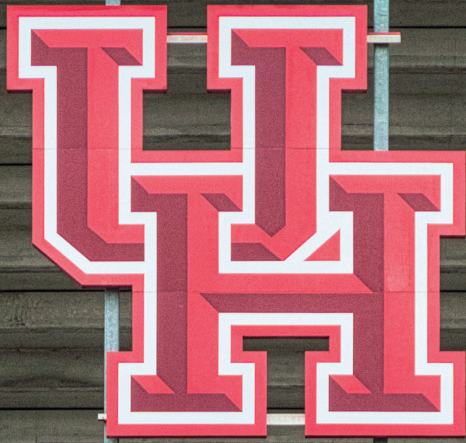


# CAMPUS SAFETY

Strategic Plan 2022-2026



UNIVERSITY of **HOUSTON**  
CAMPUS SAFETY



120-139 Theater Hall 210-242  
103-107 Cap & Limb 130-300

128-100 225-217  
300 Stovall 328-309

UNIVERSITY of  
**HOUSTON**  
CAMPUS SAFETY

## AVP's Message



Student success is a driving force for the Department of Campus Safety. We strive to provide an environment that enables all to succeed, learn, and achieve their academic goals. Maslow's hierarchy of needs outlines a five-tier model of human needs beginning with basic, foundational needs at the bottom and self-actualization or achieving one's full potential at the top. Safety needs are part of the foundational needs, second only to basic psychological needs of food, water, shelter, etc. Safety is a critical component in the foundation to one's success, and therefore, a core necessity for one of the University's primary pillars, Student Success. Stated differently, meeting one's safety needs is critical to

our students and employees achieving and living the best version of themselves. You simply cannot achieve student success without providing and maintaining a foundation of safety. As we look to the University of Houston's bright future, UH Campus Safety must continue to meet and exceed safety standards as well as be proactive in developing new strategies to address the needs of our growing community to ensure student success. Each of our strategic objectives outlined in this plan is designed to meet these goals.

Please collaborate with us along this journey as we continue to work toward our mission and achieve our objectives over the next five years, all in support of the University's vision to become a top 50 public university.

A handwritten signature in black ink that reads "Kelly Boysen". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

**Kelly Boysen**

*Assistant Vice Chancellor/Assistant Vice President, Campus Safety*



# About Campus Safety

The **Campus Safety** department serves our campus community to reduce risk and enhance resilience and preparedness in order to promote a safe campus environment. Campus Safety was reorganized in 2020 and is comprised of four different units: Fire & Life Safety, Office of Emergency Management, Environmental Health & Safety and Occupational Health Services.

## Fire & Life Safety

The fire safety function was first established at the University of Houston in 1989. Since then, the **Fire & Life Safety** (FLS) Office has grown and now includes two areas, the fire marshal team and the food safety team. The FLS Office now handles many of the same responsibilities as a municipal fire marshal's office and health department.

The fire marshal team is responsible for conducting fire investigations, reviewing construction plans, inspecting new and existing campus buildings, inspecting and maintaining life safety systems, issuing permits, and educating the campus community on fire safety. All team members hold at least a basic inspector certification from the Texas Commission on Fire Protection, with many holding several certifications. Since UH is a state-sponsored institution, we enforce the National Fire Protection Association's (NFPA) Life Safety Code and Fire Code.

Our food safety team issues permits, conducts health inspections, educates food service staff and students on safe food handling, and investigates foodborne illness complaints. The team follows the Texas Food Establishment Rules and USDA Food Code. Our health inspectors are certified registered sanitarians with the Texas Department of Licensing and Regulation.

## Occupational Health Services

**Occupational Health Services** (OHS) is Campus Safety's newest unit and was first established in 2020 in response to the COVID-19 pandemic. At present, the primary function of OHS includes the assessment of current COVID-19 related trends and the management of COVID-19 cases. In the future, Campus Safety plans to develop and expand this unit with the mission to promote the health and well-being of university faculty and staff by preventing occupational disease, injury, and illness through occupational health service excellence. OHS aims to create employee-focused programs that are centralized, efficient, and effective.



