



**PennState**  
University Police  
and Public Safety



Includes a 5-Year Data Trend Analysis for the  
**University Park Campus**

# **2024 ANNUAL REPORT**

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# A MESSAGE FROM THE ASSOCIATE VICE PRESIDENT AND CHIEF OF POLICE AND PUBLIC SAFETY



On behalf of Penn State, the Department of Finance and Business, and the amazing 265 men and women serving University Police and Public Safety (UPPS) across the Commonwealth, thank you for taking the time to review UPPS's 2024 Annual Report. This document allows our department to share its accomplishments, priorities, and data from the past year with our stakeholders.

This year, our department has made significant strides in technological advancements in emergency management, physical security, and dispatch operations. We have re-addressed our campus buildings to better expedite emergency response. Additionally, we developed an enhanced learning module for the University's Active Attacker Response Plan, hosted a department-wide Safety Fair, and sponsored numerous Community Oriented Policing (COP) events.

We have also encouraged future Police and Public Safety professionals to learn more about this great profession through recruitment fairs and a "Women in Policing" panel discussion. Furthermore, we reviewed and shared the results of our 2023 Community Survey, which allowed our communities to express their thoughts and concerns about policing on our campuses. And there is so much more to come.

We take great pride in serving and protecting Penn State's communities across the state, and we deeply value the relationships we've built with faculty, staff, students, partners, and visitors.

I am immensely grateful for the dedicated members of Penn State University Police and Public Safety who work tirelessly to make our campuses safer every day with their dedication, compassion, and professionalism. Together with our University leadership and the continued support of our communities, UPPS looks forward to building upon our tradition of excellence in the coming years.

A handwritten signature in blue ink, appearing to read "W. Sheets", written in a cursive style.

Wesley Sheets

*Associate Vice President and Chief of Police and Public Safety*



# UPPS MISSION, VISION & VALUES

## MISSION

We serve and protect our community with respect, professionalism, and accountability, while striving for excellence.

## VISION

It is the vision of Penn State University Police and Public Safety to:

- Be a leader in innovative campus policing and public safety practices;
- Engage stakeholders in problem-solving and crime prevention strategies;
- Provide consistent professional and value-added service to our communities;
- Establish a cohesive, inclusive, and innovative work environment;
- Establish a resilient University; and
- Maintain a commitment to excellence.

## VALUES

University Police and Public Safety's values mirror those of Penn State:

- **Integrity:** We act with integrity and honesty in accordance with the highest academic, professional, and ethical standards.
- **Respect:** We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.
- **Responsibility:** We act responsibly, and we are accountable for our decisions, actions, and their consequences.
- **Discovery:** We seek and create new knowledge and understanding, and foster creativity and innovation, for the benefit of our communities, society, and the environment.
- **Excellence:** We strive for excellence in all our endeavors as individuals, an institution, and a leader in higher education.
- **Community:** We work together for the betterment of our university, the communities we serve, and the world.

# UPPS AT A GLANCE

## UPPS Leadership Team

**Wesley Sheets**, Associate Vice President and Chief of Police and Public Safety

**Stephanie Delaney**, Executive Deputy Chief

**Brian Bittner**, Director of Emergency Management

**Rebecca Bywater**, Director of Behavioral Threat Management

**Jennie Dare**, Human Resources Strategic Partner

**Michelle Irvin**, Administrative Support Coordinator

**Brian Mauersburg**, Financial Officer

**Iris Richardson**, Director of Diversity, Equity and Inclusion

**Bob Shafer**, IT Strategic Partner

**Jacqueline Sheader**, Public Information Officer

**Aliana Steinbugl**, Director of Physical Security

### Deputy Chiefs

**Anthony Budris**, Western District

**Dale Osenbach**, Eastern District

**Jason Zajac**, University Park

## Department Units

UPPS consists of a number of units, including University Police, Emergency Management, Physical Security, and Behavioral Threat Management.

## UPPS Employees

(as of December 31, 2024)

Associate Vice President and Chief: 1

### University Police

Executive Deputy Chief: 1

Deputy Chiefs: 3

Police Lieutenants: 12

Police Sergeants: 16

Police Officers: 116

Police Officer (part-time): 1

Police Academy Cadet: 1

Student Auxiliary Officers: 54

Armed Public Safety Officer (APSO) Supervisor: 1

Armed Public Safety Officers (APSOs): 10

*University Police is comprised of several specialized sub-units, including the Community Oriented Policing unit, the K9 unit, the Hazardous Device Team, the Drone unit, the Tactical Response Team, and the Special Events unit.*

### Police Records

Records Analyst Supervisor: 1

Records Analysts: 3

### Compliance

Clery Compliance Lead: 1

Clery Compliance Specialists: 2

### Behavioral Threat Management

Director of Behavioral Threat Management: 1

### Emergency Management

Director of Emergency Management: 1

Senior Emergency Management Specialist: 1

Emergency Management Specialists: 2

Emergency Communications Supervisor: 1

Police Dispatchers: 9

### Physical Security

Director of Physical Security: 1

Physical Security Managers: 2

Physical Security Specialists: 7

## Administrative Support

Administrative Coordinator: 1

Administrative Assistants: 8

Director of Diversity, Equity and Inclusion: 1

Public Information Officer: 1

Quartermaster: 1

**Total University Park Employees: 151**

**Total Commonwealth Campus Employees: 109**

**Total Employees: 260**

## Non-UPPS Employees/Associates

(as of December 31, 2024)

### Finance

Financial Officer: 1

Financial Associate: 1

### Human Resources

HR Strategic Partner: 1

Human Resources Consultants: 2

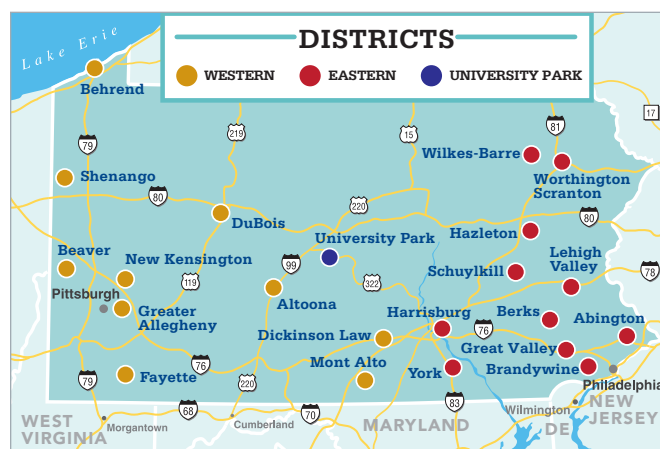
### Information Technology

IT Strategic Partner: 1

IT Systems Administrators: 2

## District Map

UPPS provides its services to twenty-two Penn State campuses across the Commonwealth, with its headquarters at University Park. The campuses are grouped into three districts: Eastern, Western, and University Park.



