
Community College Campus

Margolis, Healy and Associates helps a large, multi-campus community college refine their approach to campus safety

The SITUATION: Mid-Western Community College (fictional name) was at a critical juncture – they were facing rapid growth of their student population and their facilities, but the Administration was unsure if they were prepared to provide a reasonable level of security for their campus community. The College needed a comprehensive safety and security assessment and recommendations for creating a “best-in-class” campus security strategy.

The SOLUTION: Mid-Western Community College partnered with Margolis, Healy and Associates, LLC (MH&A) to conduct a safety and security vulnerability assessment that considered the following factors: the response capacity of the campus police department; the security environment on the College’s five urban campuses; the use of electronic security systems as a lever in the College’s efforts to enhance safety for its students and employees; and the readiness of the College to respond to

all-hazard critical situations. MH&A delivered a detailed report outlining more than 100 recommendations to ensure the College was meeting best and promising practices in campus safety and security. MH&A team members conducted training in behavioral threat assessment and emergency operations planning and incident command for senior administrators. MH&A facilitated the College’s selection of an emergency notification system and guided the institution through system implementation and policy development. Today, the 30,000 students and more than 2,500 employees at Mid-Western are safer and can be confident that the College is prepared to effectively respond to a full range of emergencies.

TODAY: The MH&A relationship with Mid-Western is not a typical consultant-client contract – it is a true partnership. MH&A continues to work with Mid-Western to further refine the campuses approach to safety and security and help with implementing a number of the longer-term strategic recommendations.

State Board of Regents (6 state universities & medical center)

Margolis, Healy and Associates helps Board of Regents establish guidelines for campus behavioral threat assessment and emergency preparedness and response

The SITUATION: A state governing board with responsibility for overseeing six state universities and serving as the coordinating board for 19 community colleges, ten technical schools and colleges and one municipal university approached MH&A for assistance with ensuring the institutions were meeting best practices in the areas of emergency response and recovery and behavioral threat assessment. Shortly after the tragic shooting at Virginia Tech in April 2007 and the subsequent rampage shooting at Northern Illinois University in February 2008, the Board of Regents encouraged the public institutions of higher education to begin reviewing their campus safety and security plans in light of these tragedies. The Board also created a checklist for Crisis Management. Recognizing the need to address a broad range of lessons learned from critical incidents at other institutions of higher education, the Board asked MH&A to conduct a comprehensive review of all of the campuses plans, policies and procedures related to violence prevention.

The SOLUTION: MH&A’s highly regarded team of nationally recognized subject matter experts analyzed more than 40 policies covering violence prevention initiatives, emergency response and recovery, and Clery Act compliance from the six state universities and the medical school. This analysis included an assessment of the policies in place and recommendations for enhancing the institutions’ prevention strategies and response capacity. This process considered the degree to which the institutions had established policies that met nationwide best, promising, and emerging practices. Additionally, MH&A provided the Board with detailed checklists for all of the specified functional areas. MH&A Managing Partners presented their findings to a full meeting of the Board of Regents and the Presidents and General Counsels from the evaluated institutions.

TODAY: The MH&A report and extensive checklists are now the benchmark standard used by the Board and the seven campuses to create safer campuses for more than 40,000 students and nearly 18,000 employees.

Elite Private University

Margolis, Healy and Associates helps a small, elite private university transition to armed police officers.

The SITUATION: Stevens University (fictional name) recognized the threats facing university and college campuses after 9/11 and the tragedy at Virginia Tech, and decided that an armed, full-service police agency was in the best interests of the community. The University required a comprehensive review of the arming process for its sworn police agency, and related policy, training and organizational recommendations before firearms and related use of force tools were deployed.

The SOLUTION: Stevens University engaged Margolis, Healy and Associates, LLC (MH&A) to provide counsel to the Board of Trustees during the arming process, and perform a management review to ensure that the agency was prepared for the transition. MH&A reviewed policies and practices relating to use of force and psychological screening; delivered training for

supervisory staff on the investigation of use of force actions by campus police officers; reviewed decisions relating to the choice of firearms, ammunition and the firearms qualification training program; and generated a detailed report outlining dozens of recommendations to ensure the University was meeting best and promising practices in campus public safety. Today, the 3,000 students and more than 1,000 employees at Stevens are safer and can be confident that the University's public safety department is prepared to effectively respond to a full range of emergencies. The Board of Trustees and the President of the University continue to express their support for the department and the campus police chief.

TODAY: Stevens University continues to rely on MH&A for advice and counsel on the operation of their public safety organization, and on matters involving the use of force by their police officers.

Large State University

Margolis, Healy and Associates helps a large, state university implement a behavioral threat assessment team.

The SITUATION: State University formed a multi-disciplinary threat assessment team to review reported incidents of threatening behavior to determine if the individual poses a credible threat to the safety of the university. The team consists of representatives from human resources and the office of general counsel, student affairs, law enforcement, and mental health professionals. State University required the services of a qualified firm to provide a training program to educate the team on the basic principles of threat assessment and to lay the foundation for the University's threat assessment and response program.

The SOLUTION: State University engaged Margolis, Healy and Associates, LLC (MH&A) to provide threat assessment training for their multidisciplinary behavioral threat assessment team. The custom, multi-day program included basic statistics on the

prevalence of different types of campus crime, including school shootings; case studies, major facts about violence on campus; implications for campus safety; basic principles of campus threat assessment; and strategies for enhancing safety in the campus climate. In addition, the curriculum addressed key components of effective campus threat assessment; recommended team composition, policies and procedures; how to investigate and evaluate threats and other concerning behavior; resources and strategies for managing individuals that may pose a threat of harm; establishing key community relationships; sharing information amid FERPA and HIPAA concerns; considerations for public information officers; understanding the process of becoming violent, and more.

TODAY: State University has deployed a trained, multi-disciplinary threat assessment team to assess alarming and disruptive behavior. The University continues to rely on MH&A to provide counsel and advice on individual cases.