## Office of Emergency Management

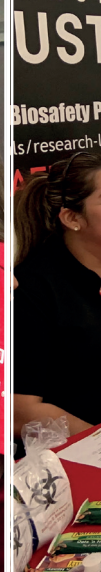
The **Office of Emergency Management (OEM)** was established at the University of Houston in 2011. The mission of the Office of Emergency Management (OEM) is to support the University of Houston's staff, faculty and students ensuring that as a university we work together to build, sustain and improve the capability to prepare for, protect against, respond to, recover from and mitigate all hazards.

The OEM is responsible for developing and maintaining the University of Houston's campus wide emergency plans, to include the Emergency Management Plan and Continuity of Operations Plan. In an effort to implement the all hazards planning approach, the OEM also coordinates, maintains and manages the Emergency Operations Center Liaison and Ride-Out Team programs who respond during emergency events. In an effort to prepare for the next emergency, OEM also maintains the training and exercise program in order to provide emergency preparedness outreach to the campus community and to test the various University emergency plans through emergency exercises. Additionally, OEM provides numerous templates to assist its community with preparing and maintaining their own continuity of operations plans and emergency response plans. Lastly, in the event of a campus wide emergency, OEM activates the University's Emergency Operations Center in order to assist with coordination and provide support for response efforts.

## Environmental Health and Safety

The mission of **Environmental Health and Safety (EHS)** is to ensure compliance with federal, state, local regulations, as well as institutional policies and manage hazards that pose risks to people and the environment. EHS accomplishes its mission by proactively promoting an empowering campus safety culture in various disciplines including biological safety, chemical safety, radiation safety, occupational safety, environmental protection, and environmental compliance.

EHS is responsible for annually conducting over 3,000 laboratory safety inspections, testing or verifying over 2,500 units of safety equipment and conducting safety training courses to over 6,000 trainees. EHS also collects and disposes of over 400 tons of hazardous/regulated materials from campus via certified vendors. In addition to these activities, EHS conducts laboratory accident and incident investigations, ergonomic assessments, asbestos sampling, job safety analyses and reviews laboratory construction/renovation plans. When addressing compliance requirements on campus, EHS reviews and approves various research compliance applications through regulatory compliance committees as required by various federal and state agencies, and prepares various required reports to local, state and federal regulatory agencies.



## Our Mission

To provide risk reduction, prevention, preparedness, and resilience strategies to promote a safe campus environment to learn, research, work, live and play.

## Our Vision

To be a higher education safety leader in support of becoming a top 50 public university.

## Our Core Values

- ◆ Integrity
- ◆ Accountability
- ◆ Commitment to Safety
- ◆ Collaboration
- ◆ Resilience
- ◆ Professionalism
- ◆ Continuous Learning



# Introduction

The University of Houston has experienced significant growth in enrollment, research activities, and new buildings over the last decade. With additional plans for new facilities and the hiring of 100 Frontier Faculty geared toward research, these expansions require an increase and enhancement of Campus Safety services as well as the ability to proactively plan for new and emerging risks in order to continue to protect our most precious asset, our campus community.

The UH Campus Safety Strategic Plan, 2022-2026, serves as the foundation for continued excellence and tireless improvement to become a higher education safety leader supporting the University of Houston's vision to become a top 50 public University. This document is guided by our department's core values and closely aligns with the University's strategic goals. This document's strategic objectives and initiatives will provide guidance for all Campus Safety departments, functional units, and individuals over the next five years. Six major strategic objectives have been identified in order to position Campus Safety to respond to the needs of a growing campus and proactively plan for the future.

- ◆ **Strategic Objective 1** – Enhance Safety Services, Programming, and Campus Safety Facilities to meet the needs of a growing campus and research enterprise
- ◆ **Strategic Objective 2** – Standardize policies and procedures across the UH System where appropriate to prevent duplication of effort and cost-effective practices
- ◆ **Strategic Objective 3** – Build and develop new programming and services to address risks, liabilities and emerging threats
- ◆ **Strategic Objective 4** – Become more data-centric to optimize performance and assess evolving campus needs in order to proactively plan for the future
- ◆ **Strategic Objective 5** – Promote professional development and certifications to ensure staff maintain skills, increase knowledge and stay abreast of new compliance requirements, current best practices, and emerging risks
- ◆ **Strategic Objective 6** – Increase the UH community's knowledge and understanding of the Campus Safety department functions and its resources



