Leadership in 2024 at the University of San Diego.



Daily, our patrol and security officers interact with our campus community. We are here to assist our community by responding to and meeting needs such as escorts to vehicles, vehicle assists, securing doors and investigating suspicious incidents.

Our non-commissioned security officers provide directions and assistance to employees, patients, visitors and campus community members; aid motorists stranded in campus parking lots; interact with the public as well as the university community daily; and present a positive image of CUPD to the public. They also patrol parking lots and buildings, respond to low level alarms (e.g., propped doors), assist police officers on medical calls, and staff various entrances to provide assistance and an additional layer of security.

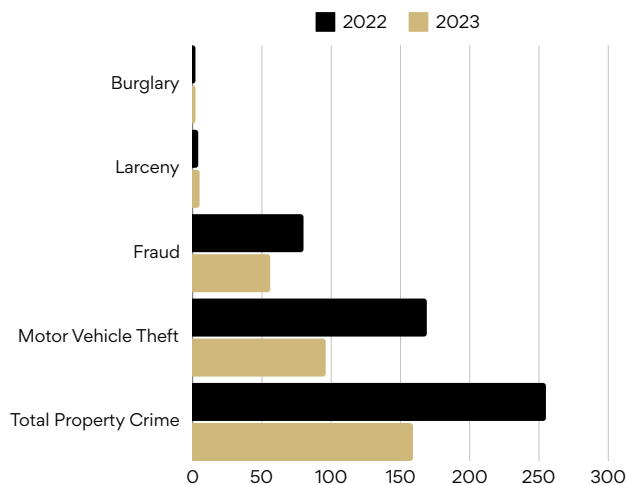
POLICE DIVISION: PATROL OPERATIONS

CRIME STATISTICS

Thanks to proactive enforcement and an extensive educational campaign, the CU Anschutz Medical Campus experienced a decline in property crimes and violent crimes from 2022 to 2023. Motor vehicle theft dropped by 43 percent, while overall property crimes were down 38 percent. The campus had 3 cases of violent crimes in 2022, and 2 in 2023.



Property crimes



Motor vehicle theft locations

Motor Vehicle Theft Locations	2022	2023
University Lots	3	6
Other	3	0
Leprino Garage	2	2
Children's Hospital Lots	36	6
University Hospital Lots	125	82
TOTAL MOTOR VEHICLE THEFTS	169	96

Violent crime

Crime Type	2022	2023
Aggravated Assault	2	0
Murder	0	0
Non-consensual Sex	0	1
Robbery	1	1
TOTAL VIOLENT CRIME	3	2

Cases by report type

Report Type	2022	2023
Accident Report	105	103
Offense Report	382	291
Property Report	81	70
Significant Incident Report	181	214
TOTAL REPORT TYPE	749	678

POLICE DIVISION: PATROL OPERATIONS



TRAFFIC SAFETY

CUPD's commitment to improving traffic safety is founded on the "Three E's" of traffic safety: Engineering, Enforcement and Education. Think of this concept as a three-legged stool. The stool is weakened and unsafe if one leg is missing or damaged. Be aware that CUPD cannot hold this stool together alone. As a community, we must tackle pieces of the task by evaluating each of the components one leg at a time. Enforcement of criminal and traffic laws is, of course, a primary duty of any police agency. We take that directive seriously.

Every patrol officer is responsible for enforcing traffic laws during patrol operations. Limits on the number of enforcement officers available, both traffic and patrol, mean that we also need the help of our campus community to improve traffic safety by bringing concerning matters to our attention.

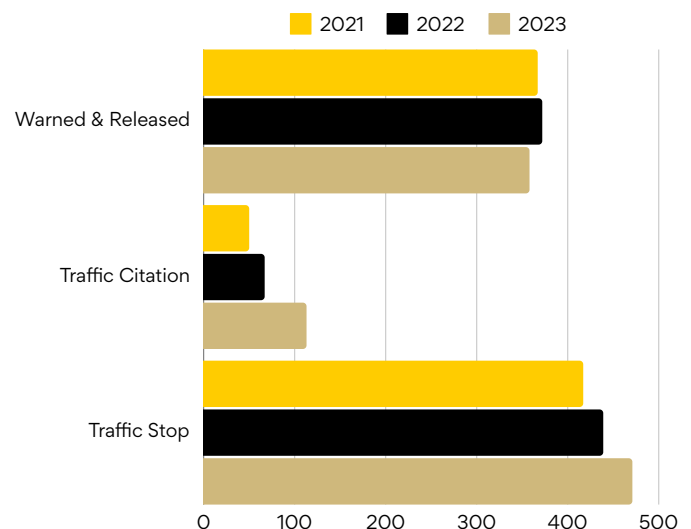
We view each warning or citation we write as a learning opportunity, and our goal always is to change driving behavior positively. Work by our officers, in collaboration with vigilant community members, will ensure safer roadways. While enforcement is critical to traffic safety, education is as much so. Education may occur through internal campus messaging or social media.