# EMPLOYEE RECOGNITION

## Milestone Anniversaries

### (10 or More Years)

#### 30 Years

**Stephanie Scott**, Administrative Assistant (Headquarters)  
**Scotty Eble**, Security Systems Engineer  
(Physical Security)

#### 25 Years

**Lieutenant Ted Delaney** (Criminal Investigations Unit)  
**Officer Adam Lee** (Behrend)  
**Michelle Irvin**, Administrative Coordinator  
(Headquarters)  
**Officer Cyprien Brien** (University Park)  
**Officer Anthony Pankoke** (Altoona)

#### 20 Years

**Officer Patrick Smith** (Beaver)  
**Anthony Budris, Deputy Chief** (Eastern District)  
**Lieutenant Matt Cover** (Headquarters)

#### 15 Years

**Officer Brianne Henderson** (Behrend)  
**Officer Jessica Meyer** (University Park)  
**Officer Stephen Spangler** (Mont Alto)  
**Aliana Steinbugl**, Director of Physical Security  
(Physical Security)  
**Lieutenant Timothy Townsend** (University Park)

#### 10 Years

**Sergeant Elizabeth Badger** (University Park)  
**Officer Jimmy Brown** (Mont Alto)  
**Travis Brown**, APSO Security Supervisor  
(University Park)  
**Lieutenant Juan Castro** (Harrisburg)  
**Officer Sean Frawley** (Harrisburg)  
**Sergeant Troy Johannides** (Altoona)  
**Officer Walter Maiellano** (Mont Alto)  
**Sergeant Cole McDanel** (University Park)  
**Jennifer Packard**, User Engagement Specialist  
(Physical Security)  
**AVP/Chief of Police and Public Safety Wesley Sheets**  
(Headquarters)  
**Officer Keith Spencer** (University Park)  
**Edward Veneziano**, Police Dispatcher (Emergency  
Management)

## Promotions

**Travis Brown**, Security Supervisor, Armed Public Safety  
Officers (APSOs), (University Park)  
**Timothy Townsend**, Lieutenant, Special Events  
(University Park)

## Retirements

**Doug Curley**, Security Supervisor, Armed Public Safety  
Officers (APSOs), (University Park)  
**Officer Frank DiVonzio** (York)  
**Lieutenant Diane Grimm** (Greater Allegheny)  
**Jim Millinder**, Police Dispatcher (Emergency  
Management)  
**Bill Moerschbacher**, Assistant Chief (University Park)  
**Sheldon Protho**, Police Officer (Behrend)  
**Officer Anthony Pankoke** (Altoona)

## UPPS Employee Service Awards

### Penn State Values Awards

UPPS implemented new Values Awards this year as part of its ongoing promotion of employee recognition. The awards, distributed annually, are presented to individual employees proven to exemplify the Penn State Values of Integrity, Respect, Responsibility, Discovery, Excellence and Community.

#### Values Award: Integrity

The Integrity Values Award recognizes a UPPS employee who has consistently acted with “integrity in accordance with the highest academic, professional and ethical standards.”

**Sergeant. Alexis Chojnacki (Abington)**

#### Values Award: Respect

The Respect Values Award recognizes a UPPS employee who has continuously been one to “respect and honor the dignity of each person, embrace civil discourse, and foster a diverse, inclusive and safe community.”

**Grace Rohrbach, Administrative Assistant**  
(Headquarters)

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### Values Award: Responsibility

The Responsibility Values Award recognizes a UPPS employee who has upheld the principle to “act responsibly and hold ourselves accountable for our decisions, actions and their consequences.”

**Detective Andrew Stager (Criminal Investigations Unit)**

### Values Award: Discovery

The Discovery Values Award recognizes a UPPS employee who has, through advanced research and scholarship, sought and created new knowledge and understanding, and fostered creativity and innovation for society’s benefit.

**Sergeant James Joos (Hazleton)**

### Values Award: Excellence:

The Excellence Values Award recognizes a UPPS employee who has strived for a standard of excellence in all endeavors, as an individual and for their campus.

**Mary Fretz, Administrative Assistant (Berks)**

### Values Award: Community

The Community Values Award recognizes a UPPS employee who has demonstrated the ability to “work together for the betterment” of our campuses, “the communities we serve and the world.”

**Lieutenant Bob Lehman (York)**

### Letter of Commendation

Letters of Commendation are awarded at a supervisor’s discretion to UPPS employees.

**Officer John Licatovich (DuBois)**

### Professional Excellence Citation

Professional Excellence Citations are awarded to UPPS employees for the highly effective and skilled performance of a duty or assignment, which is of exceptional benefit to the community or department.

**Sergeant Joel Burick (Behrend)**

**Alexandra Craige (Emergency Management)**

**Officer Adam Lee (Behrend)**

**Officer Melanie Medina (University Park)**

**Detective Robert Ruggiero  
(Criminal Investigations Unit)**

### Unit Citation for Professional Excellence

Unit Citations for Professional Excellence are awarded to groups of personnel to recognize exemplary teamwork which is of exceptional benefit to the community and department for their highly effective and skilled outstanding performance and achievement of a duty or assignment, as a team, unit members of a shift, station, or division of the department.

