

2025 Annual Report



Division of Public Safety
UNIVERSITY OF COLORADO **BOULDER**

Connect with the Division of Public Safety

Division of Public Safety

- Phone: 303-735-0685
- Email: dps@colorado.edu
- Website: <https://www.colorado.edu/publicsafety/>

CU Boulder Police Department

- Emergency: 911 (answered 24/7)
- Non-Emergency: 303-492-6666 (answered 24/7)
- Property and Evidence: 303-492-5116
- Records: 303-492-5115
- Website: <https://www.colorado.edu/police/>

Events & Emergency Management

- Phone: 303-735-7950
- Email: emergency.management@colorado.edu for Emergency Management
- Email: dpsevents@colorado.edu for Events
- Website: <https://www.colorado.edu/emergencymanagement>

Flight Operations

- Phone: 303-735-8112
- Email: DPS_Flightops@colorado.edu
- Website: <https://www.colorado.edu/publicsafety/flight-operations>

Threat Assessment

- Phone: 303-735-9146
- Email: intervention@colorado.edu
- Website: <https://www.colorado.edu/publicsafety/threat-assessment>

Security Services

- Phone: 303-492-2102
- Email: DPS_SecurityServices@colorado.edu
- Website: <https://www.colorado.edu/publicsafety/security-services>



Table of Contents

From the Vice Chancellor for Public Safety	5
About the Division for Public Safety	6
Organization chart	7
DPS Finance	8
CU Boulder Police	11
Operations and calls for service	12
Community Building, Response to Resistance, Anti-Bias Policing and Complaints	13
Pursuits and Response to Resistance	14
Investigations	17
Commitment to Transparency	18
CUPD Records	19
CUPD Property and Evidence	20
Victim Advocate	21
CUPD Training	22
CUPD Communications	23
Technology Operations	24
Security Services	25
Residential & Community Safety Officials	26
Events	27
Emergency Management	28
Flight Operations	30
Threat Assessment	33



Table of Contents

Public Information	36
Media Analytics	37
Whats Ahead in 2026?	39

From the Vice Chancellor for Public Safety

Dear CU Boulder Community,

It is my privilege to share the Division of Public Safety's (DPS) Annual Report, highlighting the dedicated professionals who work every day to support a safe, resilient and welcoming campus environment.

At a university as dynamic as CU Boulder, public safety requires more than response — it demands partnership, innovation and service. Over the past year, our teams across CU Boulder Police, Security Services, Emergency Management, Events, Threat Assessment, Flight Operations, and the Security Operations & Communications Center strengthened how we serve this campus — together.

This year, we focused on key priorities:

- Modernizing safety technology to enhance situational awareness and coordinated response.
- Strengthening professional standards and training to ensure skilled, compassionate and accountable service.
- Integrating operations across DPS to better align people, processes and systems.
- Launching the CU Boulder Safe App to provide accessible, mobile safety resources.

We also continued investing in proactive prevention and coordinated response strategies that support both daily operations and critical incidents. Safety remains foundational to academic success, community trust and institutional excellence.

This progress reflects strong collaboration with campus partners, students, faculty, staff and local agencies. Public safety is a shared responsibility — built on trust and partnership. I am proud of our DPS team and the professionalism they demonstrate every day. As we look ahead, we remain committed to continuous improvement and evolving to meet the needs of our community.

Thank you for your partnership.

Sincerely,

Marlon C. Lynch
Vice Chancellor for Public Safety



Division of Public Safety
UNIVERSITY OF COLORADO BOULDER

About the Division for Public Safety

Vision and history

CU Boulder's Division of Public Safety (DPS) was formed in early 2024 to integrate the university's public safety resources under one umbrella, strengthening existing partnerships, policies and procedures.

Purpose and commitment

The Division of Public Safety seeks to facilitate and coordinate a culture that supports the Boulder campus's commitment to maintaining the highest level of ethics, integrity and safety in the conduct of its operations. We do this through services that enhance community safety, protect life and property, and foster safe, secure and ethical practices.

The University of Colorado Boulder is one of America's leading research universities and the flagship of the CU system. As a comprehensive public doctoral research university, CU Boulder is a member of the Association of American Universities and is classified as an R1 university. The university has eight schools and colleges offering more than 150 academic programs and enrolling 38,000 degree-seeking undergraduate and graduate students. At CU Boulder, we believe in supporting each other and valuing everyone who is part of our community. Our values are expected of all Buffs and guide our actions in the classroom, on campus and in our community. We are committed to building a more diverse and inclusive campus community. We value different backgrounds, identities and perspectives and believe that engagement with a wide range of ideas and viewpoints helps students learn and grow.

CU Boulder safety philosophy

As part of our commitment to campus safety, CU Boulder provides comprehensive safety resources for faculty, staff and students. We encourage you to learn about and regularly use these resources and to support a culture of personal responsibility, on and off campus, that will help build an increasingly safe university community.