# Strategic Objectives and Initiatives

## Strategic Objective 1

Enhance Safety Services, Programming, and Campus Safety Facilities to meet the needs of a growing campus and research enterprise

### Initiatives

- 1 Improve laboratory safety through increased frequency of inspections to comprehensively identify and mitigate laboratory hazards on campus
- 2 Improve laboratory safety through increased frequency of safety equipment inspections in order to prevent or mitigate exposures to laboratory hazards
- 3 Develop and enhance the Occupational Safety Program
- 4 Increase frequency of fire and life safety building inspections to complete 100% of buildings annually
- 5 Progress the Food Safety program through the development of formal policy and certification
- 6 Enhance the Emergency Operations Center response processes and tools in order to respond effectively to future incidents and disasters
- 7 Improve Campus Safety facilities, including the Hazardous Waste Storage Facility, Emergency Operations Center, and identify new office spaces for Environmental Health & Safety, Fire & Life Safety, and Occupational Health Services departments





## Strategic Objective 2

Standardize policies and procedures across the UH System where appropriate to prevent duplication of effort and cost-effective practices

### Initiatives

- 1 Develop a UHS SAM Policy for fire and life safety standards and improve coordination across the UHS institutions
- 2 Create a UHS SAM Policy regarding emergency management and continuity of operations planning standards
- 3 Establish a UHS SAM Policy regarding Food Safety standards to ensure all campuses are in compliance with the applicable Codes and Regulations
- 4 Develop plans to communicate all new policies, standards and compliance requirements to key stakeholders

## Strategic Objective 3

Build and develop new programming and services to address risks, liabilities and emerging threats

### Initiatives

- 1 Establish a fire door inspection program to ensure compliance
- 2 Create a new initiative to increase fire safety training at off-campus residences
- 3 Further develop the hazard mitigation planning program in order to make the campus more resilient from future disasters
- 4 Develop new initiatives centered around academic continuity of operations and research continuity of operations
- 5 Build a new Occupational Health Services department and program
- 6 Assess development of a new unit to develop policies, procedures, and monitoring to minimize global and travel-related risks



## Strategic Objective 4

Become more data-centric to optimize performance and assess evolving campus needs in order to proactively plan for the future

### Initiatives

- 1 Identify and maintain valuable datasets and metrics in order to capture trends and evaluate performance
- 2 Assess current data systems being utilized and assess how to best retrieve, store, and analyze data
- 3 Establish a maintenance program by designating data custodians per unit to maintain identified datasets

## Strategic Objective 5

Promote professional development and certifications to ensure staff maintain skills, increase knowledge and stay abreast of new compliance requirements, current best practices, and emerging risks

### Initiatives

- 1 Develop a training and professional development plan for each staff member
- 2 Encourage participation in professional development training available through the University of Houston
- 3 Support and encourage professional certifications for the employee's respective industry
- 4 Promote rotation to allow regular attendance and or presentation at conferences of professional organizations



## Strategic Objective 6

Increase the UH community's knowledge and understanding of the Campus Safety department functions and its resources

### Initiatives

- 1 Re-imagine and assess the identity of the Campus Safety Department to include aligning the department mission with the department name and organizational structure
- 2 Create and design the Campus Safety website to easily connect the campus community to the key information and resources provided by the four units under the Campus Safety umbrella
- 3 Develop a marketing campaign as well as increase and enhance training and outreach programs

## Conclusion and Acknowledgements

The leadership of Campus Safety would like to acknowledge the extraordinary dedication brought forth by the staff of Fire and Life Safety, Occupational Health Services, Office of Emergency Management and Environmental Health and Safety. The framework, for which the Department of Campus Safety is built, begins and ends with the staff who bring their very best every day. Your dedication is what drives us forward by creating an agent of change and propelling us toward success in order to achieve our strategic goals. Thank you to all the staff of Campus Safety for making the University of Houston a safe environment to learn, research, work, live and play. In addition, none of the achievements, now and in the future, would be possible without the support of our exceptional University leadership. Thank you for always seeing the vision and for your unwavering support.

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