

UNIVERSITY OF CINCINNATI  
PERCEPTIONS OF POLICING SURVEY  
Academic Year 2015-2016

Prepared by:

James Frank, PhD  
Nicholas Corsaro, PhD  
Cory P. Haberman, PhD

University of Cincinnati  
School of Criminal Justice

## UNIVERSITY OF CINCINNATI'S PERCEPTIONS OF POLICING SURVEY

From a broader national context, urban policing in the United States has come under intensive scrutiny from community members, policy leaders, and police-citizen reform advocates in recent years. Indeed, since 2013/2014, there have been a number of citizen as well as government-led reform groups that have suggested urban police tactics, use of force practices, and overall police transparency needed to be at the forefront of future policing policies. Indeed, the President's Task Force on 21<sup>st</sup> Century Policing, which integrated police administrators, international experts, and citizen watch groups, provided a series of recommendations to include the additional use of data collection practices (e.g., body worn camera implementation), enhance police legitimacy, and provide an opportunity of citizen feedback and oversight when police use force is implemented.

These broad national considerations were but a microcosm to the stark reality that would both negatively and directly impact the lives of a large number of Cincinnati residents. On July 19, 2015 Mr. Samuel DuBose was pulled over for a minor traffic infringement by then University of Cincinnati Patrol Officer Raymond Tensing. During the interaction, which was recorded on Officer Tensing's body camera, DuBose started his automobile, a struggle ensued, and Officer Tensing drew his firearm and shot and killed Mr. DuBose at point-blank range. A series of subsequent investigations and reports determined that Officer Tensing had in fact violated UCPD policy through escalation and use of deadly force, and he was terminated by the University of Cincinnati. On July 29, 2015 a Cincinnati Grand Jury indicted Mr. Tensing on murder and manslaughter charges. Throughout the evolution of this fatal event citizen groups protested the shooting, demanded justice, and were publically and privately critical of the UCPD for Tensing's actions.

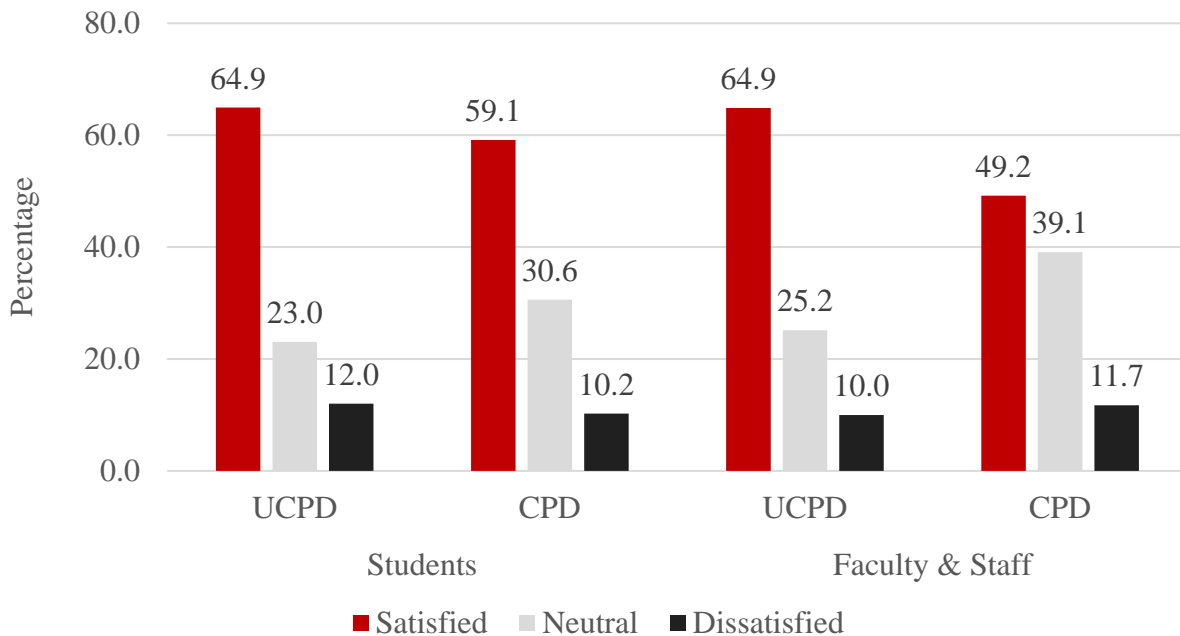
One of the major questions posed by the University of Cincinnati's leading administration was whether there are additional problems and concerns that students and faculty have with the UCPD, which the University needs to address in terms of evolving administrative and officer policy changes. At the request of the Vice President for Safety and Reform at the University of Cincinnati, expert policing researchers in the School of Criminal Justice conducted a student and faculty/staff police satisfaction survey. The purpose of the survey was to measure UC community members' perceptions regarding a range of issues relevant to the UCPD, including satisfaction and trust in the police, perceptions of police capacity, views on various types of police practices and contacts, and exposure to criminal victimization. The survey was administered on-line February 29, 2016 to March 9, 2016 and resulted in 2,192 student responses (8.4% response rate) and 1,665 faculty and staff responses (16.7% response rate).