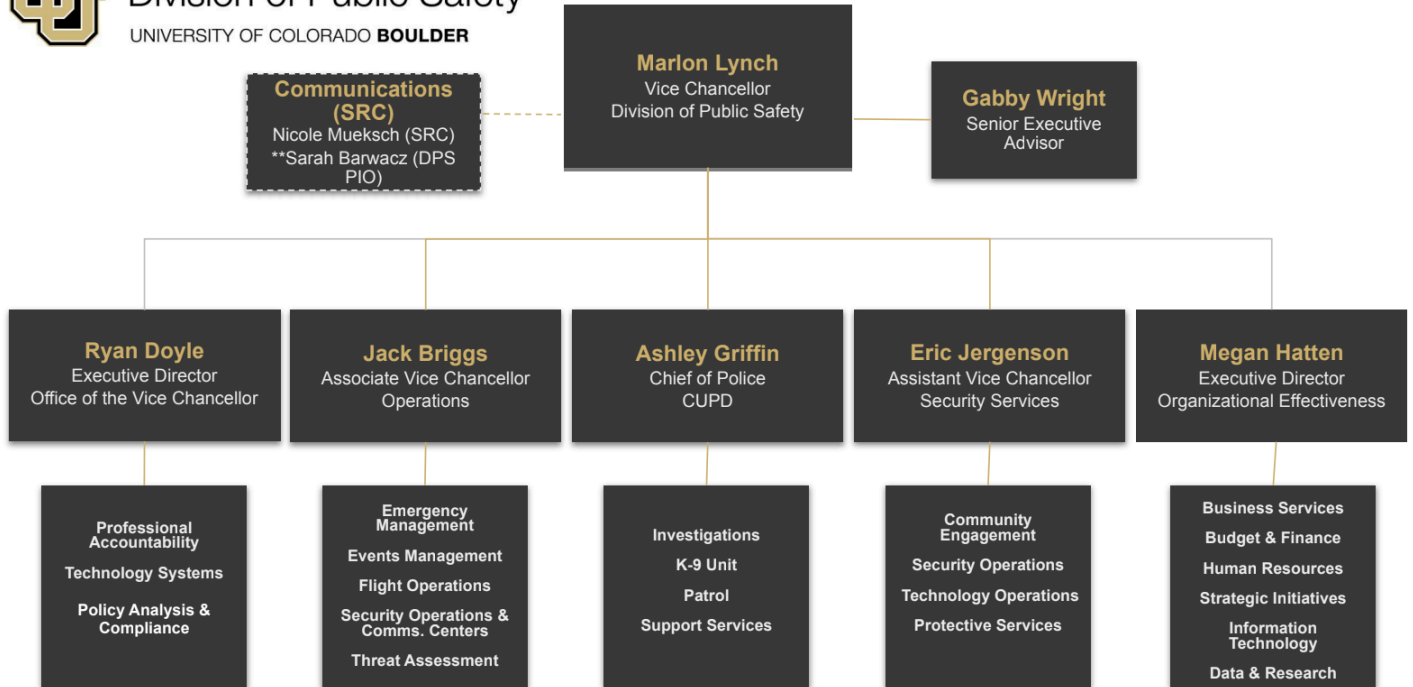


Division of Public Safety
UNIVERSITY OF COLORADO **BOULDER**

Organization Chart



Division of Public Safety
UNIVERSITY OF COLORADO **BOULDER**



DPS Finance



The Division of Public Safety’s Budget and Finance unit manages the DPS budget and ensures strong financial stewardship and compliance with university budget policies. Recently, CU Boulder implemented the Anaplan budgeting system, refining financial processes to improve budget transparency and operational efficiency. Building on these efforts, DPS identified key funding gaps and submitted proposals to support critical safety priorities.

In 2025, DPS secured new funding for the Enhancing Campus Safety initiative, enabling significant and sustained investments in campus safety improvements across all departments. As the university continues to evolve its budget planning approach, DPS remains committed to responsible financial management while ensuring the division’s operational and strategic needs are effectively supported.



DPS Recruiting

2025 recruitment analysis and strategy summary

The 2025 recruitment analysis focuses on evaluating the effectiveness of DPS hiring processes, with a primary emphasis on restaffing critical police and dispatch units and adding key leadership roles. The analysis identifies trends in applicant flow, hiring outcomes and barriers that impact successful onboarding.

Key areas examined include:

- Stages in the hiring process where applicants are removed at higher rates
- Common reasons for candidate withdrawal
- Most effective recruitment channels for attracting qualified applicants

Recruitment outcomes

Recruitment remained strong over the past year, with the division hiring 37 new staff members across multiple functional areas, including:

- 11 police officers
- 5 dispatchers
- 4 community safety officers
- 2 protective services staff
- 1 chief of police
- 14 professional staff



In addition to external hiring, the division supported internal growth through 8 promotions and transfers, reflecting continued investment in employee development and succession planning.

As the division continued progress toward rebuilding and stabilizing commissioned staffing levels, there were 16 departures during the year. Overall, the division achieved a retention rate of 84.4%, with a turnover rate of 15.6%, reflecting continued stabilization of the workforce.



Recruitment Strategies

Throughout 2025, DPS continued to refine and expand recruitment strategies to strengthen talent pipelines for police officers, dispatchers, leadership roles and other critical positions.

Key efforts included:

- Regular job postings to maintain real-time visibility for high-priority vacancies
- Expanded social media presence, including immediate posting of newly opened positions
- Enhanced candidate care practices, providing personalized follow-ups and consistent communication throughout the hiring process

Timekeeping system modernization

DPS has also begun working with the CU system on the development of the new Time & Labor timekeeping system, which will replace existing tools and modernize how employees record and manage work hours. Implementation is expected during the 2027–28 timeframe, supporting long-term improvements in accuracy, accessibility and administrative efficiency.



CU Boulder Police

The University of Colorado Boulder Police Department (CUPD) is a full-service police agency providing community-based public safety services to a diverse community of approximately 38,000 students and 12,000 faculty and staff members 24 hours a day, seven days a week, year-round. Every year, CUPD police officers and residential service officers engage in nearly 20,000 operational activities.

Vision

The University of Colorado Boulder Police Department is committed to being a leader among university police departments.

Mission

The members of the University of Colorado Boulder Police Department are dedicated to providing the highest-quality services to enhance community safety, protect life and property, and reduce crime and the fear of crime. We pledge to develop a partnership with the greater campus community and to improve the overall safety and quality of life for all CU affiliates through fair, impartial, transparent and consistent policing.

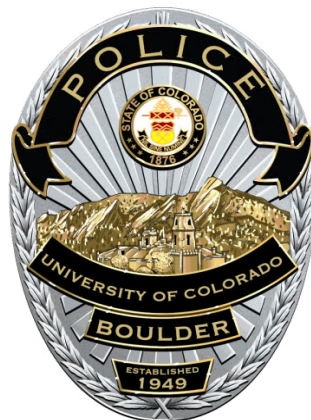
Core values

CUPD's core values are best defined by the acronym RALPHIE.

Resilient, accountable, leaders, passionate, humble, impartial, empathetic

Purpose

The purpose of the University of Colorado Boulder Police Department is to support the university and its mission by providing public services that meet the unique needs of its constituents.



Division of Public Safety
UNIVERSITY OF COLORADO **BOULDER**

CUPD operations and calls for service

23,462 - Total operational activities

12,284 - Officer initiated activities

- **9161** - Foot patrols
- **2832** - Directed patrols
- **291** - Traffic stops

7,802 - General calls for service
(including fire response)

Top calls for service in 2025

484 - Outside agency assist

478 - Suspicious activity

318 - Welfare checks

1,653 - Traffic stops

5 - DUIs



CUPD Community Building, Reponse to Resistance, Anti-Bias Policing and Complaints

Community building

We continue to work with students, faculty and staff to increase transparency about our policing practices and hiring processes. We post information about service calls on our data dashboards and invite members of the Community Oversight Review Board (CORB), which includes student, faculty and staff representatives, to provide feedback, sit in on CUPD interviews, attend training sessions, ride along with CUPD officers and more.

Anti-bias policing

The CU Boulder Police Department's bias-based policing policy can be found in Section 1.10 of the department's policy manual. Bias-based policing standards are based on the United States Constitution, Colorado Revised Statutes and University of Colorado discrimination policy directives. Based on the information contained in department performance management databases, there were no allegations of bias-based policing made in the 2025 calendar year.

Complaint management

Any complaint can be made at any time to a member of the CUPD team in writing, by email, online, by phone or in person. The complaint summary will immediately be sent to the member's supervisor and captured in CUPD's complaint management system for reference. The immediate supervisor will evaluate the elements to determine what level of review is applicable. For complaints that appear more serious in nature, including any potential for criminal implications by an employee, the supervisor will complete a memorandum and notify both the patrol commander and Professional Standards and Training Division commander. Complaints will typically be reviewed at the lowest appropriate level to ensure a timely and responsive resolution and documentation. In support of this process, the department's performance management system includes early intervention warning data that each supervisor reviews for each employee to ensure appropriate adjustments can occur in a timely manner for proactive support or training.