**Officer Michael Friend (University Park)**

**Sergeant Christopher Laird (University Park)**

**Officer Dustin Kennelly (Harrisburg)**

**Officer Phillip Peng (Harrisburg)**

**Officer Frank Roesch (University Park)**

**Detective Nicholas Sproveri  
(Criminal Investigations Unit)**

### Life Saving Citation

Life Saving Citations are awarded to UPPS employees for a heroic efforts to save a life by utilizing trained live-supporting techniques to revive a victim.

**Officer Michael Baker (University Park)**

### Citizen Public Safety Award

A Citizen Public Safety Award is presented to a citizen who provided live-saving action, materially aided or assisted an officer in the performance of her/his duty in an extraordinary fashion, in a field or critical situation, or assisted in a way that positively impacted UPPS operations or administration.

**Gaurav Errla (University Park)**

**Jack Hinshaw (University Park)**

**Bailey Mattison (University Park)**

### Certificate of Recognition Awarded to Outside Agencies

Certificates of Recognition of Outside Organizations are awarded to other Pennsylvania State University units or departments, and other organizations (to include other law enforcement agencies) in gratitude for support or contributions made on behalf of, or in assisting, UPPS.

**Jerry Beil, GIS Specialist (Lackawanna County)**

**Christopher DeNaples, Fire Chief (Dunmore, PA)**

**Allen Kerney, 911 Director (Lackawanna County)**

**Salvatore Marchese, Police Chief (Dunmore, PA)**

# YEAR IN REVIEW

Throughout 2024, University Police and Public Safety (UPPS) units and specialty policing units and teams have driven the department into the future, building on existing successes and positioning it for the coming years. What follows are a few of the many accomplishments and activities undertaken over the past twelve months.

## UNIVERSITY POLICE

### Community Oriented Policing

#### Educational Programming and Promotion

UPPS's Community Oriented Policing (COP) unit provides free educational programs and trainings to work units and student organizations across the department's served campuses. Topics covered include: Penn State's Active Attacker Response program; alcohol, drug, sexual assault, and domestic violence awareness and prevention; an overview of UPPS services; scamming and phishing; and, general and personal safety and awareness. Over the course of the calendar year, the unit conducted over 300 of these trainings, effectively providing education to approximately 12,900 community members.

*The most often provided trainings and participation in 2024 are noted below.*

<b>New Student Orientation/Who We Are</b>	
123 programs	7,917 participants
<b>Active Attacker Response Program</b>	
77 programs	1,715 participants
<b>Alcohol Awareness</b>	
36 programs	1,494 participants
<b>Sexual Assault Awareness</b>	
21 programs	421 participants
<b>General Safety</b>	
16 programs	601 participants

In addition to educational programming, police officers statewide took part in almost 480 UPPS and other department-led educational events, promotions, and activities, interacting with approximately 33,400 community members. On October 4, COP officers coordinated events to recognize and celebrate National Coffee with a Cop Day across all campuses



as a means of further engaging with faculty, staff, and students in a relaxed and engaging atmosphere. Officers additionally participated in events like National Night Out and Light Up the Night, recruitment fairs and career day events, Halloween and Trunk-or-Treat events, Touch-a-Truck events, and miscellaneous tabling events. They also actively participated in worthy events on and off campus, including programs through the Because We Care Foundation, the Walk a Mile in Her Shoes event hosted by the Men's March to Stop Rape, Sexual Assault & Gender Violence, the Out of the Darkness Walk benefiting the American Foundation for Suicide Prevention (AFSP), and numerous others.



## Revised and New Educational Programming

This year the COP team revamped and enhanced its Sexual Assault Awareness and Prevention program to include additional discussion on consent, stalking, and sextortion, and worked with Penn State Student Affairs and other partners on the continued development of a new University-wide Hazing Awareness and Prevention program. Additionally, following eighteen months of development, a new online Active Attacker Response Program training course was finalized and went live on Canvas for students as a training requirement in the fall and on the Learning Resource Network (LRN) for faculty and staff.



## UPPS Safety Fair

UPPS sponsored its second annual Safety Fair at University Park in September, which provided an opportunity for students and employees to get to know their UPPS police officers and staff and learn more about the services provided by the department. The event featured the department's specialized divisions and units, including Emergency Management, Physical Security, Behavioral Threat Management, the Bomb and Tactical Response Team units, the Criminal Investigations unit, the Drone and K9 units, and several local community partner emergency responder organizations.



## K-9 Unit

K9 Bo, handled by Officer Dustin Miller, and K9 Zain, handled by Officer Josh Quimby, are both 2-year-old German Shepherds who are integral members of the department's K9 unit. Their presence significantly enhances the force's capabilities in detecting explosives, collecting evidence, and supporting University Police in ensuring the safety of the Penn State community. The canines are trained to identify and locate more than 20 different types of commercial, homemade, and military explosives, and to conduct searches for both firearms and shell casings.

Though stationed at University Park, the unit collaborates across the state, aiding campus locations and local law enforcement in varied operations. Regularly patrolling and securing major university events and facilities, it handles over 30 emergency service calls each year, including bomb threat investigations at schools, universities, and businesses.



## Hazardous Device Team

The Hazardous Device Team continued training this year with the State College Police Department's new officer assigned to the Team to prepare him for the FBI's Hazardous Device's School Certification Course, which will take place next year. The Team was also successful in hosting four interagency training events, which included both basic and advanced training.

The Team obtained a new bomb robot to add to its equipment inventory and completed the purchasing process for a new response vehicle, which will arrive next year. And, alongside other special operations teams, the Hazardous Device Team supported Penn State football games and events like the Movin' On music festival, the Homecoming Parade, and regional events including the Little League World Series. The team also assisted with the disposal of unstable explosive chemicals at a spring hazardous waste collection event.

## Drone Unit

The department's Unarmed Aerial Systems (UAS) team obtained three new drones this year, adding to its technologically advanced equipment inventory. These drones enhance the unit's capabilities by providing improved performance for indoor flights, camera usage, and special response team support. The team deployed one of the new drones in support of Centre County's Tactical Response Team (TRT) during an incident where a suspected suicidal and armed suspect had barricaded themselves in a residence; the drone was able to provide real-time information to TRT members, which allowed them to peacefully resolve the situation.