While reform efforts at UCPD are ongoing, the current investigation serves to provide a context of student as well as faculty/staff perceptions of the UCPD, the Samuel DuBose shooting, the University's responses since that time, and direct experiences of police-citizen interactions on and nearby campus. This report is organized in two parts. First, a summary of the major findings and a discussion of the findings' implications for the University of Cincinnati and UCPD is presented. Second, a detailed review of the survey's methodology and results are presented in order to provide complete transparency to readers.

**SUMMARY OF MAJOR FINDINGS**

First, Figure 1 demonstrates that both surveyed students and faculty/staff were similarly satisfied with the UCPD and CPD. Roughly 65% of surveyed students stated that they are satisfied with the UCPD; 23% were neutral to UCPD police services; and 12% were dissatisfied with the UCPD. Among faculty/staff surveyed, 65% were satisfied with UCPD; 25% were neutral; and 10% were dissatisfied. Comparatively, when asked to rate overall satisfaction with Cincinnati Police Department services nearby UC’s campus, roughly 59% of surveyed students were satisfied; 31% were neutral; and 10% were dissatisfied. Among surveyed faculty/staff, 49% were satisfied; 39% were neutral; and 12% were dissatisfied. Overall, students and faculty/staff tended to hold the UCPD in high regard, and in many cases had slightly more favorable perceptions of UCPD relative to the local Cincinnati Police Department services nearby campus.

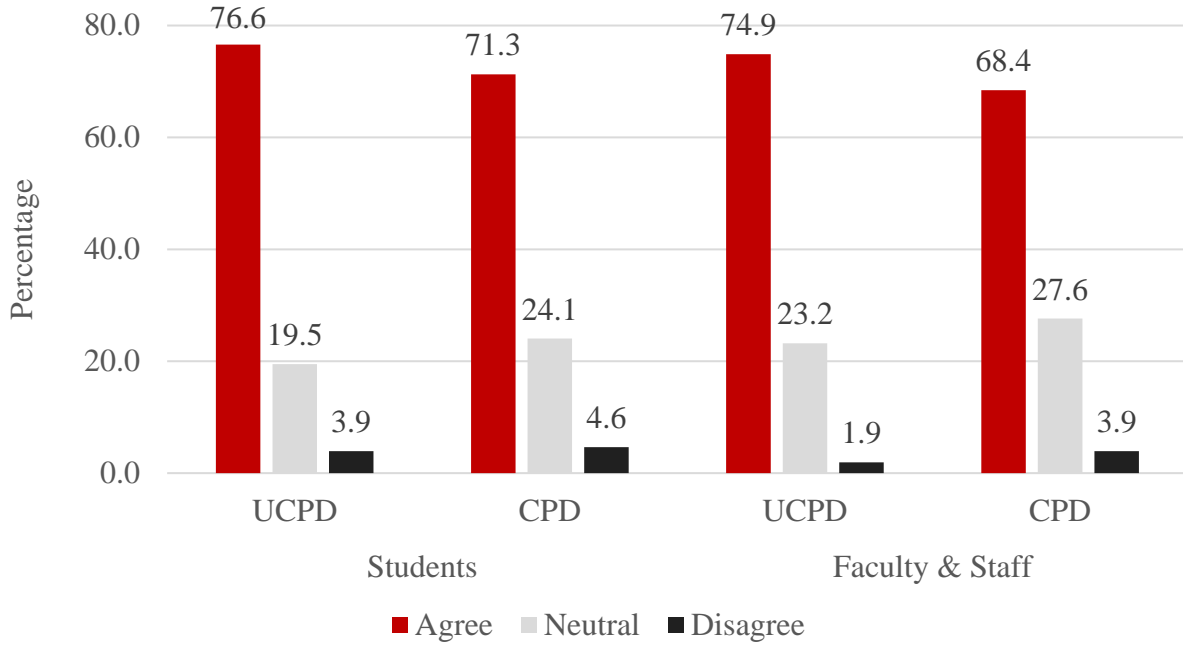
**Figure 1. Satisfaction with the UCPD vs. CPD across students & faculty/staff**



