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Sent: Thursday, April 04, 2013 3:06 PM

To: Heidingsfield, Michael; Puente, Ruben; Ferrero, David; Shepherd, Paul; Mccord, James M (mccord@uta.edu); Davidson, Ron - UTPA; Reynaldo Trevino; Homar Bahena

Subject: RIF Update

Colleagues,

Most of the RIF employees returned to work today beginning at 6:00 a.m. at Physical Plant . The majority of our colleagues started work at the usual 8:00 a.m. at each department across the entire campus. There have been no incidents of any kind requiring campus police involvement. Personal observations and conversations with various department supervisors throughout the day, both in the academic and staff areas, including with several RIF employees confirm that we are operating in a very professional, harmonious and supportive campus environment.

Yesterday morning I had a long meeting with the Staff Senate President for the purpose of going over any areas of concern that may have been expressed to him by RIF staff. Mr. Tusa was very complimentary of the campus police RIF operational plan. He added that many employees had told him that they felt secure knowing that the campus was properly staffed by police personnel in all administrative and academic areas.

As a member of the Provost Council I had the opportunity to listen to each member (14) as they briefed the Provost on their respective RIF experiences early yesterday morning. (The PC is comprised of all VP's and senior leadership in our campus, with the exception of the president.) I heard positive references to the campus police operations, it's professional demeanor and presence, and recognition of our approach that assisted in safely managing the large number of RIF sites across our very large campus. Many deans and department chairs have expressed the same degree of satisfaction with our services. Moreover, all appreciated the opportunity to meet with many of us, in some cases, weeks in advance to the RIF event.

As I have made my way around campus since I became the acting director of public safety, what I found is that few of my academic colleagues know that UTSP is one agency, united in purpose and coordinated in its protective missions across the state. As I explained the true character of UTSP operations, ODOP, and the highly capable 15 campus police departments, it became evident, that everyone who learned about who we truly are, quickly felt a sense of comfort.

My friends, what I have clearly found - without a doubt, over the last few month that I have been privileged to work with each of you and the 14 chiefs, is that we are one superb police agency. United not just simply by design and name, but united by the spirit of public service, and the core values and character found in true law enforcement professionals. I have found that UTB PD has never stood alone through our challenging times. Hundreds of the smartest, most committed, and highly trained men and women have always been at our service and always--- alongside us.

We have something greater than numbers. It is my experience that an organization must first have a strong foundation and dynamic leadership in all its facets in order to be successful. The foundation starts with persons of character; persons who possess and abundance of certain core qualities, virtues, and values. Among them are: integrity, service, ethics, compassion, faith, courage, vision, perseverance, and one of the most critical in our profession – loyalty. Loyalty to our nation, to our profession and to our public office.

We are very grateful to each of you and to the 14 chiefs and their teams.

We are blessed to work alongside very dedicated and loyal colleagues and your professionalism,--- inspires us all.

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