## Tactical Response Team

The Tactical Response (TRT) Team continued regular training and responded to multiple calls during the course of the year. It also continued its mission of providing protective-overwatch and quick response teams to large-scale events, including Penn State's home football games, the Movin' On music festival, and expressive speaker events.



The team continued its regularly scheduled monthly training days and began training with the Pennsylvania State Police's tactical team to master new tactics and work on interoperability skills. Team members also attended the TacOps East training conference to obtain advanced training. The team recently posted for new positions for the Containment Team and will expand in the coming year.

## Special Events Unit

Throughout the course of any given year, UPPS's Special Events unit works alongside others in the department, including student auxiliary officers, and partners across the University to provide security and support services to major events taking place on its campuses, and most notably at University Park. This year included a number of annual events, including Ag Progress Days, Penn State home football games, Bryce Jordan Center events, commencements, Dance Marathon, the Blue/White football game, State Patty's Day weekend, the Movin' On music festival, and Special Olympics. Additional one-time events included a rally hosted by President Donald Trump, the Olympic wrestling trials held at the Bryce Jordan Center in April (with 50,000 overall attendance), the Luke Combs concert held at Beaver Stadium (with 80,000 overall attendance), and the Ironman Triathlon.

## Emergency Management

### 911-Addressing Project

Emergency Management staff this year finalized an addressing project designed to enhance safety at all Penn State campuses, which resulted in the 911 addressing of all buildings at University Park and 21 of the Commonwealth campuses. The project, which took approximately two years to complete, involved partnerships with numerous internal Penn State departments (including the Office of the Physical Plan, Geographic Information Systems, Transportation Services, and the Multimedia Print Center) and external law enforcement and other partners (including the U.S. Postal Service, local communities and municipalities, and local fire, EMS, and police departments).



## Emergency Planning

The Emergency Management team took the lead this year on the development of the University's Contingency Plan, which provides guidance for dealing with a sudden loss of mass labor at both University Park and all Commonwealth campuses. The team further continues to work on the development of Emergency Annexes at the Commonwealth campuses, which pair with and complement the University's Crisis Management Plan.

## Exercises and Training

Staff worked alongside the State College Regional Airport in the late spring on a triennial full-scale emergency response exercise involving local police and fire departments, emergency medical services teams, airport traffic control tower personnel, and several other University, local, state, and federal government and community agencies.

The department also designed and conducted twenty-two Clery Exercises across the Commonwealth focused on response to mock active attacker situations. Other trainings and exercises were also provided as requested by units based on continuity planning, command/coordination, and basic incident management.



## Physical Security

### Access Control and Video Surveillance

Physical Security staff took on the project of completing four audits of its resources and services, resulting in those being completed for the Ccure access control system and Ccure operations, keys, and Victor video surveillance operations. Further, the team is in the process of performing a data cleanup on the Victor and Ccure systems.

The division's technical team has successfully maintained an approximate .01% offline camera environment within the video surveillance system, which beats industry trends. This translates to approximately less than 100 cameras out of 9,000 are offline with work requests submitted at any given time.

Physical Security, in collaboration with the University's Office of the Physical Plant (OPP), is well underway with the card reader replacement project, which allows mobile device access authentication at electronic access control doors. They are also supporting an access control system and servers which have doubled in size recently with wireless access control readers; UPPS now hosts approximately 9,000 locks at residence hall doors within the system.



## Behavioral Threat Management

### Behavioral Threat Management Training

The Behavioral Threat Management Team (BTMT) at Penn State works to educate University communities to recognize risky or threatening behavior, increase awareness of potential threats on campus and how to report and respond to them, identify trends that negatively affect our communities, and manage referred incidents and other processes related to threat analysis.

This year the BTMT team hosted monthly trainings for its members on topics including trends in extremism, mass shooter contagion theory, digital exploitation and human trafficking, and the 302 (involuntary admission to an acute inpatient psychiatric hospital) process.

### BTMT Software

The team also hosted the 2024 Penn State Threat Conference in the spring, with three in-person locations at the Abington, Shenango, and University Park Campuses, and a virtual option. The conference included hosting members of the Community Anti-Threat Team (CATT) from across the state, a keynote presentation on the Washington Navy Yard attack of 2013, and a session focused on extremist tactics and narratives.



## Human Resources

### Union Negotiations

The University and the Penn State Police Officer Association (PSU POA) completed union contract negotiations this year, resulting in a new four-year contract. The Police Dispatchers also have a newly negotiated 4-year contract, which was finalized between the University and the Teamsters.

### Recruitment and Cadet Sponsorships

UPPS sponsored three individuals to attend the police academy as cadets; all have now become full-time officers stationed at the University Park Campus. In the fall, two more cadets accepted offers to begin their academy sponsorship in the upcoming year. It is expected this opportunity will continue to be available, serving as a valuable recruitment tool for the department.

The recruiting team successfully hired an additional 16 police officers across the Commonwealth.

### Employee Recognition

UPPS implemented new Values Awards this year as part of its ongoing promotion of employee recognition. The awards, distributed annually, are presented to individual employees proven to exemplify the Penn State Values of Integrity, Respect, Responsibility, Discovery, Excellence, and Community.

A University-wide service award program was also launched in the fall which recognizes full-time employees for their contributions and years of dedicated service to Penn State. The program recognizes employees at years one, three, five, and then every subsequent fifth-year milestone. Employees receive a yearbook with iconic University photos and congratulatory messages from coworkers, managers, and university leadership. Beginning at year five, and at every fifth-year anniversary after, employees will receive a commemorative numeral statue to celebrate that particular year of service.

### Compensation Modernization

A new staff compensation architecture was developed and rolled out this year which created more detailed job profiles to better reflect the work being completed. The initiative also reviewed market data to better align the University pay grades. UPPS employees were assigned new job profiles and levels and reviewed for market-justified salary adjustments.