Notes: Values are valid percentages. Left to right item-wise N’s were 2191, 2186, 1662, & 1645.

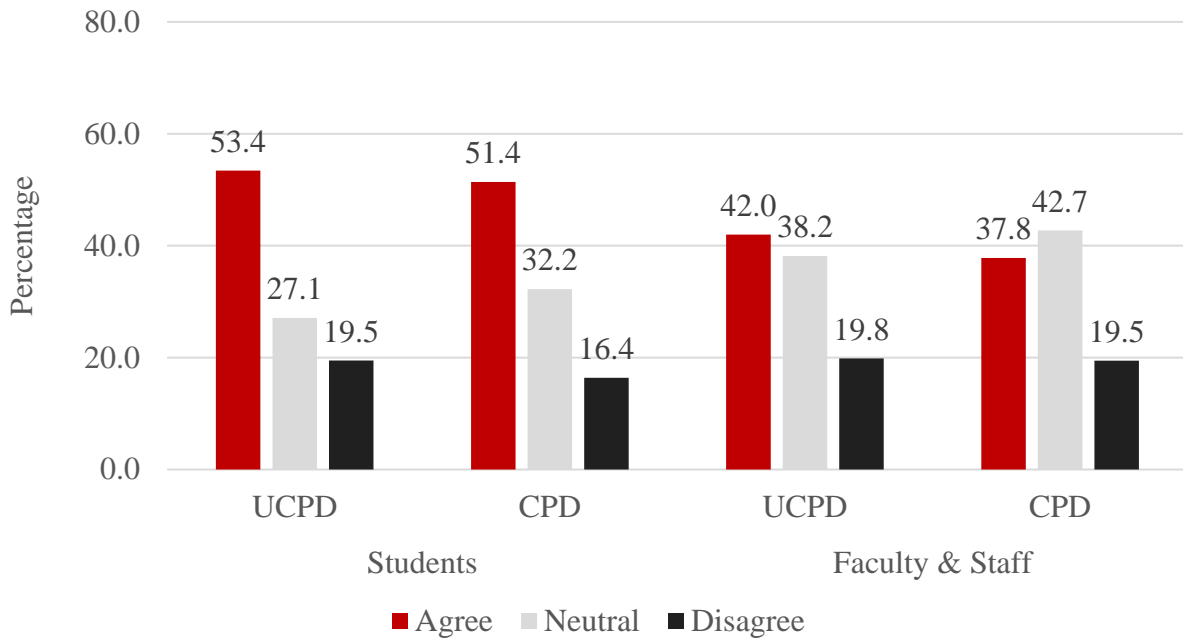
Second, Figure 2 shows the vast majority of surveyed students as well as surveyed faculty/staff believe that UCPD officers currently do their job well. Further, students and faculty/staff generally had slightly more favorable views of the UCPD compared to the CPD on this item. Among student respondents, roughly 76% agreed UCPD officers currently do their job well while 19% were neutral and only 4% disagreed, whereas the breakdown of responses for the CPD on the same question were roughly 71% agreed, 24% were neutral, and 5% disagreed. Among faculty/staff, roughly 75% agreed UCPD officers currently do their job well while 23% were neutral and only about 2% disagreed compared to roughly 68% agree, 28% neutral, and 4% disagree when asked about the CPD. A similar pattern in the data was observed when students were asked if UCPD takes the time to listen, treat people fairly, treat people with respect, and respect citizens’ rights.