However, we believe the best way to educate is through you. We know that peer-to-peer education works and that we can all be role models in our community. We can set the best example for traffic safety by slowing down, wearing our seat belts, not driving after consuming impairing substances, and not driving while distracted - that means no texting!



The third "E," engineering, is the foundation of any traffic safety improvement program. We know that properly signed, maintained, lighted, and smartly designed roadways improve traffic safety. In 2022, Facilities Management installed user-activated, push-button crosswalk lighting systems in key pedestrian areas throughout campus. Our officers and Facility Management staff regularly seek opportunities to enhance safety, including annual "night walks" in the fall to assess lighting and future improvements.

In 2023, the ticket/warning ratio was 24%, compared to 15% in 2022, and 12% in 2021.



POLICE DIVISION: PROFESSIONAL STANDARDS & INVESTIGATIONS



ROB McGREGOR

Commander, Professional Standards & Investigations

* Commander Rob McGregor joined the CU Anschutz Police Department in 2023. Commander McGregor came to CUPD after spending 28 years with the Aurora Police Department and has had the opportunities to enjoy a variety of commands, but his passion lies with investigations. Crime reduction and assisting with creating a safer community is what fuels his values. Commander McGregor has two older sons who live in the metro area, and he enjoys spending his time off with them. He has also been a long-time member of the Aurora Rotary Club and enjoys community outreach, which has included a project that developed one of the first physically challenged playgrounds at Red Tail Park in south Aurora. Commander McGregor graduated from the FBI National Academy (December 2008 - Session 235). He completed his undergraduate degree at the University of North Texas and master's degree in Public Administration from the University of Colorado Boulder.

INVESTIGATIONS

The Investigations Unit conducts criminal investigations for both misdemeanor and felony crimes. Their duties include responding to crime scenes, case follow-ups, investigations, presenting cases for prosecution, and participating in the court process.

Investigations is responsible for:

- Identifying, locating, interviewing, and arresting criminal suspects
- Locating and interviewing victims and witnesses
- Locating, identifying, and preserving physical evidence
- Presenting criminal cases to the District Attorney's Office for prosecution
- Recovering stolen property

CU Anschutz continues to be a safe environment, with very few crimes against people.

TRAINING

The Training Unit administers a training program that meets the standards of federal, state, local, and Colorado Peace Officer Standards and Training (POST) training requirements. CUPD strives to exceed legally mandated training, keep up with best practices, and train beyond those limits. CUPD's priority is to provide continuing education and training for its personnel's professional growth and progressive development.



POLICE DIVISION: PROFESSIONAL STANDARDS & INVESTIGATIONS

TRAINING, continued

The police department uses both online and live classroom/ practical training to ensure the completion of the training requirements. CUPD will use employees trained and certified as instructors in the respective skills areas to provide in-service training. The department may also employ officers or instructors from outside agencies or companies if certified department personnel are not available in a particular area.

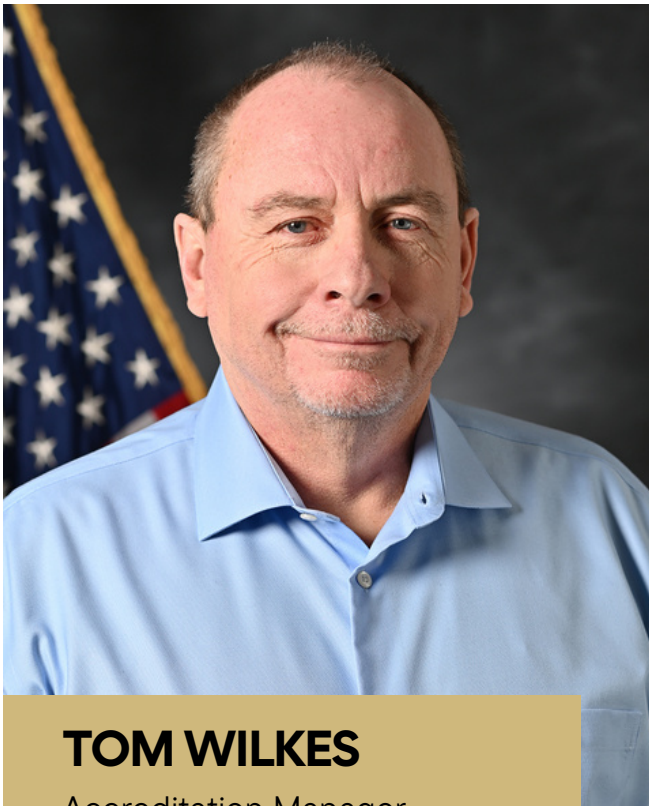
Mandatory staff training is required by:

- Colorado Peace Officers Standards and Training (POST)
- International Association of Campus Law Enforcement Administrators (IACLEA)
- University-required training
- Additional training required by department policy and accreditation standards.