**NOW ACCEPTING APPLICATIONS FOR POLICE ACADEMY SPONSORSHIPS!**



University Police and Public Safety will be sponsoring two individuals to attend a Municipal Police Academy/Act 120 Training

**WHILE ATTENDING TRAINING, RECIPIENTS WILL:**

- Be considered Penn State employees
- Receive free housing, a full-time salary, and benefits

**FOLLOWING TRAINING, RECIPIENTS WILL:**

- Be placed as full-time sworn police officers at the University Park campus where they will partner with a Field Training Officer for their first few months to learn campus and department protocols

Apply on Workday by searching "**Police Officer - Academy Scholarship**" or visit <https://tinyurl.com/xs7a4kkd> (deadline April 24)

Penn State is an equal opportunity, affirmative action employer, and is committed to providing employment opportunities to all qualified applicants without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. U.S. EEOC Form 2549

## Police Records

### Records Management System Purchase

This year, UPPS's Records unit worked closely with the Centre County RMS (Records Management System) Consortium, which consists of UPPS, State College Borough, and Ferguson and Patton Townships, to develop a request for proposals (RFP) for the joint purchase of a new records management system. The new system will replace the Spillman Records Management program currently being used by the department. It is anticipated that the RFP will go out early in the coming year and a vendor will be selected and brought under contract by the end of 2025.

### NIBRS Reporting

Records staff began this year working toward the movement from a Uniform Crime Reporting (UCR) system to the federally required National Incident-Based Reporting System (NIBRS) endorsed by the FBI. Implemented to improve the overall quality of crime data collected by law enforcement, NIBRS captures details on each single crime incident, including information on victims, known offenders, relationships between victims and offenders, arrestees, and property involved in crimes. Data will go much deeper than before as the new system allows for the ability to provide additional circumstances and context for crimes.

## Clery Compliance

### Clery Training and Education

The Clery Compliance team, which added a second Clery Compliance Specialist to its unit this year, continued conducting annual Clery Act training for University Police and Super Campus Security Authorities (CSAs) across the Commonwealth. Special emphasis was placed on increasing Clery Compliance at the Hershey College of Medicine through continuous training, the review of incidents, and an annual review of the campus's Clery geography.

During Clery Compliance Awareness Week in October, the team worked with the department's Public Information Officer to develop a social media campaign focused on promoting information pertaining to the Clery Act. Posts focused on topics related to the Act and the promotion of the release of the Annual Security Reports for all campuses. The UPPS website was also modified to add additional Clery compliance understanding.

### Clery Act Partnerships

The team took the lead this year on the creation of a Pennsylvania Clery Compliance Committee, the first of its kind in the state, and held its first meeting in the winter of 2024 with 31 attendees.

## Diversity, Equity and Inclusion

### "Women in Policing" Event

In January, the department hosted its first "Women in Policing" event at the University Park Campus. The event featured a panel of female employees from across the department who shared their experiences and gave advice to Penn State students and community members interested in going into law enforcement careers.



## Community Conversations

UPPS's DEI Director, alongside other department administrators, hosted a year of monthly "Community Conversations" events held at the University Park Campus. With no agenda or set topic of discussion, faculty, staff, and students were invited to engage with the department and staff was provided the opportunity to build and foster relationships with our communities.

## Training

### New Breaching Trainings

This year, UPPS's Training team implemented new police officer training on breaching techniques, as well as a Train-the-Trainer breaching course. As a means of allowing for practical training, a breaching trailer was purchased and is expected to arrive in the coming year.



### Certifications

In the tradition of developing existing employees into specialized training instructors, Officer Jordan Kim this year received his IPBMA Bike Instructor certification. Also, a new class of Taser Instructors were trained in May.

## Information Technology

### Police Dispatch and Telephone Upgrades

This year, IT staff implemented a state-of-the-art Motorola VESTA emergency telephone system in Police Dispatch in the Operations Center.



### TRACS

IT staff procured and began placing new mobile data terminals (MDTs) for use with TraCS Traffic and Criminal Software in the department's patrol vehicles. The new software will allow for increased efficiencies when collecting information and reporting incidents in the field.





# 2023 COMMUNITY SURVEY

UPPS conducts a bi-annual University-wide survey of students and employees to learn more about their attitudes and opinions related to the department's police division. The survey is conducted to determine best practices to ensure University Police is striving to do its part within the community and covers the following topics:

- overall performance;
- overall competency of agency employees;
- citizens' perception of officers' attitudes and behavior;
- community concern over safety and security within University Police's
- jurisdiction; and
- citizens' recommendations and suggestions for improvements.

In the fall of 2023, the survey was distributed to approximately 26,400 University employees and students and 1,954 responses were received (a 7% response rate).

A comprehensive and interactive dashboard illustrating the results of this and previous surveys is available online at <https://www.police.psu.edu/university-police-community-survey-reports>.

Some of the key findings from this reiteration of the survey relating to policing perspectives include:

- Half of all respondents reported interacting with a UPPS police officer at their primary campus in the past two years, most commonly when attending a COP-related event or requesting non-emergency assistance.
- 92% of respondents rated overall UPPS performance as "good" or "very good."
- 89% of respondents believe officers are professional, 88% believe them to be courteous, and 82% believe them to be fair.
- 20% find police officers to be intimidating.



**HOW CAN WE  
BETTER SERVE  
you?**

Help University Police better serve you by participating in the  
2023 University Police and Public Safety Community Survey

 **PennState**  
University Police  
and Public Safety

Check your Penn State email account  
for more information or visit  
[police.psu.edu/community-survey](https://police.psu.edu/community-survey)



The voluntary and anonymous survey is intended to be used as a platform for organizational learning, asking specific questions about the quality of policing in the community and to measure how policing in that community affects public trust. The department's Director of Diversity, Equity and Inclusion will work alongside others early in the coming year to further analyze the results and develop an action plan aimed at furthering an increased improvement in perception of police services across all topics.





## 2024 ANNUAL DATA REPORT

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The following report provides an overview of policing and training data for University Police and Public Safety (UPPS) for 2024 (calendar year), which is released annually in March on the department's website, [police.psu.edu](https://police.psu.edu), as part of its commitment to transparency and accountability.

All data, unless otherwise noted, is reflective of the University Park Campus and all served Commonwealth Campuses in totality. Data, too, includes instances in which non-Penn State-affiliated persons were involved (e.g. Uses of Force, Arrests, and Traffic Stops and Citations).