**Figure 2. Agreement with UCPD & CPD are doing job well across students & faculty/staff**



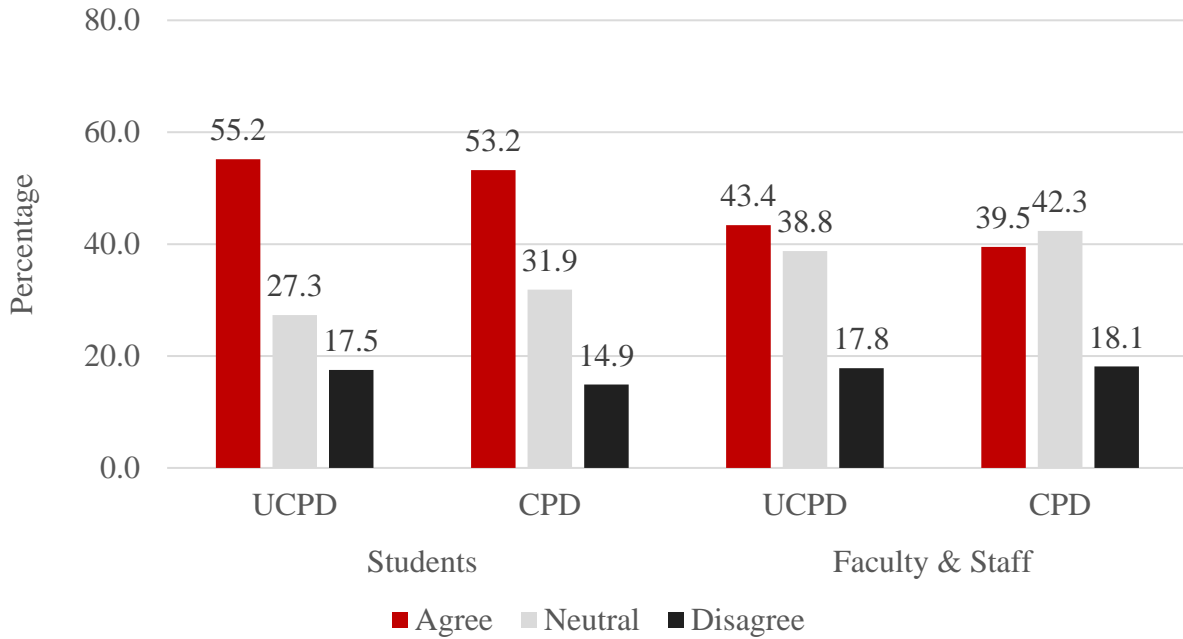
Notes: Values are valid percentages. Left to right item-wise N's were 2187, 2173, 1655, & 1625.

