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 375 full-time staff, representing six departments, four major unions and approximately 25 student employees/interns.

**SUMMARY OF THE PLANNING PROCESS**
- Collected, analyzed and evaluated feedback collected through a DPSS employee survey, department meetings and individual input.
- Identified key areas of opportunity, engagement and strength.
- Reviewed institutional data and demographics from the human capital report, data warehouse, town hall feedback and shift/department interviews.

**SUMMARY OF THE IMPLEMENTATION PROCESS**
- Continued collection, analysis and evaluation of feedback collected through DPSS employee surveys, department meetings and individual input.
- Reviewed institutional data and demographics from the human capital report, data warehouse, town hall feedback and shift/department interviews.
- Engaged DPSS Executive Leadership Team to generate ideas and provide guidance.

**GOALS**

**DIVERSITY**
- A broadly diverse workforce that is able to meet the needs of the population we serve.

**EQUITY**
- More professional 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**
- Marilanna Landeros
- Maureen Burke
- Stacy Moore

**IMPLEMENTATION GROUP**
- Jason Taton
- Sharice Harrison
- Antonio James
- Michael Kennedy
- Erik Matta
- Teresa Oesterle
- Nanette Push
- Maurice Townsend

**DIVISION OF PUBLIC SAFETY & SECURITY**
**UNIVERSITY OF MICHIGAN**

"TO BECOME THE GLOBAL LEADER IN SAFETY AND SECURITY SERVICES, EXCEEDING ALL EXPECTATIONS"