# 2024 UPPS DATA

## Calls for Service

2024 UPPS Calls for Service at University Park\*

Month	Calls for Service
January	1,302
February	1,393
March	1,242
April	1,387
May	1,023
June	962
July	1,048
August	1,269
September	1,559
October	1,503
November	1,286
December	1,016
<b>Total Calls for Service</b>	<b>14,990</b>
<b>Average Calls for Service per Month</b>	<b>1,249</b>

\*Calls for Service are noted for the University Park Campus only.

## Employee Training

2024 UPPS Employee Training by Topic and Total Training Hours

Employee Training by Topic	Completed Training Hours
Compliance (All Staff)	3,863
Communications (Police Dispatch)	61
Community Oriented Policing (Police Officers)	1,121
CPR/First Aid (Police Officers/Dispatch)	922
Crime Scene / Criminal Investigation (Police Officers)	1,126
Diversity, Equity, and Inclusion (All Staff)	392
Emergency Management (Police Officers, Dispatch, EM Staff)	1,072
Mental Health (All Staff)	1,361
Supervision (Sworn and Civilian Supervisors)	693
Traffic Vehicle (Police Officers/Dispatch)	358
Use of Force (Police Officers)	10,467
Officer Wellness (Police Officers)	370
<b>Total Completed Training Hours</b>	<b>21,806</b>



## Use of Force

### 2024 Total Incidents Involving Use of Force:\* 44

#### 2024 Uses of Force Incidents by Race\*

Use of Force Type	White	African American/ Black	American Indian/ Alaskan Native	Asian	Native Hawaiian/ Other Pacific Islander	Total Incidents
Restraint Open Hand	23	6	0	0	1	30
Restraint Baton	0	0	0	0	0	0
Restraint Handcuffing	5	1	0	0	0	6
Baton Strike	1	0	0	0	0	1
OC Deployment**	0	0	0	0	0	0
OC Discharge***	0	0	0	0	0	0
Taser Deployment**	0	0	0	0	0	0
Taser Discharge***	1	0	0	0	0	1
Firearm Deployment**	5	0	0	1	0	6
Firearm Discharge***	0	0	0	0	0	0
<b>Total Reports</b>	<b>35</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>44</b>

#### 2024 Uses of Force Incidents by Ethnicity\*

Use of Force Type	Hispanic	Non-Hispanic	Unknown	Total Incidents
Restraint Open Hand	4	24	2	30
Restraint Baton	0	1	0	1
Restraint Handcuffing	0	4	2	6
Baton Strike	0	0	0	0
OC Deployment**	0	0	0	0
OC Discharge***	0	0	0	0
Taser Deployment**	0	0	0	0
Taser Discharge***	0	0	1	1
Firearm Deployment**	0	6	0	6
Firearm Discharge***	0	0	0	0
<b>Total Reports</b>	<b>4</b>	<b>35</b>	<b>5</b>	<b>44</b>

\* Force is defined as all actions beyond non-resistant compliant handcuffing.

\*\*Deployment occurs any time either an intermediate weapon (e.g. taser or OC spray) or a firearm is removed from a holster or mount while on duty.

\*\*\*Discharge occurs any time either an intermediate weapon (e.g. taser or OC spray) or a firearm is used while on duty.

## Arrests

### 2024 Arrests by Race

District	White	African American/ Black	American Indian/ Alaskan Native	Asian	Native Hawaiian/ Other Pacific Islander	Total Arrests
Eastern*	17	16	0	2	0	35
Western**	12	9	0	2	0	23
University Park	388	42	1	36	0	467
<b>Total Arrests</b>	<b>417</b>	<b>67</b>	<b>1</b>	<b>40</b>	<b>0</b>	<b>525</b>

### 2024 Arrests by Ethnicity

District	Hispanic	Non-Hispanic	Total
Eastern*	7	28	35
Western**	2	21	23
University Park	29	438	467
<b>Total</b>	<b>38</b>	<b>487</b>	<b>525</b>

\*The Eastern District consists of the following Campuses: Abington, Berks, Brandywine, Great Valley, Harrisburg, Hazleton, Lehigh Valley, Schuylkill, Wilkes-Barre, Worthington Scranton, and York.

\*\*The Western District Consists of the following Campuses: Altoona, Beaver, Dickinson Law School, DuBois, Behrend, Fayette, Greater Allegheny, Mont Alto, New Kensington, and Shenango.

## Citizen Complaints

### 2024 Citizen Complaints by Type and Whether Founded\*

Complaint Type	Founded	Unfounded	Total
Service Complaints	4	8	12
Professional Standards Investigations	11	7	18
<b>Total</b>	<b>15</b>	<b>15</b>	<b>30</b>

\*Complaints are categorized as either Service Complaints or Professional Standards Investigations. Service Complaints concern an officer's level of professional service and/or demeanor during an interaction with a member of the community. Professional Standards Investigations occur when an accusation is brought against an officer that alleges the officer violated any elements of established UPPS policy or the law. Regardless of classification, a department supervisor is assigned to investigate each complaint.

# Traffic Stops and Citations

## 2024 Traffic Stops and Citations by Race

	White	African American/ Black	American Indian/ Alaskan Native	Asian	Native Hawaiian/ Other Pacific Islander	Unknown	Total
Traffic Stops	1,025	205	1	250	1	9	1,491
Citations	78	19	0	37	0	3	137

## 2024 Traffic Stops and Citations by Ethnicity

	Hispanic	Non-Hispanic	Unknown	Total
Traffic Stops	71	1,415	5	1,491
Citations	6	129	2	137







## 2024 5-YEAR TREND ANALYSIS REPORT UNIVERSITY PARK CAMPUS

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The following report provides an overview of policing and training data for University Police and Public Safety (UPPS) for the period of time between January 1, 2020, and December 31, 2024, as part of its commitment to transparency and accountability.

All data, unless otherwise noted, is reflective of **the University Park Campus only**. Data includes instances in which non-Penn State-affiliated persons may have been involved (e.g. Uses of Force, Arrests, and Traffic Stops and Citations).