**Figure 3. Agreement with UCPD & CPD treat Blacks the same as Whites across students & faculty/staff**



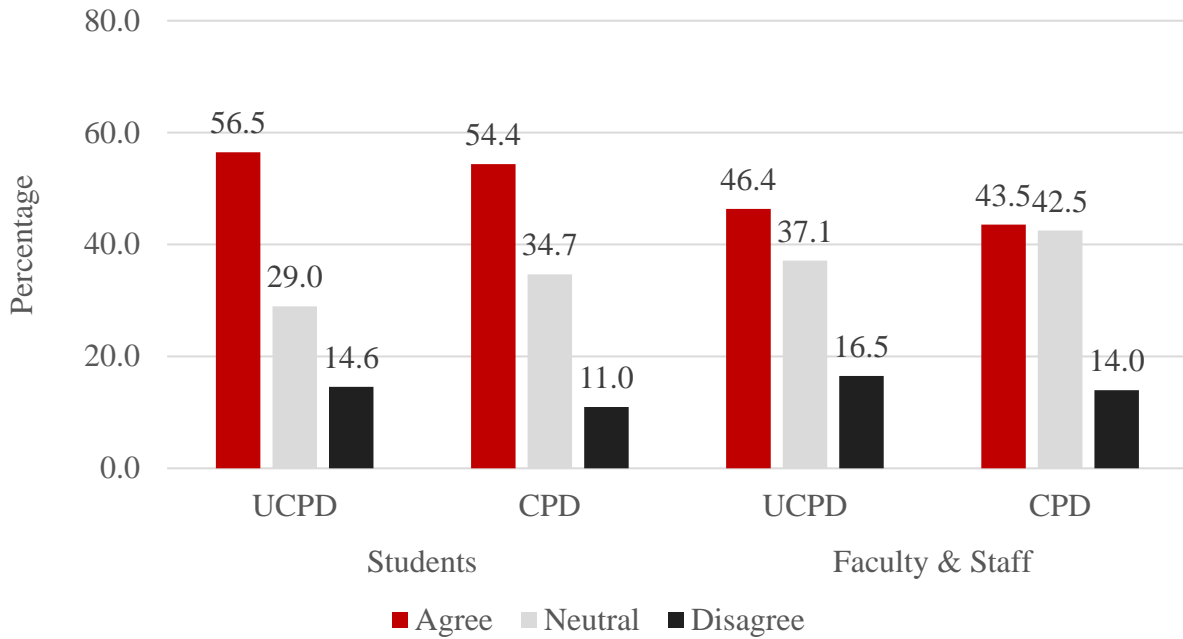
Notes: Values are valid percentages. Left to right item-wise N's were 2177, 2166, 1643, & 1619.

**Figure 4. Agreement with UCPD & CPD treats people the same regardless of their personal characteristics across students & faculty/staff**



Notes: Values are valid percentages. Left to right item-wise N's were 2186, 2172, 1643, & 1620.

**Figure 5. Agreement with UCPD & CPD officers only use necessary amount of force across students & faculty/staff**



Notes: Values are valid percentages. Left to right item-wise N's were 2183, 2172, 1641, & 1619.

Third, there were higher concerns related to racial and personal discrimination but slightly less concern about the use of force. Values are valid percentages. Left to right item-wise N's were 2187, 2173, 1655, & 1625.

Figure 3 shows when compared to the previous items, student respondents were more negative when asked for their agreement with the statement: “The UCPD treats Blacks the same as Whites”. Roughly 53% agreed, 27% were neutral, and 20% disagreed with the statement. These numbers were comparable when compared to the CPD, but students were slightly less skeptical of the CPD (only 16% disagreed about equal treatment). When faculty and staff were asked to agree with the same statement, a larger percentage of respondents reported the “Neutral” category, but approximately 20% of respondents disagreed that Blacks were treated the same as Whites by the UCPD. The responses were similar when faculty/staff were asked about the CPD. Figure 4 shows similar results when respondents were asked for their agreement with the statement: (1) “The UCPD treats people the same regardless of their personal characteristics (e.g., race, gender, sexual orientation, nationality, etc.)”. Figure 5 shows respondents’ agreement with the statement: “The UCPD/CPD officers only use the amount of force necessary to accomplish their tasks.” Approximately 57% of surveyed students and 46% surveyed faculty/staff agreed that the UCPD used only the amount of force necessary to accomplish their tasks, but there was more disagreement with the statement when considering the UCPD relative to the CPD for both the student and faculty/staff respondents.

Fourth, the Samuel DuBose shooting was interpreted differently across both the race of the respondent as well as between faculty/staff and students. Specifically, Table 1 shows the shooting had a greater emotional impact on Black students (72%) and Asian students (48%) compared with 34% for White students. White students were less likely to state that the shooting impacted them emotionally (39% disagreed and 28% were neutral). Surveyed faculty/staff of all racial groups were more likely than students to state that the event had a deep emotional impact on them.

