

**Public Safety**

**Office or Department of Fiscal Affairs**

**Administrative Unit Assessment Report Information**

**Year Reporting: FY22**

**Prepared on:**

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**Department Mission and Goals**

**The mission and goals of the department should be consistent over a 5 year period, although some institutional changes may necessitate and prompt a change in mission or goals for specific departments. In this section, you will report the mission statement for your department as well as the long term goals (5 year range) for the department.**

6. What is the mission statement for this department/area? Your mission should explain why the department/area exists and who it serves.	MGA Police is committed to protecting and providing professional and dedicated public law enforcement services to the campus community.
7. What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.	Continue to work toward credentials and certification for the department. 1- The Georgia Association of Chiefs (GACP) Risk Reduction program certification. 2- The GACP State Certification for Police Agencies. 3- Enhance the department structure toward emergency management response and increase the number of officers for our campuses.

## Objectives

Each year, every department should identify objectives the department hopes to accomplish in the next year. These should align with departmental goals and the MGA strategic plan. In the next section you will be reporting on the objectives you set and whether or not you achieved them in FY22. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY23.

### Objective 1

8. Objective 1: What was this department's first objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	The department will develop a written Field Training Officer program. This program will be required for all new recruits to develop consistency and well trained officers within the MGA Police department.
9. Objective 1: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Lt. Strom from our Cochran precinct was tasked with the development. This program is now in a written form and required for all new officers as part of onboarding.
10. Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	100% development of a written Field Training Officer program.
11. Objective 1: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc.)	Develop the new program in a written format and have it ready for new recruits as they enter in this fiscal year.
12. Objective 1: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	100% completion of the development
13. Objective 1: Did your department meet this objective?	Yes
14. Objective 2: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	Continue to review and evaluate our new program. Update for best practices and look for ways to continue to improve the newly developed program.

## Objective 2

15. Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	The department will send 4 officers to participate in the Field Training Officer Certification Program through the GA Public Safety training center.
16. Objective 2: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of participants that will go through the training program.
17. Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	75% participation (or 3 out of 4 officers) of officers being able to successfully participate in the training program.
18. Objective 2: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc.)	The target performance objective was reliant upon course availability with the Georgia Public Safety Training center. The courses were full and our selective officers could not be enrolled to meet the goal. We only were able to certify two (2).
19. Objective 2: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	50% (only 2 were able to participate in the training)
20. Objective 2: Did your department meet this objective?	No
21. Objective 2: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	The biggest lesson is that we cannot set lofty goals when we are dependent upon outside influencers to achieve them. We will work to bring training in-house with the USG and locate other sources for training.

### Objective 3

<p>22. Objective 3: What was this department's third objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</p>	<p>Audit and review 5 of our internal policies to align with the Risk Reduction program (as our previous goal for 26 was too lofty given staffing and time) and rewrite them to the criteria of the Georgia Association of Chiefs (GACP) Risk Reduction Program certification moving toward that long term goal for all 26. Risk Reduction Certificate Program – the GACP (<a href="http://gachiefs.com">gachiefs.com</a>)</p>
<p>23. Objective 3: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</p>	<p>We reviewed the policies and outlined a game plan to review and write those that we could accomplish based on current resources.</p>
<p>24. Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)</p>	<p>100% audit and review of 5 internal policies.</p>
<p>25. Objective 4: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc.)</p>	<p>The program requires both standards and proofs for certification. Based on our timeline the review moved faster than anticipated and we were able to review above the five (5).</p>
<p>26. Objective 2: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)</p>	<p>100% completion of audit and review</p>
<p>27. Objective 2: Did your department meet this objective?</p>	<p>Yes</p>
<p>28. Objective 2: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?</p>	<p>We learned that we have to focus on the task at hand. We have to work as a team and give ourselves enough time to concentrate the energy the tasks deserves. We were pleased with the outcome. We will maintain course for the next fiscal year.</p>

#### Objective 4

29. Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	No forth objective
30. Objective 4: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	
31. Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	
32. Objective 4: Provide details for your target performance level established (i.e. accreditation requirement, past performance data, peer program review, etc.)	
33. Objective 4: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	
34. Objective 4: Did your department meet this objective?	
35. Objective 4: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	

**Future Plans**

<p>36. Please identify and detail three to four measurable objectives for the next fiscal year. In listing the objectives, please use the format shown in these examples. 1) The Department of X will improve services levels by 5% as measured by our satisfaction survey. 2) The department of X will provide training in ABC for at least 73 MGA faculty and staff.</p>	<p>1- The department will 100% complete the GACP Risk Reduction certification review. We will then apply for certification.                  2- We will work to certify two (2) more field training officers.                  3- We will enhance and work to improve the Emergency Operations plan and complete a review of 25% of the plan.</p>
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**Open Box for Assessment Comments**

<p>37. In this field, please document the overall use of assessment results for continuous improvement of this department area (consider the past, present, and future and specifically address these in your narrative).</p>	<p>The staffing climate continues to pose challenges for the third year in a row for the department. Our salaries are not as competitive as other markets and we cannot be nimble with incentives to draw talent. We continue to struggle to find qualified candidates in the labor pool that meet the background and POST certification requirements. The lack of stable staffing continue to impact our ability to complete goals and grow the department. Our policies and procedures must be updated to overcome an organizational culture of “good enough” in order to become great. We are however in a quandary between maintaining staffing levels in order to complete the basic tasks we need to become a certified law enforcement agency.</p>
<p>38. Optional Open Text Box for Assessment Comments:</p>	
<p>39. If the COVID-19 pandemic impacted this assessment cycle, please provide specific details below.</p>	<p>COVID-19 will always be a challenge to our department since we are staffing residential campuses for public safety 24/7. Call outs and illnesses impact our ability to serve the campus community and affects our quality of service when staffing levels are scarce.</p>

**MGA’s Strategic Plan**

<p>40. Based on your goals and objectives listed above please indicate their connection with MGA's Strategic Plan (<a href="https://www.mga.edu/about/docs/Strategic_Plan_Overall_DB.pdf">https://www.mga.edu/about/docs/Strategic_Plan_Overall_DB.pdf</a>) by checking all associated and relevant Imperatives / Strategies from the list below. (Check all the apply)</p>	<p>Build Shared Culture 7.                  Cultivate engagement with its local communities</p>
<p>41. Please indicate which of the following actions you have taken as a result of the 2021/2022 Assessment Cycle (Note: These actions</p>	<p>Disseminating/Discussing Assessment Results/Feedback</p>

<p>are documented in reports, memos, emails, meeting minutes, or other directives within the reporting area) (Check all the apply)</p>	<p>to Appropriate Members of the Campus Community, Faculty or Staff Support: Professional Development Activities, Trainings, Workshops, Technical Assistance, Process Changes: Improve, Expand, Refine, Enhance, Discontinue, etc. Operational Processes</p>
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**Other**

42. Please indicate (if appropriate) any local, state, or national initiatives (academic or otherwise) that are influential in the operations, or goals, and objectives of your unit. (Complete College Georgia, USG High Impact Practice Initiative, LEAP, USG Momentum Year, Low-Cost No-Cost Books, etc.)	Georgia Association of Chiefs of Police (GACP) Risk Reduction and State Certification
43. Mindset Update (Academic Deans ONLY)	N/A