Trainings provided

- **POST:** Firearms, Arrest Control, De-escalation, Anti-bias, Vehicle Operations, Community Policing, Service to People with Disabilities
- **IACLEA:** Discrimination, Harassment, Ethics, Title IX, Use of Force, Vehicle Pursuit/EVOC, Firearms, Anti-bias, Mentally Ill Persons, Less Lethal
- **University:** Blood Borne Pathogens, CBRNE Responder Awareness, Campus Security Authority, Discrimination/Misconduct, Respiratory
- **Department Policy:** CCIC/NCIC Operator, First Aid/CPR

ACCREDITATION



TOM WILKES

Accreditation Manager

* Tom Wilkes began his law enforcement career in Kansas in 1977. Later, he served 33 years with the Aurora Police Department as a patrol/foot patrol officer, training academy staff member, school resource officer, Explorer advisor, hostage negotiator, professional standards investigator, accreditation manager, CALEA assessor, patrol watch commander, and SWAT commander. Wilkes retired at the rank of lieutenant in 2016. He joined the CU Anschutz Police Department as an accreditation manager in January 2020. He has a bachelor's in Criminal Justice and a Master's in Administration of Justice (MAJ) from Wichita State University.



POLICE DIVISION: PROFESSIONAL STANDARDS & INVESTIGATIONS

ACCREDITATION, continued

CUPD is accredited by the International Association of Campus Law Enforcement Administrators (IACLEA). It is the world's largest professional association devoted to excellence in campus public safety and law enforcement, with over 4,200 members representing over 1,000 higher education institutions in 11 countries. Established in 1958, IACLEA has a global network of experts who share best practices, solve problems, and set standards for the profession. The accreditation process began in 2015, and the agency was awarded the initial accreditation in 2018.

Accreditation status is reviewed every four years. The agency leadership is dedicated to maintaining accredited status. This requires the agency to commit to meeting or exceeding 218 standards that span all aspects of agency operations.

IACLEA standards require the agency to meet nationally recognized best practices by continually reviewing our policy and procedures. We must provide documentation to prove we meet all applicable standards each year of a four-year cycle.



Standards address fair and equitable practices in recruiting and hiring, training, documenting officer conduct, and community engagement. Standards also provide direction on the functions of Emergency Management, Dispatch, and control of Property and Evidence.

In November 2022, the agency was reviewed for the first re-accreditation status. Assessors from IACLEA spent three days reviewing agency policy and meeting with employees, our community, and University partners to judge our operations against the standards. CUPD's next review will be in 2026.

ADMINISTRATIVE INVESTIGATIONS

CUPD recognizes that to maintain public trust and the department's integrity, all employees must be held to a high standard and conduct themselves in a professional manner. The Professional Standards/Investigations Unit accepts all complaints of alleged employee misconduct, shows a fair and impartial investigation of the complaint to determine whether the complaint is valid or invalid, and, where indicated, takes appropriate action.

CUPD takes all complaints regarding the department's service and its members' conduct seriously. In accordance with policy as well as any university, state or federal rule, policy or law, the department will accept, document, investigate, and address any complaint of misconduct by any CUPD employee.

