



December 26, 2023

From: UNLV Chapter of the Nevada Faculty Alliance

To: President Whitfield, Provost Heavey, UNLV Administration; and the Board of Regents, Interim Chancellor Charlton, and NSHE Administration

Re: Suggested Safety Actions and Improvements in response to the December 6, 2023 Mass Shootings on the UNLV Campus

Note: Chief Adam García, Director of University Police Services Southern Command, has indicated that Chancellor Charlton has convened an ad hoc Committee on Public Safety, which is working on deliverable recommendations for immediate implementation, as well as mid-term and long-term safety upgrades. For UNLV: a professional security organization will begin providing a visible presence at Beam Hall and at UNLV to augment police presence beginning January 2nd. In addition, a 3rd party consultant will be engaged to review and provide recommendations on Beam Hall safety enhancements.

*** The following suggested actions and infrastructure improvements are divided into four categories: 1 – Immediate Actions; 2 – Urgent Infrastructure Repairs-Improvements; 3 – Mid-timeline Actions and Improvements; 4 – Longer-Timeline Suggestions ***

1 – Immediate Actions

- Campus Education the week before and concurrent with faculty, staff and students returning for the spring, 2024 semester (carrying into the first two weeks of classes):
 - a.) Reminders (and department or unit level exhortations) plus mass sending of a live link to ALL faculty, staff and students to review the Active Shooter YouTube video “Run, Hide, Fight” available on the UNLV Police website;
 - b.) Reminders (and department or unit level exhortations) plus mass sending of live link and support to ALL faculty, staff and students to make sure they sign on to the RebelSafe application on all mobile phones and compatible electronic devices;
 - c.) Department or Unit level review of recommended active shooter responses by teachers in classrooms and educators responsible for students in campus spaces (laboratories, meeting rooms, centers, etc.), including each faculty and staff member review of: how to lock classroom doors (with key card or other means); available safety egress pathways from every classroom



Immediate Actions (cont'd)

- d.) and/or campus space in case of mass shooter incident or other emergency; training should include details about and specific to differences between varying designs of campus buildings;
 - e.) The setting up of teacher and or educator leader information sessions with every class at the beginning of the semester, so all are at least aware or prepared;
 - f.) Accompanying ALL of the above, making available and disseminating to all faculty, staff and students a variety of support information resources, online and including human resources (if and when necessary) to address psychological aftereffects of the December 6th, 2023 mass shooting event; and how to support others in case of future similar event or other life-threatening emergency.
 - g.) All administrators, faculty, and staff currently assigned to Beam Hall must be provided broad and compassionate flexibility for making web-live, online, and/or alternate arrangements to fulfill teaching assignments and other campus duties for the spring 2024 semester.
- In response to the intense safety concerns of BIPOC faculty because the December 6th perpetrator shot only BIPOC faculty (thus targeted them, whether or not pre-meditated), outreach efforts must be made to BIPOC faculty and their affinity groups on the UNLV Campus. This outreach should include initiatives to add professionals and resources to at least double efforts to expand faculty diversity, support faculty and staff diversity, and to help BIPOC faculty feel safe, all planned and implemented with BIPOC faculty input and participation and in leadership roles;
 - Planning with CSUN, GPSA and UNLV Faculty Senate and NFA for at least three “Strong Together” major campus gatherings and/or public events in 2024 to promote mutual support, cohesiveness and community, including: talk from leaders, music, sub-group mutual support activities, etc., also as “teach ins” about community.
 - Communication and transparency by UNLV Administration must share publicly the safety recommendations from all faculty and student advocacy groups.