In four instances, the department initiated formal internal affairs investigations into possible policy violations. In all instances, discipline and/or additional training were implemented. In two of the four instances, the CU Office of Institutional Equity and Compliance (OIEC) was consulted, along with human resources professionals, to ensure a balanced and appropriate review was conducted.

CUPD receives a variety of complaints that range from general university issues to items specific to the police department. A total of 12 complaints were received in the 2025 calendar year. All were police-related and followed up by commanders and first-line supervisors. One of the 12 complaints occurred at a CU football game and involved officers from another jurisdiction. The complaint information was sent to those assisting police departments.



Pursuits and Response to Resistance

Vehicle pursuits

The University of Colorado Boulder Police Department's vehicle pursuit policy can be found in Section 1.3 of the department's 2025 policy manual. In 2025, there were no pursuits reported.

Foot pursuits

A total of one foot pursuit occurred by CUPD officers. In that instance, officers correctly completed their reporting requirements. This foot pursuit occurred as part of a larger circumstance involving a physical altercation in which witnesses stated they were assaulted by the alleged offender. When officers approached the suspect, he began to walk away and then ran after being told numerous times to stop. CUPD officers chased the suspect, caught him a short distance later and took him safely into custody.

The University of Colorado Boulder Police Department's response to resistance policy (use of force) can be found in Section 1.1.1 of the department's 2025 policy manual. Response to resistance standards are based on the United States Constitution, Colorado Revised Statutes and department policy directives. The reporting and documentation required when a response is used are addressed in Sections 1.1.2 and 1.1.3 of the police department's policy.

Response to resistance

Response to resistance reports for 2025 were analyzed to identify trends, improve training, increase employee and community member safety, and provide information for the agency in addressing response to resistance incidents. All reports were reviewed for policy compliance, statutory adherence and individual rights standards. The response to resistance incidents included in this report encompass Policy 1.1 (use of force) and include 1.4 (first aid and medical attention) pertaining to response to resistance use.

The analysis and application of evidence-based and data-driven strategies within the department, specifically as it relates to significant policing-related occurrences, including response to resistance actions, enhances accountability and transparency and allows the department to examine training practices and personnel performance.

The data points captured in this report are based on national standards and requirements from the Federal Bureau of Investigation (FBI) and Colorado Bureau of Investigation (CBI) for Criminal Justice Information Services (CJIS) reporting purposes. The information contained in this annual report has been obtained through a review of entries in CUPD's database for the 2025 calendar year response to resistance reports.



Pursuant to policy, if an officer is involved in a response to resistance, each officer who applied force must complete a report. Department personnel were involved in a total of 10 response to resistance incidents in calendar year 2025. Of the 10 incidents, two involved a police officer assigned to work a CU football game. One instance involved a CUPD member of the Boulder Combined SWAT team dealing with an armed subject who barricaded himself in a car. The remainder of the incidents occurred with police officers assigned to patrol operations.

In many of the incidents below, multiple officers were assigned to the same incident and assisted by deploying several types of weapon systems, including less-lethal options, or by using hands-on techniques to ensure that an appropriate response occurred at the lowest possible level of force.

Response to resistance reports indicate department personnel displayed a TASER (conducted energy weapon) one time to gain compliance without activating the weapon. In five instances, an officer displayed a handgun to gain compliance from a subject without firing the weapon. In three instances, department members used hands-on control measures to take individuals safely into custody.

In a review of subject data from the 10 response to resistance incidents, there were a total of 10 individuals. Of those 10 individuals, eight identified as male and two identified as female. Of the eight individuals who identified as male, all identified as White. Of the two individuals who identified as female, one identified as Black and one identified as Asian.

Of the 10 individuals listed in the response to resistance reports, three were evaluated by medical personnel as a precautionary measure and in accordance with department policy. All three individuals were evaluated due to erratic behavior and suspected drug or alcohol use. One of the three individuals had a small cut on his head after inadvertently hitting his head on the ground.

A review of the circumstances further revealed that with six of the subjects, it was unknown whether the individual was under the influence of alcohol or drugs. With four of the subjects, the officer reported the individual appeared to be under the influence of alcohol or drugs.

Further examination of the subject data showed that of the individuals listed in the response to resistance reports, two were affiliated with the university and eight were not. Of the 10 total instances with response to resistance reports, seven occurred within the university's Clery Act geography and three occurred outside of it.

All 10 instances, involving 10 individuals, were reviewed by supervisors at several levels within CUPD and captured in the department's compliance system. In many instances, first-line supervisors conducted team debrief sessions to assist with individual and team performance improvement.



Recommendations

In review of the 2025 response to resistance incidents, the following recommendations are made to provide clarity to department processes as they relate to response to resistance:

- Continued training should occur with supervisory personnel on the workflow within the department's software program. This should include requirements as they pertain to findings and actions in a report, as well as completion of all required categories.
- Within the department database, it is recommended that the categories for demographic information be reviewed by CUPD's Professional Standards Division to ensure complete information is being solicited at the time of reporting.
- Develop policy and implement the live-view capability of the department's newest generation of body-worn cameras. This would allow a supervisor or emergency dispatcher to log into an officer's body-worn camera and see in real time what is occurring during a critical incident. By doing so during the initial minutes of a serious situation, they can send more support to the officer or officers before it becomes necessary to use a higher level of force.
- Continue to develop and refine, with the Division of Public Safety Events team, the capability to safely manage and respond to incidents during signature events such as football games and concerts. This should include a focus on accurate data collection and reporting and the process to coordinate post-event activities across numerous police agencies and systems.



Division of Public Safety
UNIVERSITY OF COLORADO BOULDER

Investigations

207 - Reports

66 - Felonies

273 - Report reviews

91% - Clearance rate

97 - Investigations led

78 - Detective investigations assisted

Body worn cameras

13,288 - Videos uploaded

2,689 - Hours of footage

36 - Videos per day

173 - Cases sent to municipal court or
Boulder County District Attorney

3,877 - Individual pieces of media shared

Commitment to transparency

CUPD holds in the highest regard its commitment to be forthcoming with the community in all its work. Policies encompassing use of force, the Law Enforcement Code of Ethics, Senate Bill 20-217 and CUPD's mission and core values provide the foundation to ensure staff provide fair and impartial services.

Best practice in documentation and early intervention

The CU Boulder Police Department strives to be a leader among police departments. Aligned with best-practice publications from the National Police Foundation and the Police Executive Research Forum, the CU Boulder Police Department institutes early warning systems (EWS) to identify performance indicators of interest. Just as CUPD strives to prevent crime in the community, it takes a similar approach with its officers and strives to address any performance issues before they affect the positive relationships it works to foster within the community. It is important to note these early warning systems (EWS) do not serve as disciplinary tools. They help detect areas such as training deficiencies, challenging personal circumstances, excessive stress, underlying medical conditions and safety risks, and allow for early detection and intervention with team members.