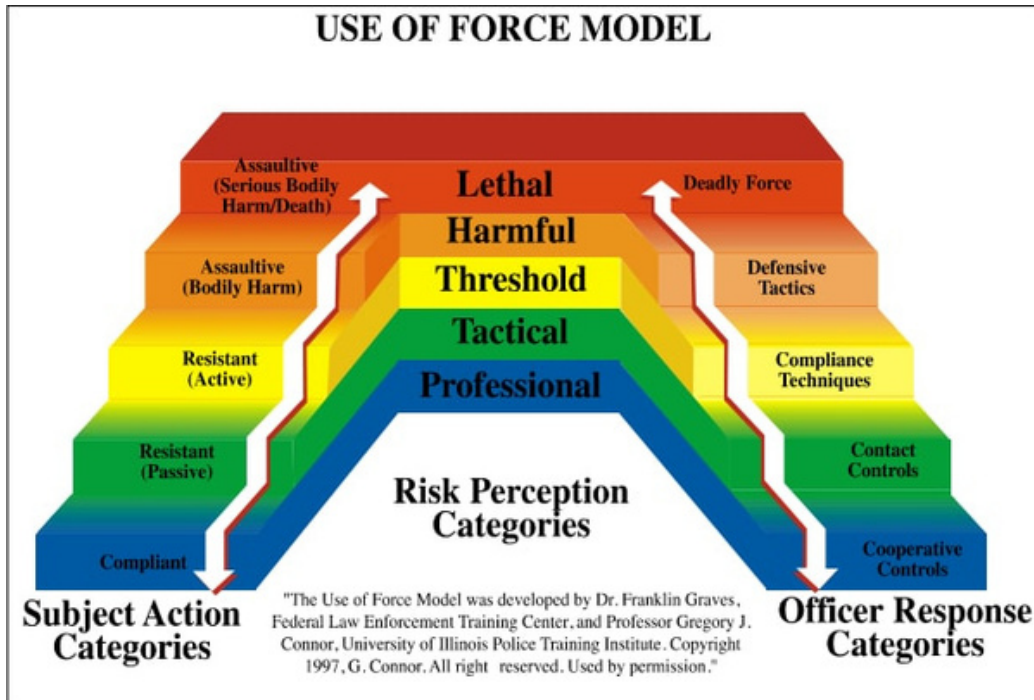
In 2023, the department investigated 1 external complaint and 2 internal complaints. After investigating the complaints, it was determined officers did not violate the law.

Use of Force

CUPD provides guidelines to department employees on the reasonable use of force. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, employees are expected to use these guidelines to make such decisions professionally, impartially, and reasonably.

An officer who observes another employee use force that exceeds the degree of force permitted by law is required to immediately intervene and promptly report these observations and actions to a supervisor.

POLICE DIVISION: PROFESSIONAL STANDARDS & INVESTIGATIONS



Use of force by age

- **Juvenile:** 3 cases
- **18-25:** 1 case
- **26-30:** 1 case
- **31-35:** 1 case
- **36-40:** 2 cases
- **41-45:** 0 cases
- **46-50:** 2 cases
- **51+:** 5 cases

Use of force by gender

- **13 males**
- **2 females**

Use of Force, continued

Any use of force by an officer of the department, whether on or off duty, shall be documented promptly, thoroughly, and accurately. Officers shall articulate the perceived factors and why they believe the force used was reasonable under the circumstances.

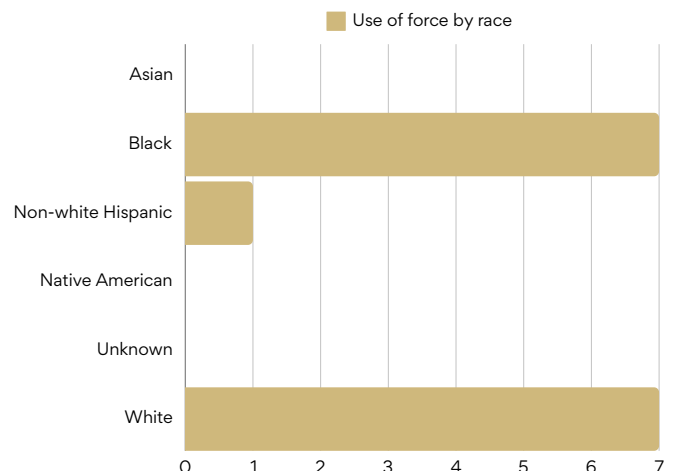
Shift supervisors and the appropriate Command Officer will review all uses of force to ensure the actions were appropriate based on the totality of circumstances, identify any changes to policy, additional training or equipment needed, or any emerging trends in the use of force by officers.

CUPD policy defines force as "the application of physical techniques or tactics, such as gun pointing, chemical agents or weapons to another person. It is not a use of force when a person allows themselves to be searched, escorted, handcuffed, or restrained."

All department use of force and arrest control training curriculums conform to the requirements of The Colorado Enhance Law Enforcement Integrity Act (CRS Title 24, Article 31, Part 9). Based on supervisory and command review of all reported use of force incidents, all were within current police department policy.

During the calendar year 2023, CU Anschutz police officers were not involved in any incidents involving the use of deadly force. No use of force incidents required officers to intercede during attempts to control a combative subject.

Of the 15 use-of-force incidents, 4 were passively resisting, 6 were actively resisting, and 5 were either armed or were reported to have been armed. Of the 15 use-of-force incidents, 4 individuals received minor injuries (lacerations/bruises) while being restrained. The use of restraints included 12 occurrences of using handcuffs only.



ELECTRONIC SECURITY DIVISION



GREG SULLIVAN

Director of Electronic Security

* Greg Sullivan joined CU Anschutz in October of 2022. Sullivan came to the campus with over 23 years of experience in the industrial security industry working for several fortune 100 and 500 companies, museums, and others. He attended Doane University in Nebraska and has lived in Colorado since 2003.