**Table 1. The event deeply impacted me emotionally by race for students vs. faculty/staff**

		<b>Agree</b> % (N)	<b>Neutral</b> % (N)	<b>Disagree</b> % (N)	<b>Totals</b> % (N)
Students	White	33.74 (501)	27.68 (411)	38.59 (573)	100 (1485)
	Black	71.77 (89)	16.94 (21)	11.29 (14)	100 (124)
	Hispanic	42.86 (15)	22.86 (8)	34.29 (12)	100 (35)
	Asian	48.17 (145)	39.53 (119)	12.29 (37)	100 (301)
	Other	44.55 (94)	24.64 (52)	30.81 (65)	100 (211)
	<b>Totals</b>		39.15 (844)	28.34 (611)	32.51 (701)
Faculty & Staff	White	52.69 (657)	25.18 (314)	22.13 (276)	100 (1247)
	Black	82.89 (126)	11.84 (18)	5.26 (8)	100 (152)
	Hispanic	60.00 (15)	32.00 (8)	8.00 (2)	100 (25)
	Asian	55.42 (46)	34.94 (29)	9.64 (8)	100 (83)
	Other	53.47 (54)	22.77 (23)	23.76 (24)	100 (101)
	<b>Totals</b>		55.85 (898)	24.38 (392)	19.78 (318)

Notes: Percentages are valid percentages.

Surveyed Black students and faculty/staff were also more likely to state that they became less trusting of UCPD after the event (71% and 68% respectively), while White respondents (36% students and 34% faculty/staff), Asian respondents (32% students and 33% faculty/staff), Hispanic respondents (37% students and 52% faculty/staff) were less likely to state their trust levels with UCPD changed after the event (see Table 2 below).

**Table 2. The event made me less trusting of the UCPD by race for students vs. faculty/staff**

		<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Totals</b>
		<b>% (N)</b>	<b>% (N)</b>	<b>% (N)</b>	<b>% (N)</b>
Students	White	36.08 (534)	15.54 (230)	48.38 (716)	100 (1480)
	Black	70.97 (88)	14.52 (18)	14.52 (18)	100 (124)
	Hispanic	37.14 (13)	34.29 (12)	28.57 (10)	100 (35)
	Asian	31.67 (95)	37.00 (111)	31.33 (94)	100 (300)
	Other	41.23 (87)	15.64 (33)	43.13 (91)	100 (211)
<b>Totals</b>		<b>38.00 (817)</b>	<b>18.79 (404)</b>	<b>43.21 (929)</b>	<b>100 (2150)</b>
Faculty & Staff	White	34.46 (427)	14.37 (178)	51.17 (634)	100 (1239)
	Black	67.76 (103)	14.47 (22)	17.76 (27)	100 (152)
	Hispanic	52.00 (13)	12.00 (3)	36.00 (9)	100 (25)
	Asian	32.53 (27)	32.53 (27)	34.94 (29)	100 (83)
	Other	36.63 (37)	10.89 (11)	52.48 (53)	100 (101)
<b>Totals</b>		<b>37.94 (607)</b>	<b>15.06 (241)</b>	<b>47.00 (752)</b>	<b>100 (1600)</b>

Notes: Percentages are valid percentages.

**Table 3. Since the event, my opinion of the UCPD has become less favorable by race for students vs. faculty/staff**

		<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Totals</b>
		<b>% (N)</b>	<b>% (N)</b>	<b>% (N)</b>	<b>% (N)</b>
Students	White	34.50 (512)	16.11 (239)	49.39 (733)	100 (1484)
	Black	64.52 (80)	22.58 (28)	12.90 (16)	100 (124)
	Hispanic	34.29 (12)	37.14 (13)	28.57 (10)	100 (35)
	Asian	30.13 (91)	35.10 (106)	34.77 (105)	100 (302)
	Other	39.34 (83)	18.01 (38)	42.65 (90)	100 (211)
<b>Totals</b>		<b>36.09 (778)</b>	<b>19.67 (424)</b>	<b>44.25 (954)</b>	<b>100 (2156)</b>
Faculty & Staff	White	32.96 (411)	16.04 (200)	51.00 (636)	100 (1247)
	Black	63.16 (96)	18.42 (28)	18.42 (28)	100 (152)
	Hispanic	48.00 (12)	12.00 (3)	40.00 (10)	100 (25)
	Asian	31.33 (26)	33.73 (28)	34.94 (29)	100 (83)
	Other	32.67 (33)	15.84 (16)	51.49 (52)	100 (101)
<b>Totals</b>		<b>35.95 (578)</b>	<b>17.10 (275)</b>	<b>46.95 (755)</b>	<b>100 (1608)</b>

Notes: Percentages are valid percentages.