Video quality assurance program

CUPD's video quality assurance committee randomly audits recordings in coordination with the department's digital media specialist. This committee is composed of four CUPD members: two commissioned and two non-commissioned, and includes the digital media specialist and Professional Standards Unit. The quality assurance committee seeks to identify training issues, use of force, effectiveness in resolving citizen complaints, and compliance with department policies and procedures as part of its review.



CUPD Records

Accuracy, compliance and public trust

In 2025, CUPD Records Section continued to support the department's operational integrity through comprehensive records management and regulatory compliance. The unit manages the secure compilation, maintenance and authorized release of law enforcement records, coordinating closely with the district attorney's office, county and municipal courts and statewide reporting systems. Records staff maintain and validate entries in the Colorado Crime Information Center (CCIC) and the National Crime Information Center (NCIC), ensuring accuracy across state and national databases.

Operating within a higher education environment, the Records Section ensures compliance with the Colorado Open Records Act (CORA), FERPA, Title IX and the Jeanne Clery Campus Safety Act. The team collaborates with campus partners—including Student Conduct, Victim Assistance and Institutional Equity and Compliance—to support coordinated reporting and institutional accountability.

2,456 - Cases reported

Summons/warnings through e-citation program:

- **Traffic - 904**
- **Non-traffic - 178**
- **Admin Violations - 306**

1,138 - Reports released to campus partners

593 - Administrative violations

610 - Records requests

In addition to records release, the unit processes subpoenas, court orders and record-sealing requests and serves as a primary point of contact for community members. Through professionalism and attention to detail, the Records Section reinforces CUPD's commitment to transparency and public service.



CUPD Property and Evidence

Accountability, integrity and professional standards

In 2025, CUPD's Property and Evidence Section continued to uphold the highest standards of accountability, organization and evidence stewardship.

The unit maintains professional accreditation through SCS Northwest's Evidence Management Professional Accreditation Program, reflecting its ongoing commitment to evolving best practices, rigorous standards and continuous improvement.

Property and Evidence provides critical operational support to officers and command staff by ensuring the secure intake, storage, tracking and release of evidence. The team remains diligent in reviewing and purging property and evidence that is no longer required for prosecution, maintaining system integrity and responsible inventory management.

Through careful oversight and adherence to professional standards, the Property and Evidence Section reinforces CUPD's commitment to transparency, compliance and public trust.



1,385 items taken in

223 items were returned to owners

11 items donated to charity

38% of intake was evidence



Victim Advocate

CUPD is advancing a leading-edge approach to campus safety through its embedded victim advocate program—an integrated model that strengthens how support is delivered to those impacted by crime and crisis. By embedding victim advocacy directly within the department, CUPD ensures that individuals receive immediate, compassionate support alongside a coordinated public safety response. This approach reflects a broader commitment to care-centered policing that prioritizes dignity, respect and access to resources during some of the most difficult moments individuals may face.

As part of the University of Colorado Boulder’s Division of Public Safety, the program exemplifies how an integrated public safety model can enhance both outcomes and trust. Victim advocates work in close partnership with officers and professional staff to provide trauma-informed support, help individuals navigate resources and ensure their voices are heard throughout the process. Together, this collaboration positions CUPD at the forefront of modern campus public safety—where empathy, coordination and proactive support are central to building a safer, more resilient community.

<p>Top 5 Topic Areas:</p> <ul style="list-style-type: none">41 - Sexual assault31 - Harassment28 - Physical assault26 - Other25 - Restricted	<p>198 - Number of cases out-reached</p> <p>715 - Total contacts and tasks from cases</p> <p>Provided outreach/support to:</p> <ul style="list-style-type: none">• 165 - Undergraduate students• 11 - Graduate students• 2 - Alumni• 6 - Faculty/instructors• 28 - Staff members• 55 - Non-affiliates
--	---



CUPD Training

Training highlights

CUPD's many training offerings enhanced officers' and staff members' skills in de-escalation, community policing, ICAT, ABLE, trauma-informed interview techniques, forensic analysis, crime scene management and more. Training included:

- TV-LAP training
- DTAC, Driving, and Firearms Training per Rule 28
- Sergeant Led Training with Equipment, Importance of Community Policing, Responding to DV
- ALERRT Training organized by, CUPD
- Coroner Investigations Training
- ICS 300, 400
- UC Health Forensic Exam overview
- Clery training for supervisors
- Respect in Reporting
- Police Training Officer program
- Boulder County District Attorney training
- Mindset Matters
- Integrating Communications, Assessment and Tactics training
- Active Bystandership for Law Enforcement
- Patrol Officers hosted and instructed NHTSA/ IACP Standardized Field Sobriety Testing Training Class, NHTSA Advanced Roadside Impaired Driving Enforcement (ARIDE)



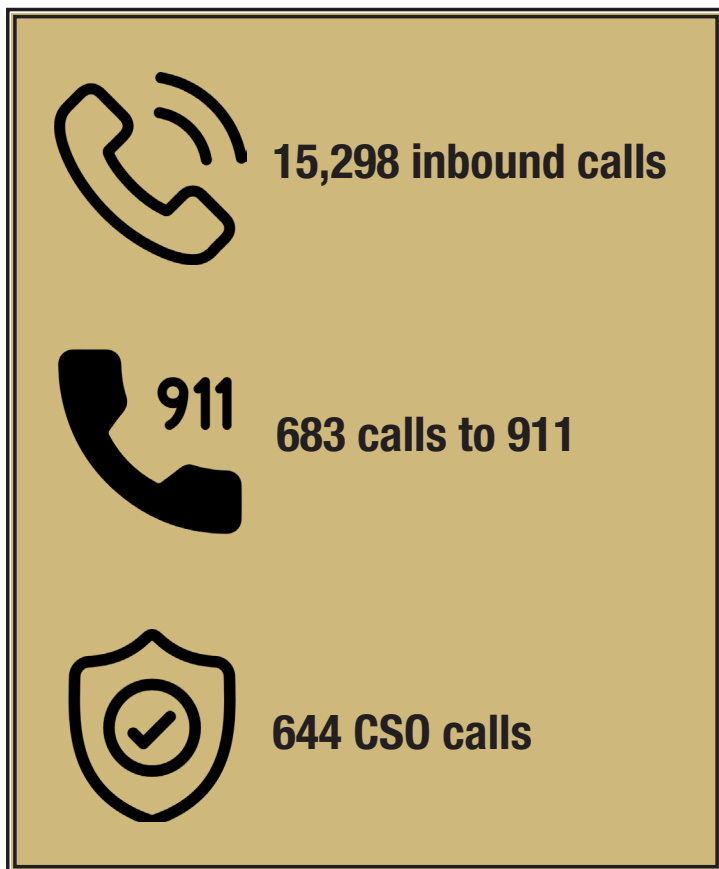
CUPD Communications

Connecting the CU Boulder community to public safety services

In 2025, the Division of Public Safety Communications Center continued to serve as the critical link between the university community and essential public safety resources, including police, fire, medical, parking and security services.