The Electronic Security Division (ESD) is responsible for equipping all exterior doors to all buildings with access control devices and door position monitoring; all buildings have, by default, at least one card-controlled door on their secure perimeter. The Division also installs intrusion alarms, panic devices, CCTV monitoring, and research equipment monitoring (i.e., freezers, incubators) for research laboratories and other restricted zones adjacent to public areas within the same building.

The ESD consists of the Security Technician Team and the Security Badging Office. These teams monitor, program and install equipment across all buildings and various equipment on the campus. This includes over 600 cameras, 2,000 doors, and over 15,000 credentials.

SECURITY BADGING OFFICE

The office is responsible for access badges, access requests, parking access, RTD EcoPass cards, special events programming, and overall system functionality. The badging office is located in the Fitzsimons building on the 2nd floor, Room N1207.

In 2023, the office processed:

- **8,250** Access Cards
- **625** Special Events
- **265** Ongoing reports
- **New badge** layout



ELECTRONIC SECURITY DIVISION



SECURITY TECHNICIANS

Security technicians are responsible for equipping exterior doors to all buildings with access control devices and/or door position monitoring. They also install intrusion alarms, panic devices, CCTV monitoring and research equipment monitoring (freezers, etc.) for research laboratories and other restricted zones.

The university's electronic security system is an important element in providing a safe and secure environment for education, research and patient care.

Work completed in 2023

- **22** security projects
- **40** access control door installations
- **40** camera installations
- **400+** service calls



EMERGENCY MANAGEMENT DIVISION



GARREY MARTINEZ

Director of Emergency Management

* Garrey Martinez joined the university in 2018 and has been with CUPD's Emergency Management Division since 2020. Garrey earned an undergraduate degree at the Metropolitan State University of Denver and a graduate degree at the University of Colorado Colorado Springs. He is an alumnus of FEMA's Basic and Advanced Academy.

The Emergency Management Division's mission is to ensure high preparedness and response capabilities for the campus and the campus community. The division is responsible for developing and maintaining all emergency plans, policies, and procedures for the schools and colleges, departments, and programs through all phases of the National Response Framework, which include the campus's comprehensive emergency management plan.

The Division is also responsible for all preparedness activities on campus.

Preparedness activities include:

- Campus-wide emergency planning.
- Preparedness procedures for all schools, colleges, programs, and departments during all phases of emergencies (prevention, preparedness, mitigation, response, recovery, and continuity of operations or COOP).
- Preparedness education and outreach for all members of the campus community.
- Facilitation of training and exercises with campus partners and stakeholders.
- Coordination and collaboration with campus partners and external stakeholders (other campuses, universities, local, county, state, and federal partners).
- Management and continued development of the CU Anschutz Medical Campus Emergency Operations Center (EOC).



EMERGENCY MANAGEMENT DIVISION

EMERGENCY PREPAREDNESS TRAINING OPPORTUNITIES



Active Harmer Response Training

This training is provided in partnership with the CUPD Police Operations and the Department of Psychology. The training focuses on preparation and action items to consider if faced with an active harmer situation. While some material is campus-specific, much of the tools and information shared during the training may be applied universally.

Build-a-Kit Class

Natural, human causes and technological disasters may occur at any time. After an emergency, you may need to survive without outside resources for several days. Being prepared means having your own food, water, and other supplies to last at least 72 hours. A disaster kit is a collection of basic items your household may need in an emergency. This class provides information and resources available to you in building a disaster kit unique to you and your specific needs.



Stop The Bleed Training

A bleeding injury can happen anywhere. Life-threatening bleeding injuries may occur while hiking, result from a car accident, or other situations. This training provides half instruction and half skills assessment on identifying life-threatening external bleeding and bleeding control techniques. Upon successful completion, participants leave the class with the skills, tools, and a tourniquet to provide aid during a life-threatening bleeding incident.

Severe Weather Preparedness

Severe weather comes in many forms and may result in cascading events like fire and flooding. Whether the severe weather is a blizzard, tornado, or extreme temperature swings, this training will provide insights into how severe weather develops, the process of receiving critical severe weather alerts, and what you can do to prepare for and respond to severe weather incidents.