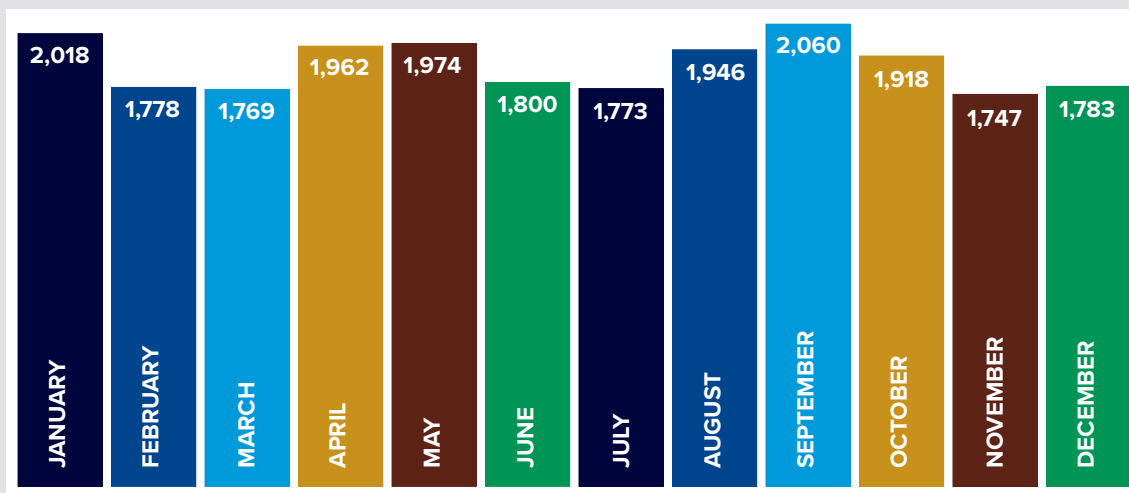
## 5-YEAR UPPS DATA ANALYSIS

### Calls for Service at University Park

#### Total Calls for Service at University Park by Year

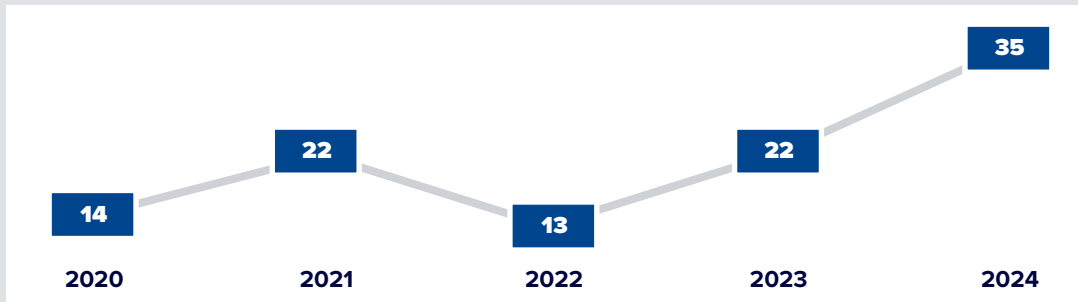
Month	2020	2021	2022	2023	2024
January	1,643	4,193	1,461	1,490	1,302
February	1,594	3,096	1,522	1,287	1,393
March	1,825	3,032	1,493	1,253	1,242
April	2,342	3,239	1,471	1,371	1,387
May	3,412	2,395	1,788	1,253	1,023
June	3,292	1,719	1,893	1,132	962
July	2,971	1,732	1,861	1,251	1,048
August	2,929	1,862	2,077	1,593	1,269
September	2,553	2,286	1,993	1,911	1,559
October	2,428	1,925	2,096	1,640	1,503
November	2,890	1,583	1,584	1,392	1,286
December	3,606	1,417	1,693	1,184	1,016
<b>Total Calls for Service</b>	<b>31,485</b>	<b>28,479</b>	<b>20,932</b>	<b>16,757</b>	<b>14,990</b>
<b>Average Calls per Month per Year</b>	<b>2,624</b>	<b>2,373</b>	<b>1,744</b>	<b>1,396</b>	<b>1,249</b>

#### Average Calls for Service by Month at University Park (2020–2024)



## Use of Force Incidents at University Park

Total Incidents Involving Use of Force at University Park by Year\*+



Uses of Force Incidents by Type at University Park by Year\*+

	2020	2021	2022	2023	2024
Restraint Empty Hands	12	15	11	12	22
Restraint Baton	0	0	0	0	0
Restraint Handcuffing	7	12	10	8	6
Baton Strike	0	0	0	1	0
OC Deployment	0	0	0	0	0
OC Discharge	0	0	0	0	0
Taser Deployment	1	1	1	1	0
Taser Discharge	0	0	0	0	1
Firearm Deployment	1	8	3	0	6
Firearm Discharge	0	0	0	0	0
<b>Total Use of Force Reports</b>	<b>21</b>	<b>36</b>	<b>25</b>	<b>22</b>	<b>35</b>

Uses of Force Incidents by Race at University Park by Year\*+

	2020	2021	2022	2023	2024
White	18	35	16	17	30
African American/Black	3	1	3	4	3
American Indian/Alaskan Native	0	0	3	0	0
Asian	0	0	3	1	1
Native Hawaiian/Other Pacific Islander	0	0	0	0	1
<b>Total Use of Force Incidents</b>	<b>21</b>	<b>36</b>	<b>25</b>	<b>22</b>	<b>35</b>

## Uses of Force Incidents by Ethnicity at University Park by Year\*+

	2020	2021	2022	2023	2024
Hispanic	0	3	4	0	3
Non-Hispanic	21	33	17	22	30
Unknown	0	0	4	0	2
<b>Total Use of Force Incidents</b>	<b>21</b>	<b>36</b>	<b>25</b>	<b>22</b>	<b>35</b>

\*Force is defined as all actions beyond non-resistant compliant handcuffing.