Staffed 24/7 by trained dispatch professionals, the center provides emergency and non-emergency communications support to campus. Dispatchers log all calls into the computer-aided dispatch (CAD) system and relay time-sensitive information to officers and responders in the field, ensuring coordinated, efficient response across the university.

Beyond day-to-day operations, Communications Center personnel staff the Emergency Operations Center (EOC) during major campus events, including home football games, commencement ceremonies and large-scale special events. Their work supports coordinated planning, real-time situational awareness and response continuity.



The center works in close partnership with the City of Boulder’s communications center for fire and emergency medical dispatch services. We extend our appreciation to our city partners for their continued collaboration and shared commitment to public safety.

Throughout 2025, the Communications Center demonstrated professionalism, adaptability and innovation—fostering a strong team culture while meeting the evolving demands of public safety communications in support of the CU Boulder community.



Technology Operations

Technology operations

Technology Operations plays a critical role in strengthening campus safety through the deployment, maintenance and continuous improvement of physical security systems. In 2025, the team advanced key infrastructure across campus by enhancing video surveillance and access control and emergency notification capabilities—supporting both proactive security measures and rapid response during incidents.

Through close coordination with Division of Public Safety partners, Technology Operations ensures that security technology is reliable, scalable and aligned with the university’s integrated public safety model. These efforts help create a safer campus environment by improving situational awareness, strengthening access management and expanding tools available to support emergency response.



Technology Operations Statistics

- **103** - cameras installed or replaced
- **243** - card readers installed or replaced
- **11** - panic buttons installed

Security Services

Protective Services Team (PST)

In its inaugural year, the Protective Services Team (PST) established a foundational protective program at CU Boulder—delivering principal support across high-profile engagements while rapidly building the structure, staffing and capabilities required for a modern protective services function. The team expanded from inception to three personnel while maintaining full operational coverage, advanced critical capabilities such as dedicated radio communications to strengthen coordination and principal safety, and developed a structured training pipeline aligned with industry standards. At the same time, PST strengthened partnerships across campus leadership, athletics and Division of Public Safety partners, while expanding relationships with external protective professionals and coordinating specialized training opportunities with industry leaders. Together, these efforts position PST as a scalable, professional program aligned with national best practices.

Chancellor, operations and executive support

- Supported 60+ Chancellor engagements, including campus addresses, Regents-related events, donor functions and off-site executive travel
- Provided comprehensive support to Athletics, including all home and away football games, practices, media appearances and select basketball games
- Provided advance planning, protective presence, transportation coordination and event coverage across campus and regional travel
- Coordinated protective support for VIP and dignitary visits, including Lockheed Martin and Congressman Joe Neguse
- Supported high-profile visits, including Lockheed Martin and Congressman Joe Neguse
- Coordinated protective presence and operational support for executive-level campus engagements

Recurring support to athletics throughout the 2025–2026 season, including:

- 100% of home football games
- 100% of away football games
- Coach and athletics-related media appearances on campus
- Approximately 10 men’s basketball games
- Approximately 3 women’s basketball games

Residential & Community Safety Officials

Community-focused safety across campus

DPS utilizes a tiered approach to community safety that extends beyond traditional law enforcement. Residential service officers (RSOs) and community safety officials (CSOs) play a vital role in supporting CU Boulder's residential and campus environments through visibility, education and partnership.

Community safety officials (CSOs)

CSOs provide safety and security services across campus through proactive patrol, walking safety escorts and event support. As noncommissioned personnel, they serve as a frontline resource for building access assistance and help ensure the proper use of academic, administrative and research facilities.

Residential service officers (RSOs)

RSOs serve students living in residence halls by maintaining a consistent, approachable presence within campus housing. This group helps support policy compliance through an education-first model that emphasizes accountability, informed decision-making and early intervention.

Through foot patrols, building security checks and close collaboration with Residence Life staff, RSOs help address lower-level concerns before they escalate. Their work focuses on fostering respectful living environments, strengthening relationships with residents and reinforcing community standards, deterring crime and reducing the fear of crime. In 2025, this team handled 1,587 patrols in residence halls. Their role reflects a service-oriented approach that supports the university's academic mission and contributes to a safe, welcoming campus experience.



4,946 - Campus building integrity patrols and extra patrols

3 - Special locks or unlock assists

349 - Open door or window assist (call for service)

1587 - Patrols in residence halls

Events

The DPS Events team is responsible for the coordination and planning of large-scale, high-visibility events on the CU Boulder campus. This includes security and traffic planning for special events such as football games, concerts and commencement. The team works closely with event organizers to assess security risks and requirements, and coordinates appropriate staffing support from police officers and other public safety personnel.

Event operations and campus support

- Processed over 1,500 campus event requests (Event Management Forms)
- Staffed more than 187 campus events with police and/or CSO support
- Invoiced more than \$1.87M for event services and support
- Processed more than 100 building access adjustments to support events and operations
- Partnered with nine regional police, fire and Emergency Management Services (EMS) agencies to support events
- Coordinated UAS (Unmanned Aircraft Systems) support for multiple CU Boulder events





Emergency Management

The DPS Emergency Management team is responsible for the development, implementation, training, coordination and oversight of emergency management plans and programs for CU Boulder. The team also leads business continuity planning efforts and maintains strong partnerships with local, state and federal agencies to support comprehensive emergency preparedness.

Training, outreach and operational readiness

- Conducted initial orientation training for the CU Boulder Incident Management Team
- Delivered emergency response training for Student Affairs and safety presentations for student ambassadors
- Presented on commencement security and emergency plans at the commencement open house and Marshal's luncheon

We hosted five active harmer response presentations for campus partners.

- March 18 – 75 attendees
- March 20 – 50 attendees
- June 5 – 20 attendees
- August 4 – 7 attendees
- August 9 – 10 attendees



Division of Public Safety
UNIVERSITY OF COLORADO **BOULDER**

Emergency Management and Incident Coordination

- Coordinated university and regional response to the April 2024 high wind event and public safety power shutoff
- Led multiple severe weather coordination calls to determine campus operating status, including two Emergency Operations Center activations
- Supported over 18 Emergency Operations Center activations, including home football games, Housing Move-In, the BolderBoulder 10K and major concerts

Planning, partnerships and continuous improvement

- Developed continuity of operations (COOP) plans for 12 organizations; 20 additional plans in progress, with six executed in 2024
- Collaborated with NOAA and the National Weather Service to strengthen extreme weather planning and align emergency management workflows

Professional leadership and field engagement

- Team members represented CU Boulder at national and regional conferences, including IAEM, CEMA, NAWLEE and the National Marathon and Endurance Events Safety and Security Forum



Division of Public Safety
UNIVERSITY OF COLORADO **BOULDER**

Flight Operations

DPS' Flight Operations Department provides up-to-date training regarding safe and legal UAS operations, while helping campus units (e.g., PICs) understand safety and compliance requirements.