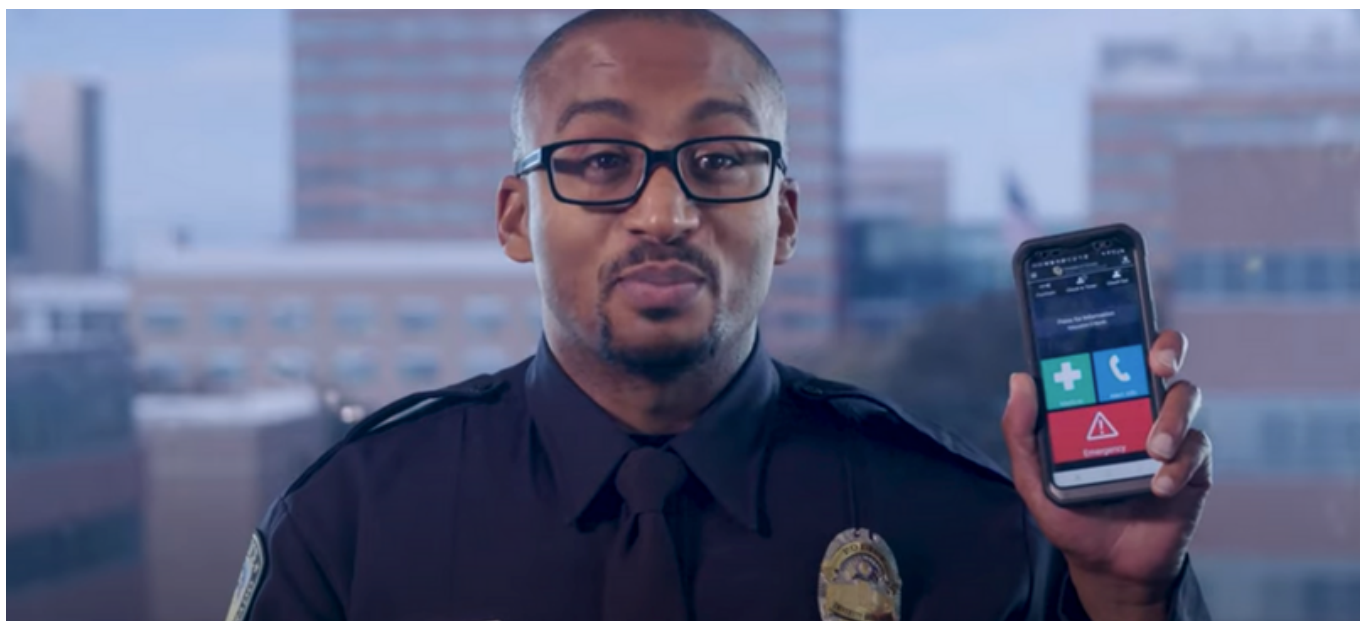
Trainings hosted in 2023

- **9** Active Harmer Response
- **5** Build-a-Kit
- **10** Stop the Bleed
- **3** Severe Weather Preparedness
- **2** Campus Safety | SafeZone

Training class calendar:

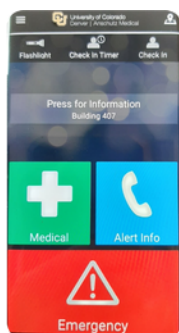
www.cuanschutz.edu/police/training/training-events-calendar

EMERGENCY MANAGEMENT DIVISION



SafeZone

The Emergency Management Division oversees the SafeZone app as a personal well-being tool for the campus community, including CU Anschutz, University Hospital, and Children's Hospital Colorado, to ensure your safety and provide security while on campus.



CU Anschutz Alerts

Communication is critical before, during, and after any emergency or disaster. The Division is responsible for oversight of the critical alert notifications to the CU Anschutz campus community through RAVE Alerts!. The CU Anschutz Emergency Notification System (CU Anschutz Alerts) provides campus emergency alerts via text and email when conditions develop on or near CU Anschutz Medical Campus that pose an imminent threat of danger to the campus community.



COOP: Continuity of Operations Plan

The Emergency Management Division works with CU Anschutz schools, colleges, programs, and departments to maintain the more than 130 continuity of operations plans. Continuity planning assures the preservation of the university's mission and purpose and continuing performance of essential functions under all emergency conditions, including localized acts of nature, accidents, and technological or attack-related emergencies.

