

ARMING CONSULTANT, THOMAS KIRK

DOCUMENT AND SCOPE REVIEW – DECEMBER 17 & 18, 2007

Thomas Kirk, retired from his position as Unit Chief - Presidential Background Investigation Unit - FBI Headquarters, after 23 years of service in 1990. Mr. Kirk then held positions as Manager of Corporate Security for Centerior Energy and First Energy Corporation and Director of Security Operations for International Management Assistance Corporation.

Mr. Kirk was engaged to perform a high-level review of background documentation and the work completed to-date regarding the University's review of arming its Department of Public Safety. Mr. Kirk's charge was to review documents, question and/or validate the status of the review and to provide a recommended path forward based on his professional experience. Mr. Kirk's review concentrated on the Department of Public Safety and did not include discussions with faculty, students or an extended list of administrators. Mr. Kirk's report is not meant to be all-encompassing but is another data point to inform the ongoing discussions.

Documents Provided

- LEMAP External Assessment of Bucknell University Department of Public Safety, October 2004
- BSG's, Public Safety Review: Suggestions for Positive Change, April 2005
- Responding to Tragedy: An Internal Focus and Evaluation, August 2007
- "A proposal for the Arming of the Bucknell University Department of Public Safety," October 2007
- Public Safety Arming Forum PowerPoint
- BSG 's, Student Arming Advisory Committee Report, November 2007
- Dave Myers' Interim Report, November 2007
- Department Snapshot
- Bucknell University Public Safety Strategic Plan, 2008-2011
- Mass Shooting at Virginia Tech, Review Panel Report, August 2007
- Campus Access Control Summary, December 2007

Scope

Mr. Kirk reviewed all documents listed above then spent over 14 hours with the Chief of Public Safety.

People Interviewed

- All Public Safety Command Staff
- Select DPS officers and personnel
- Chief Paul Yost of Lewisburg Borough
- Chief Barry Hosterman of East Buffalo Township

Topics

- Overall Department Review
 - History of the department
 - Past department reviews – internal & external
 - Transition – over the past 18 months
 - Authority & Jurisdiction (w/ case law)
 - Recruitment & retention
 - Vision & goals (short-term & long-term)
 - Necessities for success
 - University Support & Buy-in
 - Hierarchy (Org. Chart)

- Detective
 - Specialty officer usage (Bike patrol, Life & Fire safety)
- Clery Act
 - Familiarization
 - History & Future
 - Impact on campus law enforcement
 - Reporting requirements
 - Statistic gathering (national & international)
 - Legal impact
 - Compliance
- Arming document research & creation (how it was developed)
 - Officer qualifications
 - Department & officer preparedness
 - Physiological evaluations
 - Department training (current and planned)
 - Succession planning
- Firearms training
 - Association with reputable Range/master
 - Types of training (validity of each)
- Weapons
 - Type & necessity of each
 - Weaponry; location, issuance & storage
 - Costs
- Area Law Enforcement
 - Availability & Size
 - Relationships
 - Participation
 - Training
 - Knowledge of campus (people/property)
- Access Control (Mr. Kirk began one for 5th largest energy co. in US)
 - Scope & Impact
 - Preparedness
 - Location & staffing
 - Technology
 - HID
 - Interface
 - Management