In 2025, Flight Ops collaborated with approximately 21 campus units, including departments, colleges and centers, to understand their objectives and provide guidance on how to accomplish their goals safely and legally. Those units included:

- Biology, Chemistry, Geography and Geology (College of Arts and Sciences)
- Colleges of Engineering, Business, Environmental Design, CMCI
- Office of the Chancellor
- CUPD
- INSTARR
- IRISS
- LASP
- Facilities Management, Housing and Dining
- Athletics
- Strategic Relations and Communications

Flight Ops also helps campus leadership understand risk and provides guidance on mitigating risk. The team reports recommendations on policy and procedure changes or individual exceptions to the Unmanned Aircraft System Advisory Committee. The team seeks to provide an unbiased view of UAS safety and compliance. In addition to training to certify UAS pilots for a wide variety of aircraft, the team evaluates UAS for airworthiness certification, helps other university departments plan or fly missions and interfaces with other regulatory agencies such as the Federal Aviation Administration.



Flight Operations Statistics

829 - Pilots trained to date

86 - Pilots trained in 2025

68 - Visual observers trained in 2025

340 - Flight hours in 2025

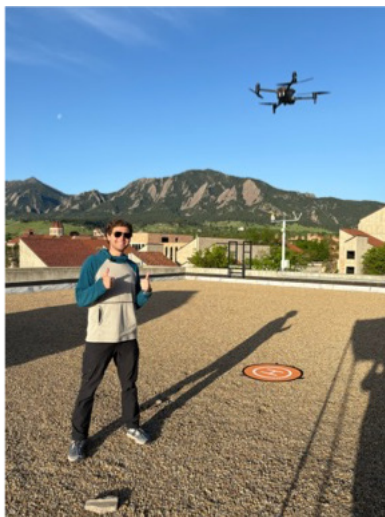
146 - Drones on campus

(not including those privately held by students and others)

445 - Training events held in 2025

0 - Reportable UAS accidents

30 - FAA granted COA's "Airspace Waivers"
currently held by CU Boulder



Flight Operations

We also collaborated and assisted with the UAS programs of these partner institutions, companies and agencies:

- Federal Aviation Administration
- National Aeronautics and Space Administration
- National Oceanographic and Atmospheric Administration
- Boulder County Sheriff Department
- Boulder Police Department
- Federal Bureau of Investigations
- City of Boulder Open Space and Mountain Parks
- Boulder County Open Space and Mountain Parks
- University of Colorado, Anschutz
- University of Colorado, Denver
- University of Colorado, Colorado Springs
- Spatial Logic
- BlackSwift Technologies
- Sundance Film Festival

CU Boulder has flown drones in over a dozen countries and on all seven continents. The Division of Public Safety's Flight Operations department plays a critical UAS support role in many important research projects conducted by CU Boulder scientists.



Division of Public Safety
UNIVERSITY OF COLORADO **BOULDER**

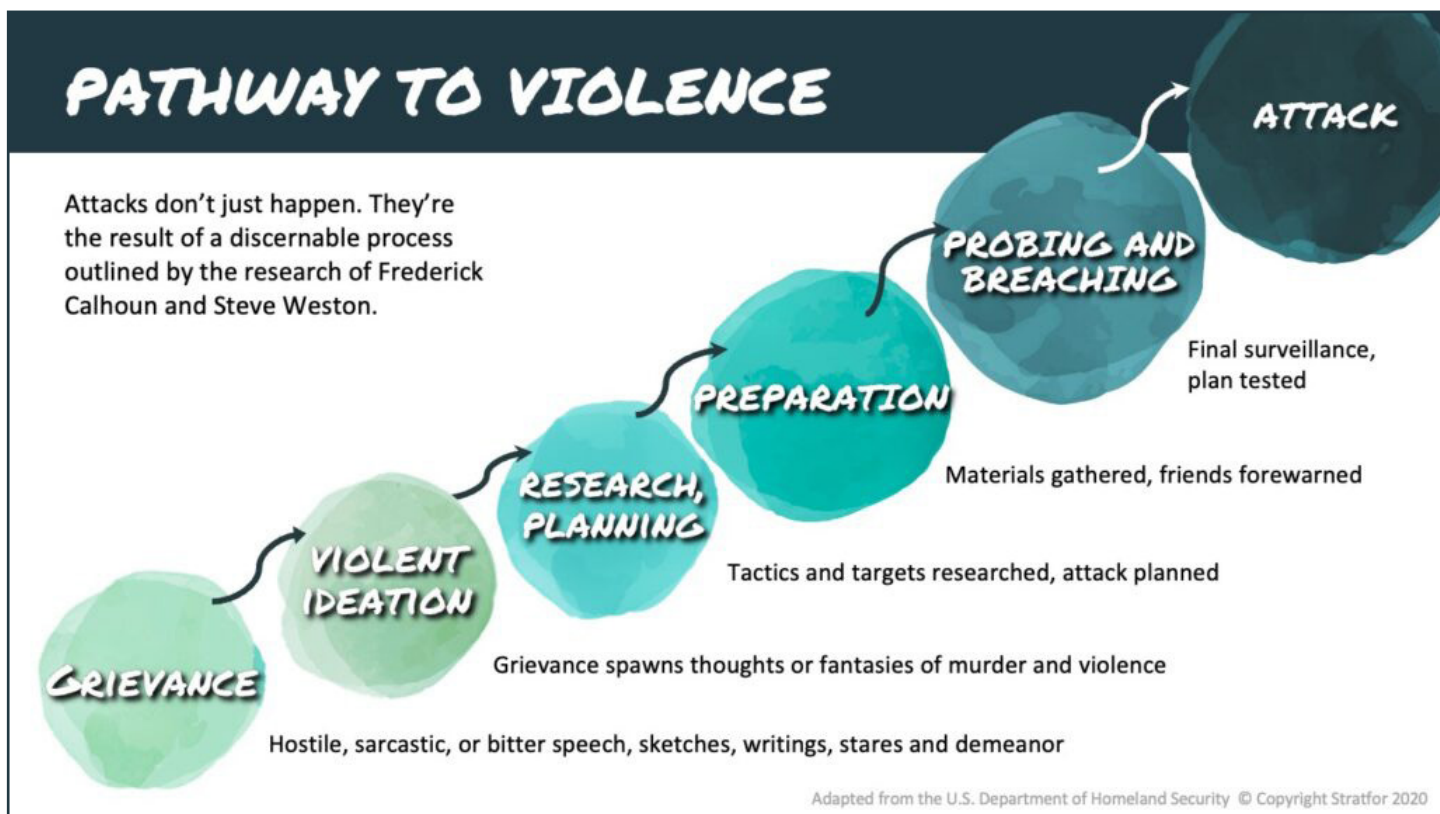
Threat Assessment

Mission

The Department of Threat Assessment ensures continuous monitoring and mitigation, provides consultation and intervention methods, and maintains a comprehensive documentation repository for instances of threatening or concerning behavior exhibited by faculty, staff or nonaffiliates to safeguard the well-being of the university community and ensure a secure and supportive environment for all.