2- Urgent Infrastructure Repairs and Improvements

- All damage to office doors and classroom doors and facilities *must* be repaired before faculty, staff and students can return to campus with a minimum sense of security (at latest count, UNLV has 400 + battering-rammed doors that require repairs);



Urgent Infrastructure Repairs and Improvements (cont'd)

- Beam Hall: urgent actions *must* be taken to transfer as many classroom assignments and university activities as possible out of Beam Hall for the spring, 2024 semester, until a thorough repair and reconstruction (and redesign) of the building can be achieved, including – new security for all entrances and exits; key locked access doors to hallways and other spaces; security cameras; classroom doors that can be locked from the inside; plus other security measures;
- Each of the physical spaces in Beam Hall in which a faculty member was shot and killed on December 6th, 2023, *must* be designated as a memorial space, with an appropriate memorial acknowledgement and *in remembrance* design;
- Campus-wide: All classroom doors must lock from the inside and/or instructions widely disseminated how to lock classroom doors in case of mass shooter or other emergency;
- Possible installation of peepholes or other means to observe and verify who is at faculty and staff office doors;
- Possible installation of pull-down blackout shades for all classrooms, offices, and other university spaces that have glass walls and/or glass in the doors;
- Immediate reorganization of available Southern Command Campus Police to increase presence and security patrols on the UNLV campus.
- Placement of Gun Free Zone signs at all entrances to the UNLV campus;

3 – Mid-timeline Actions and Improvements

- All classrooms fitted with deadbolt style inside locking devices such as those for classrooms on the UNR campus; or other classroom door locking systems installed;
- All classrooms fitted with panic button devices (similar to those currently in operation on the CSN campus) for teachers and instructors;
- Strategic placement of more security cameras throughout the UNLV campus, including cameras that surveil all building interiors that do not yet have cameras;
- Improved means for monitoring campus security cameras, including adding additional campus security staff to monitor buildings in an integrated system;
- Installation of more strategically placed alarm poles (security poles, with call in buttons) around the UNLV Campus;
- Consultation with Director of Southern Command Police for the expanded funding for campus police officer and support staff (increasing the NSHE budget for police staffing significantly), combined with a thorough review of Southern Command protocols so that when there is an event on one NSHE campus, the other NSHE



3 – Mid-timeline Actions and Improvements (cont'd)

- campuses are not left without adequate security. Also: improved shared access to master keys to all buildings for LVMPD if needed to minimize damage to campus.

4 – Longer-Timeline Suggestions

- For UNLV, and All NSHE Campuses, to be provided by NSHE with expert facilities and personnel security consultants to prepare infrastructure and personnel safety upgrade recommendations, and a detailed budget for their implementation;
- For UNLV, and All NSHE Campuses, to coordinate with the Board of Regents and Government Affairs representatives to petition the Legislature and Governor for a special funding allocation to implement significant safety upgrade and improvements;
- For NSHE and UNLV to facilitate meetings with representatives of ALL Faculty Senates, the Nevada Faculty Alliance, and Student Organization representatives, with Southern Command Police leaders, with Sheriff McMahill and Las Vegas Metro (and other County and City Police Chiefs and/or officials). The goal should be to discuss and implement long term planning to increase numbers of Southern Command Campus Police officers and support staff to provide more security for ALL NSHE Campuses, and an additional NSHE budget request to support increased security as a permanent base budget supplement to the NSHE budget submitted to the Governor and 83rd Nevada Legislature;
- Expert security review of entrances and egresses to all NSHE campuses for possible increased surveillance and/or possible re-planning and re-design to enhance security;
- For all NSHE Administrations and the Board of Regents to commit to a Nevada Higher Education position statement that supports new gun control legislation, including strengthened and enforceable red flag laws, further strengthened background checks before the purchase of a gun, closing the gun show loophole, and the banning of or at least increased regulation and control of assault weapons that includes age limitations on their ownership, a possible ban, and an expression of support for and solidarity with victims and survivors of gun violence, and that this NSHE position should be regularly disseminated and published to all faculty, staff and students, and to the public at large.

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The [Nevada Faculty Alliance](#) is the statewide association of professional employees at the colleges and universities of the Nevada System of Higher Education (NSHE). NFA is affiliated with the [American Association of University Professors](#), the oldest national organization advocating for academic freedom, shared governance, and faculty rights, and the [American Federation of Teachers \(AFL-CIO\)](#), which represents over 300,000 higher education employees nationwide.

The NFA represents faculty collective bargaining units at the College of Southern Nevada, Truckee Meadows Community College, and Western Nevada College. NFA advocacy chapters represent faculty interests at Great Basin College, Nevada State College, the University of Nevada, Las Vegas, and the University of Nevada, Reno.