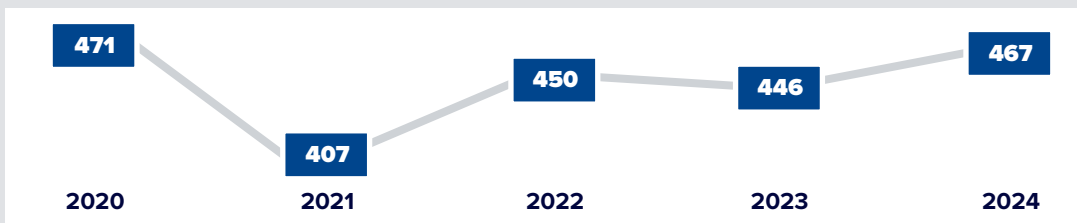
+The means by which Uses of Force have been recorded by the department in 2020–2022 were different than in 2023–2024 when the department began using AIPro software. Therefore, data presented for the earlier years are based on Use of Force reports rather than Use of Force incidents. Use of Force reports are documented by the officer(s) who used force during an encounter with an individual or group; hence, it is possible for there to be several Use of Force reports documented per Use of Force incident.

\*\*Deployment occurs any time either an intermediate weapon (e.g. taser or OC spray) or a firearm is removed from a holster or mount while on duty.

\*\*\*Discharge occurs any time either an intermediate weapon (e.g. taser or OC spray) or a firearm is used while on duty.

## Arrests at University Park

### Total Arrests at University Park by Year



### Arrests by Race at University Park by Year

	2020	2021	2022	2023	2024
White	380	334	353	356	388
African American/Black	54	37	47	52	42
American Indian/Alaskan Native	0	0	1	0	1
Asian	37	36	49	38	36
Native Hawaiian/Other Pacific Islander	0	0	0	0	0
<b>Total Arrests</b>	<b>471</b>	<b>407</b>	<b>450</b>	<b>446</b>	<b>467</b>

### Arrests by Ethnicity by Year at University Park

Race/Ethnicity	2020	2021	2022	2023	2024
Hispanic	21	23	23	17	29
Non-Hispanic	450	384	427	429	438
<b>Total Arrests</b>	<b>471</b>	<b>407</b>	<b>450</b>	<b>446</b>	<b>467</b>



## Citizen Complaints at University Park

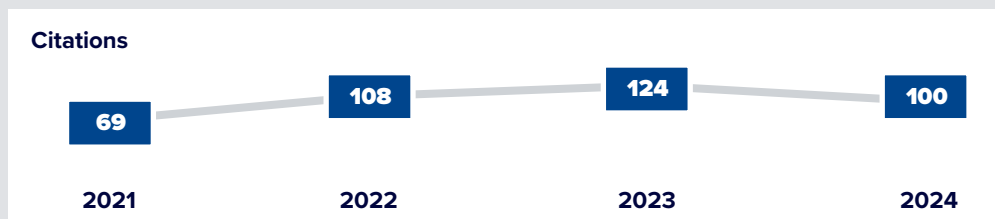
Citizen Complaints by Type at University Park by Year –  
Founded vs. Unfounded\*

	2020	2021	2022	2023	2024
<b>Service Complaints</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>6</b>
Founded	1	1	1	0	1
Unfounded	3	2	1	4	5
<b>Professional Standards Investigations</b>	<b>2</b>	<b>8</b>	<b>4</b>	<b>9</b>	<b>6</b>
Founded	2	6	3	4	4
Unfounded	0	2	1	5	2
<b>Total Citizen Complaints</b>	<b>6</b>	<b>11</b>	<b>6</b>	<b>13</b>	<b>12</b>

\*Complaints are categorized as either Service Complaints or Professional Standards Investigations. Service Complaints concern an officer's level of professional service and/or demeanor during an interaction with a member of the community. Professional Standards Investigations occur when an accusation is brought against an officer that alleges the officer violated any elements of established UPPS policy or the law. Regardless of classification, a department supervisor is assigned to investigate each complaint.

## Traffic Stops and Citations at University Park

Traffic Stops and Citations at University Park



### Traffic Stops and Citations by Race at University Park by Year

	2021		2022		2023		2024	
	Traffic Stops	Citations	Traffic Stops	Citations	Traffic Stops	Citations	Traffic Stops	Citations
White	263	42	512	65	503	75	657	53
African American/Black	50	9	73	11	98	17	112	10
American Indian/Alaskan Native	1	0	0	0	3	2	0	0
Asian	72	18	152	32	150	30	206	34
Native Hawaiian/Other Pacific Islander	0	0	1	0	0	0	1	0
Unknown	0	0	0	0	8	0	6	3
<b>Total</b>	<b>386</b>	<b>69</b>	<b>738</b>	<b>108</b>	<b>762</b>	<b>124</b>	<b>982</b>	<b>100</b>

### Traffic Stops and Citations by Ethnicity at University Park by Year

	2021		2022		2023		2024	
	Traffic Stops	Citations	Traffic Stops	Citations	Traffic Stops	Citations	Traffic Stops	Citations
Hispanic	14	0	20	4	32	6	30	4
Non-Hispanic	372	69	718	104	728	118	949	94
Unknown	0	0	0	0	2	0	3	2
<b>Total</b>	<b>386</b>	<b>69</b>	<b>738</b>	<b>108</b>	<b>762</b>	<b>124</b>	<b>982</b>	<b>100</b>

## Employee Training at University Park

### UPPS Employee Training by Topic by Year

Training by Topic	2020	2021	2022	2023	2024
Compliance (All Staff)	535	789	997	1,059	1,697
Communications (Police Dispatch)	208	98	132	115	61
COP (Police Officers)	125	325	200	298	683
CPR/First Aid (Police Officers/Dispatch)	213	583	297	565	375
Crime Scene/Criminal Investigations (Police Officers)	673	1,155	339	383	650
DEI (All Staff)	662	801	485	217	155
Emergency Management (Police/Dispatch/EM Staff)	51	289	384	403	457
Mental Health (All Staff)	214	128	321	212	631
Supervision (Supervisors)	24	62	643	182	316
Traffic Vehicle (Police Officers/Dispatch)	71	72	254	161	210
Use of Force (Police Officers)	1,768	2,392	2,565	3,031	3,750
Officer Wellness (Police Officers)	244	138	179	223	166
<b>Total Training Hours</b>	<b>4,788</b>	<b>6,832</b>	<b>6,794</b>	<b>6,849</b>	<b>9,151</b>





**PennState**  
University Police  
and Public Safety

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