Framework

When assessing concerns raised with the Department of Threat Assessment (DTA), the team employs the Pathways to Violence framework (Calhoun and Weston, 2003). This model helps explain the various stages an individual may pass through leading up to an act of violence. It provides a structured approach for identifying key behaviors that might indicate escalation of intent. Calhoun and Weston emphasize that attacks are not impulsive events but rather deliberate actions that are typically planned. They also highlight that these behaviors often manifest in observable patterns, which can aid in early identification and intervention. This approach allows for better recognition and evaluation of potential threats, enabling more effective risk management and prevention strategies.



Model

In Threat Assessment, we apply the ecological model (Sansom, 2019) as a key framework to develop impactful training programs for the CU Boulder community. This model guides efforts in addressing incidents of threatening or concerning behaviors displayed by faculty, staff, students or nonaffiliates. A critical part of this approach involves encouraging individuals to consider the personal, social and contextual factors that may influence how they respond to such behaviors. By taking these influences into account, practices are comprehensive and tailored to the unique circumstances surrounding each case. This holistic understanding shapes the development of interactive training sessions, which are designed to address not only individual behaviors but also the broader social dynamics and environmental contexts that may contribute to these issues. Ultimately, the goal is to create a well-rounded, informed community capable of recognizing, responding to and preventing potential threats in a thoughtful and effective manner.

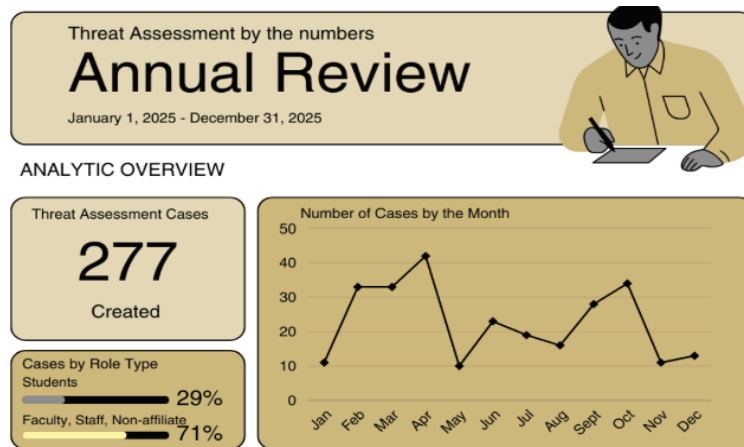
During the 2025 calendar year, the DTA significantly expanded its collaborative footprint by partnering with peer institutions, health care systems, law enforcement agencies and regional intelligence organizations to provide specialized training, consultation and case-based guidance. These partnerships reflect DTA's growing reputation as a trusted resource for multidisciplinary threat assessment, behavioral intervention and complex case management within both higher education and public safety contexts. DTA provided training or consultation services to the following organizations:

- University of Utah
- University of Northern Colorado
- Aims Community College
- Kaiser Permanente
- Denver FBI Field Office
- Colorado State University
- Pennsylvania State University
- Boulder Police Department
- Aurora Police Department
- City and County of Aurora
- City of Denver
- Denver Police Department
- Boulder County District Attorney's Office
- Jefferson County District Attorney's Office
- University of West Florida
- Kennesaw State University
- University of New Mexico
- Moonshot
- Colorado Information Analysis Center
- Louisiana State University



Through these engagements, DTA is intentionally positioning itself as a model program within the higher education landscape—one that integrates prevention-focused threat assessment, cross-sector collaboration and evidence-informed practices. By working alongside institutions and agencies that span academic, health care and public safety domains, DTA continues to refine scalable approaches, share emerging best practices and contribute to the broader professional conversation around campus safety and behavioral intervention.

This sustained level of partnership demonstrates not only operational capacity but also leadership in shaping how modern threat assessment programs function: collaborative, proactive and deeply embedded within community networks. As DTA continues to grow, these relationships reinforce its role as both a regional resource and a national example of how higher education threat assessment programs can effectively bridge disciplines to support student safety and well-being.

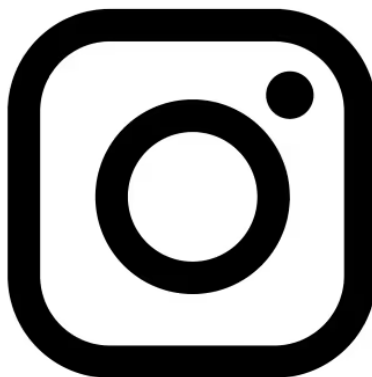


Public Information

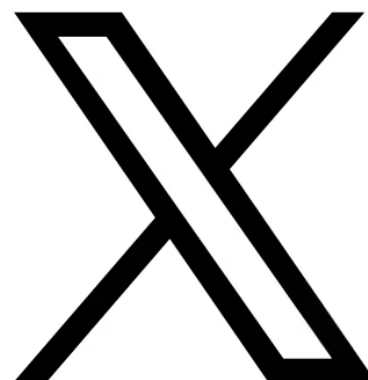
DPS' director of communications, who also serves as CUPD's public information officer, helps disseminate emergency alerts and other safety information, responds to media inquiries, manages content on the DPS, CUPD and Events and Emergency Management websites and shares information about DPS activities and accomplishments in publications including CU Boulder Today, local and national media outlets and CUPD's social media channels, @CUBoulderPolice.