SUPPORT SERVICES DIVISION



SUSAN APPLEBY

Director of Support Services

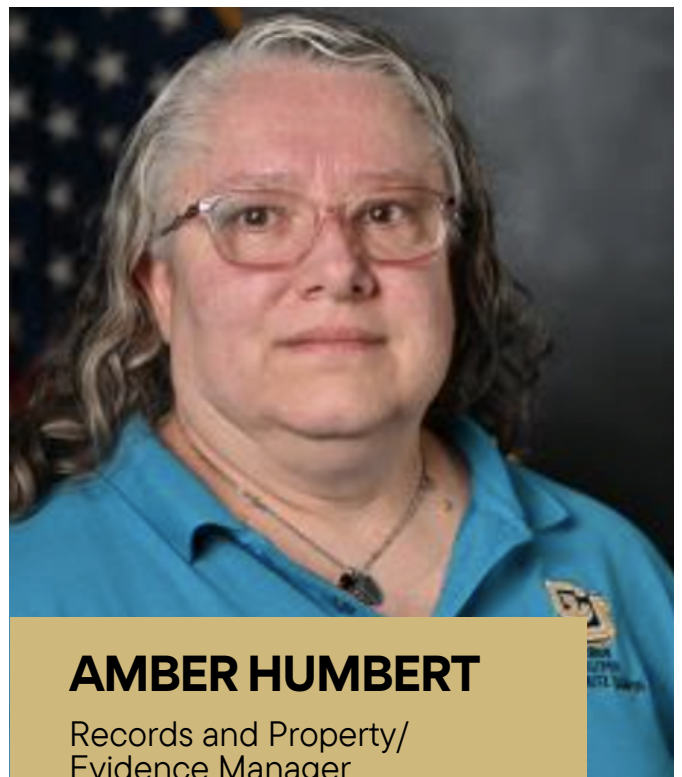
* Susan Matthews Appleby joined the University of Colorado in 2010 after completing her Master's in Economic Crime Management. She served as the Records/Property & Evidence and Clery Manager at the Boulder campus for eight years. In 2018, she was promoted to Support Services Director, and her oversight expanded to include Dispatch, Fleet, and Procurement Services.

In 2019, she transferred to the CU Anschutz Medical Campus to serve as Support Services Director, responsible for Clery Compliance, Police Records, Property & Evidence, and the Emergency Communications Center. Appleby also spent 23 years with the Boulder County Sheriff's Office in various support roles, including Civil, Records, Warrants Property/ Evidence. She spent nine years as an originating Boulder County Drug Task Force member.

POLICE RECORDS & PROPERTY/EVIDENCE

* Amber Humbert has dedicated nearly three decades of service to the CU Anschutz Police Department. She began her journey as a security officer and advanced through the ranks to her current position as Records and Property/ Evidence Manager. Humbert's extensive experience, gained from roles such as dispatcher and dispatch supervisor, has equipped her with a deep understanding of campus security and law enforcement.

Police Records is the official custodian of all criminal or informational reports completed by CUPD police officers. Records personnel are responsible for disseminating these reports to the District and Municipal Attorneys' offices and Municipal and County Courts. Statistical data gathered from these reports are also submitted by staff to the Colorado Bureau of Investigation for inclusion in the National Incident-Based Reporting System (NIBRS).



AMBER HUMBERT

Records and Property/
Evidence Manager

SUPPORT SERVICES DIVISION

POLICE RECORDS & PROPERTY/EVIDENCE

Property & Evidence is tasked with securely warehousing crucial pieces of evidence collected during criminal investigations and found property or items submitted as safekeeping until the successful reunification with the rightful owner.

From 2021 to 2022, the section underwent an extensive review of its systems and procedures to ensure all processes were within acceptable best practices. The resulting procedural updates and packaging guidelines helped the section meet the 2022 reaccreditation standards set by IACLEA.

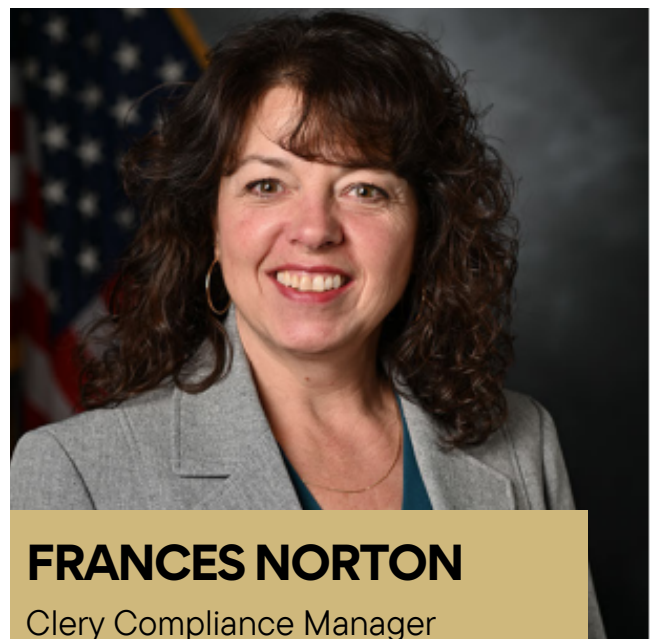
2023 by the numbers

- **50** Reports released to other agencies
- **11** Background check requests
- **124** Reports released to the public
- **27** Bike registrations
- **184** Reports sent to Adams County DA
- **72** Body-worn camera video requests
- **52** Reports sent to City Attorney
- **294** NIBRS entries
- **167** Summons/citations processed
- **3** Record sealings by court
- **929** pieces of evidence logged
- **199** items logged for safekeeping, including found items

CLERY COMPLIANCE

Frances Norton has been the Clery Compliance Manager for the CU Anschutz Medical Campus since November 2019. Norton transferred to CU Anschutz after working for 5½ years at the CU Boulder campus as the Police Department's Manager of the Records and Property/Evidence sections. Earlier in her career, she worked as a Records Manager for Westminster Police, and also at the Boulder County Sheriff's Office.

