The Division of Public Safety and Security at a Glance

DPSS supports the mission of the University as a partner serving to ensure a safe and secure environment while improving the quality of life for all those living, learning, working, healing and visiting within our community.

Approximately 350 full-time staff, representing six departments, four major unions and approximately 40 student employees.

Public Safety & Security
University of Michigan

"To become the global leader in safety and security services, exceeding all expectations"

Goals

Diversity
A workforce that reflects the population we serve

Equity
More career development opportunities
Staff engagement in training and educational opportunities

Inclusion
Satisfaction surveys to include proxy measures such as trust, fairness and transparency

Improved relationships and collaboration among staff across the division and campus
Increased participation in cultural training opportunities

Our Team

Planning Leads
Mariana Landeros
Stacy Moore

Planning Group
Maureen Burke
Scott Cook
Sharice Harrison
Antonio James
Michael Kennedy

Service
Limited understanding of the impact diversity, equity and inclusion has on operations and service delivery

Provide examples of the impact diversity, equity and inclusion has on operations and service delivery and how it’s aligned with our core values
Build a mechanism to collect real-time data and feedback to more efficiently measure service delivery

Recruitment, Retention and Development
Need for enhanced understanding of the hiring and promotion process
Lack of understanding about available career development opportunities
Create a data-driven strategic recruiting plan
Develop a succession planning and professional development model
Develop strategies that increase communication about hiring and advancement opportunities

Education and Scholarship
Lack of understanding of how diversity, equity and inclusion applies to our work
Implement a variety of education and training on diversity, equity and inclusion for staff

Promoting an Equitable and Inclusive Community
Perceived lack of communication
Devise solutions to improve communication and solicit feedback