Followers: 10,227
Engagements: 183,393
Impressions: 1,990,355

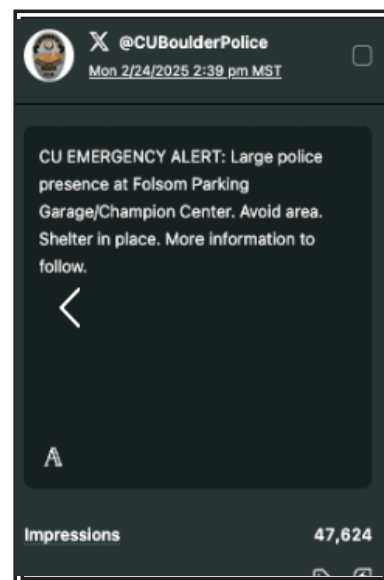
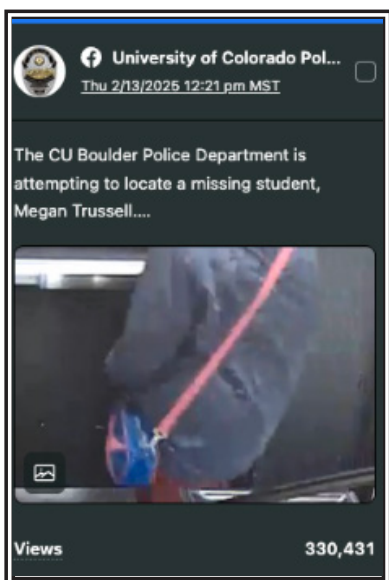


Followers: 6,162
Engagements: 18,546
Impressions: 1,449,831



Followers: 91,097
Engagements: 41,463
Impressions: 1,396,659

Top social posts

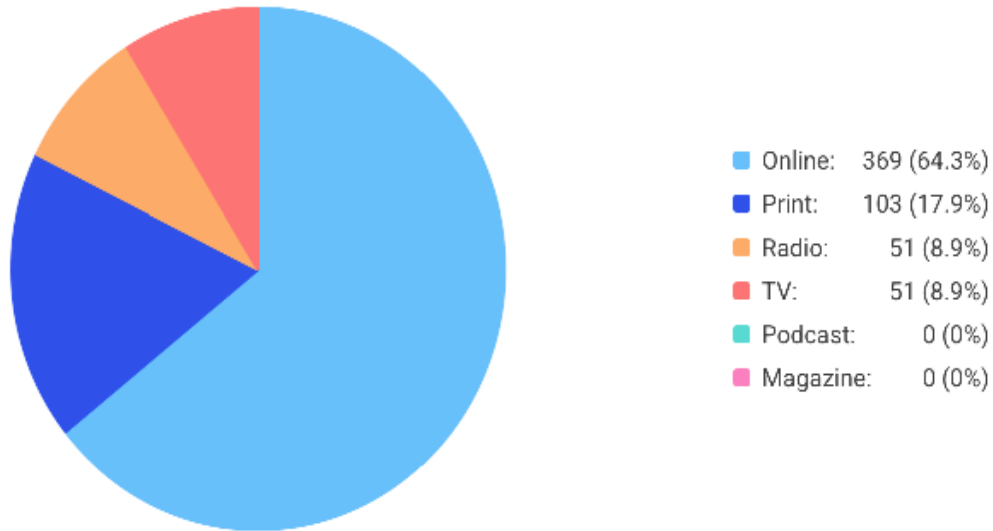


Division of Public Safety
UNIVERSITY OF COLORADO BOULDER

Media Analytics

Coverage by Media Type ⓘ

CUPD/Division of Public Safety ☰



Coverage Volume Timeline ⓘ

CUPD/Division of Public Safety ☰

574

Media Items over 365 days



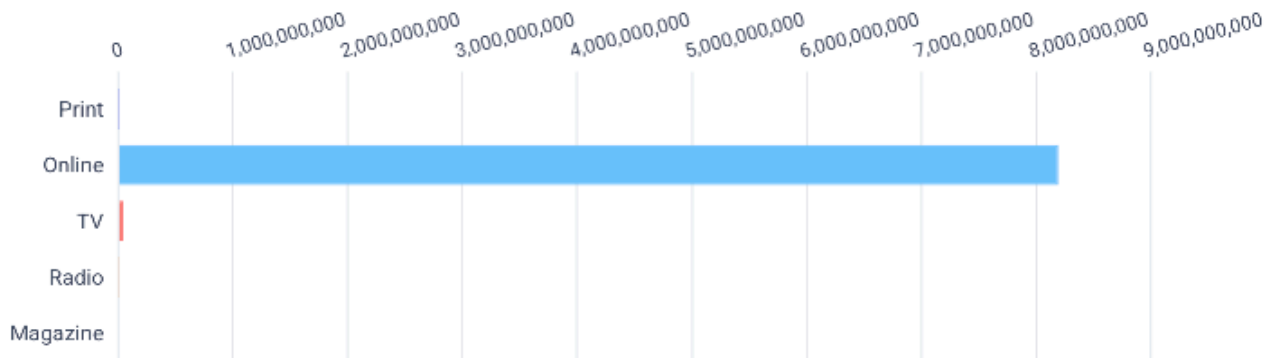
Division of Public Safety
UNIVERSITY OF COLORADO BOULDER

Media

Potential Audience Reach ⓘ

CUPD/Division of Public Safety ⋮

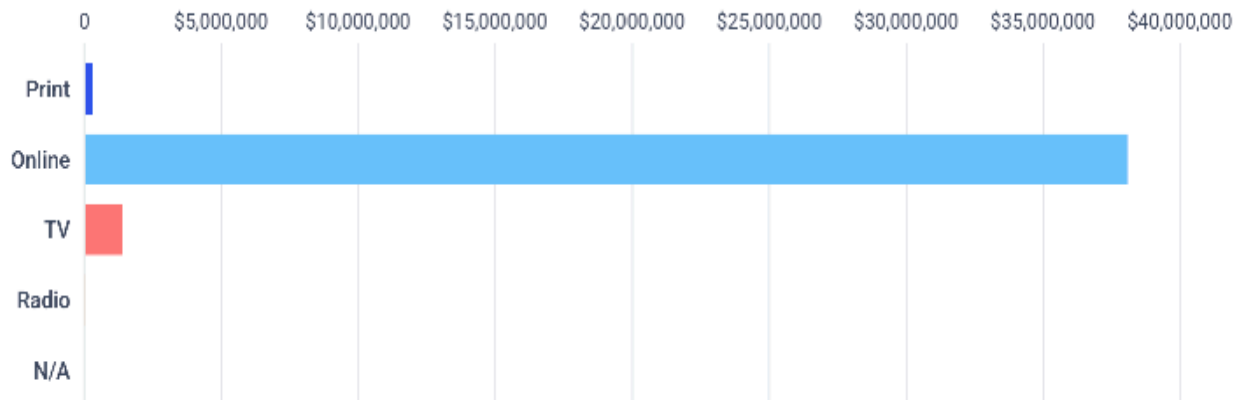
8,238,296,863
in Total over 365 days



Advertising Value Equivalency ⓘ

CUPD/Division of Public Safety ⋮

\$39,796,110
in Total over 365 days



Division of Public Safety
UNIVERSITY OF COLORADO BOULDER

What's Ahead in 2026?

We will continue to advance modernization efforts, strengthen campus and regional collaborations and enhance proactive engagement across residential and campus environments.

Our priority remains clear: delivering responsive, transparent and community-centered public safety services that support CU Boulder's academic mission.

Thank you to our campus partners and the CU Boulder community for your continued trust and collaboration as we move forward together.



Division of Public Safety
UNIVERSITY OF COLORADO **BOULDER**