In summer 2023, Norton completed a two-year specialized process to become a Certified Clery Compliance Officer through the National Association of Clery Compliance Officers and Professionals.



FRANCES NORTON

Clery Compliance Manager

The Clery Act requires all colleges and universities participating in federal financial aid programs to maintain and disclose information about crime on and near their respective campuses for the last three years. This information must be published and distributed in an Annual Security Report (ASR).

Statistics are compiled from CUPD reports, Campus Security Authorities (CSA) reports, disciplinary referrals, and other local law enforcement agencies adjacent to university-owned or controlled properties.

Crime statistics contained in these reports are not representative of all crimes and include only Clery crime data. In addition, a Daily Crime Log is created and published to keep the community informed of all criminal incidents, and alleged criminal incidents reported to our agency and CSAs.

You can find more information about Clery Act compliance and CUPD's responsibilities, including the ASR and Daily Crime Logs, at CUPD's Clery Act page at www.cuanschutz.edu/police/clery-act.

SUPPORT SERVICES DIVISION

COMMUNICATIONS CENTER



AMBER PARVIN

Dispatch Manager

Amber Parvin joined CU Police in 2017 as an emergency communications technician (911 dispatcher). She was promoted to Lead Technician in 2021 and then Dispatch Manager in 2023. Parvin earned a bachelor's degree from the University of Missouri-Columbia in 2005 and a Master of Public Administration degree from CU Denver in 2022.

Our Police Communications Center operates 24/7, including weekends and holidays. It is staffed by 10 dispatchers, 2 supervisors and 1 dispatch manager (a position added in June 2023).

The Center acts as the vital connection between our campus community and business partners. In 2023, Emergency Communications was responsible for answering 13,387 standard calls and 1,227 911 calls. The Center is responsible for continually monitoring the campus fire warning systems and building security. In 2023, this monitoring resulted in 412 C-CURE alarms alerts and dispatches. The Center also took 16,761 calls related to the campus fire alarm system in 2023.



Police Communications Center responsibilities

- Emergencies
- Non-emergencies
- Safe Ride
- Door openings
- Motorist assistance
- After hours gates
- Alarm monitoring

COMMUNITY EVENTS

CUPD values inclusive partnerships with our campus community to be an advocate for the education, research, and patient care missions of the university. To that end, the department participates in community events throughout the year to strengthen bonds with students, faculty, staff, patients, and hospital partners. Below are some of the highlights.



Clockwise from upper left:

- Coffee with a Cop (March 29)
- Law Enforcement Torch Run (June 2)
- Bike to Work Day (June 8)
- Halloween Coffee with a Cop (Oct. 31) - two photos

COMMUNITY EVENTS



Clockwise from upper left:

- Visit to Montview Elementary School (Dec. 11)
- Campus Block Party (Sept. 13)
- Shop with a Cop (Dec. 9)
- Children's Hospital Colorado Toy Run (Dec. 3) - two photos



DEPARTMENT EVENTS

Creating a welcoming environment and maintaining a sense of belonging for employees is paramount for CUPD. To work toward that goal, the department held several team-building events throughout the year.



Clockwise from upper right:

- Officer swearing-in ceremony (Aug. 2)
- Electronic Security Pancake Breakfast (Aug. 8)
- Fourth of July BBQ (July 4)
- Employee Appreciation BBQ (Sept. 20) - two photos

RETIREMENTS & AWARDS

CUPD honored the dedication of two employees who retired in 2023 after decades of service to CUPD.



ANITA YOUNG

Dispatcher; 24 years of service



DAVE HALL

Police Commander;
32 years of service



CUPD held its annual Awards Ceremony on July 22, 2023, at the Benson Hotel, to recognize achievements from 2022. Twelve CUPD employees, one contractor, and two Aurora police officers were recognized with awards.



Administrative Excellence: Amber Parvin

Campus Impact Award: Amber Parvin, Anita Young, Charisse Apodaca, Charles McAdams, Cody Toft, Lauren Brown, Shannon Hains, Frances Norton, Ryan Huff (contractor).

Community Service Award: Amber Parvin

Customer Service Award: Paola Navarette Castillo

Medal of Valor: Rachel Silva

Official Commendation: Louis Perea, Essi Ellis, Terra Goswick (Aurora PD), TJ Campagna (Aurora PD)