**Table 4. Since the event, I am fearful of what could happen to me when I come into contact with UCPD officers by race for students vs. faculty/staff**

		<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Totals</b>
		<b>% (N)</b>	<b>% (N)</b>	<b>% (N)</b>	<b>% (N)</b>
Students	White	14.02 (208)	15.30 (227)	70.69 (1049)	100 (1484)
	Black	63.41 (78)	15.45 (19)	21.14 (26)	100 (123)
	Hispanic	22.86 (8)	34.29 (12)	42.86 (15)	100 (35)
	Asian	27.57 (83)	31.23 (94)	41.2 (124)	100 (301)
	Other	29.86 (63)	18.48 (39)	51.66 (109)	100 (211)
<b>Totals</b>		<b>20.41 (440)</b>	<b>18.14(391)</b>	<b>61.36 (1323)</b>	<b>100 (2154)</b>
Faculty & Staff	White	09.79 (122)	14.21 (177)	76.00 (947)	100 (1246)
	Black	55.26 (84)	22.37 (34)	22.37 (34)	100 (152)
	Hispanic	28.00 (7)	24.00 (6)	48.00 (12)	100 (25)
	Asian	20.48 (17)	36.14 (30)	43.37 (36)	100 (83)
	Other	16.83 (17)	10.89 (11)	72.28 (73)	100 (101)
<b>Totals</b>		<b>62.94 (1012)</b>	<b>27.61 (444)</b>	<b>9.08 (146)</b>	<b>100 (1602)</b>

Notes: Percentages are valid percentages.

**Table 5. Since the event, the University of Cincinnati has taken appropriate steps to reform the UCPD by race for students vs. faculty/staff**

		<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Totals</b>
		<b>% (N)</b>	<b>% (N)</b>	<b>% (N)</b>	<b>% (N)</b>
Students	White	59.57 (884)	27.90 (414)	12.53 (186)	100 (1484)
	Black	36.29 (45)	34.68 (43)	29.03 (36)	100 (124)
	Hispanic	45.71 (16)	37.14 (13)	17.14 (6)	100 (35)
	Asian	61.00 (183)	33.67 (101)	05.33 (16)	100 (300)
	Other	44.55 (94)	31.28 (66)	24.17 (51)	100 (211)
<b>Totals</b>		<b>56.73 (1222)</b>	<b>29.57 (637)</b>	<b>13.70 (295)</b>	<b>100 (2154)</b>
Faculty & Staff	White	66.24 (822)	25.87 (321)	07.90 (98)	100 (1241)
	Black	48.03 (73)	33.55 (51)	18.42 (28)	100 (152)
	Hispanic	48.00 (12)	36.00 (9)	16.00 (4)	100 (25)
	Asian	60.24 (50)	36.14 (30)	03.61 (3)	100 (83)
	Other	54.46 (55)	32.67 (33)	12.87 (13)	100 (101)
<b>Totals</b>		<b>63.17 (1012)</b>	<b>27.72 (444)</b>	<b>09.11 (146)</b>	<b>100(1602)</b>

Notes: Percentages are valid percentages.

As shown in Table 3, a very similar pattern was seen among Black students as well as Black faculty/staff in regards to self-reported attitudes toward the UCPD becoming less favorable (65% and 63% respectively). Overall, the views of Black students and Black faculty/staff were in stark contrast to respondents self-identifying as any of the other racial groups when asked if their views of the UCPD became less favorable after the shooting of Mr. Samuel Dubose.

Table 4 also shows Black students and faculty/staff (63% and 55% respectively) were also more likely to agree with the statement: “Since the event, I am fearful of what could happen to me when I come into contact with UCPD officers.” White, Asian, and Hispanic students as well as

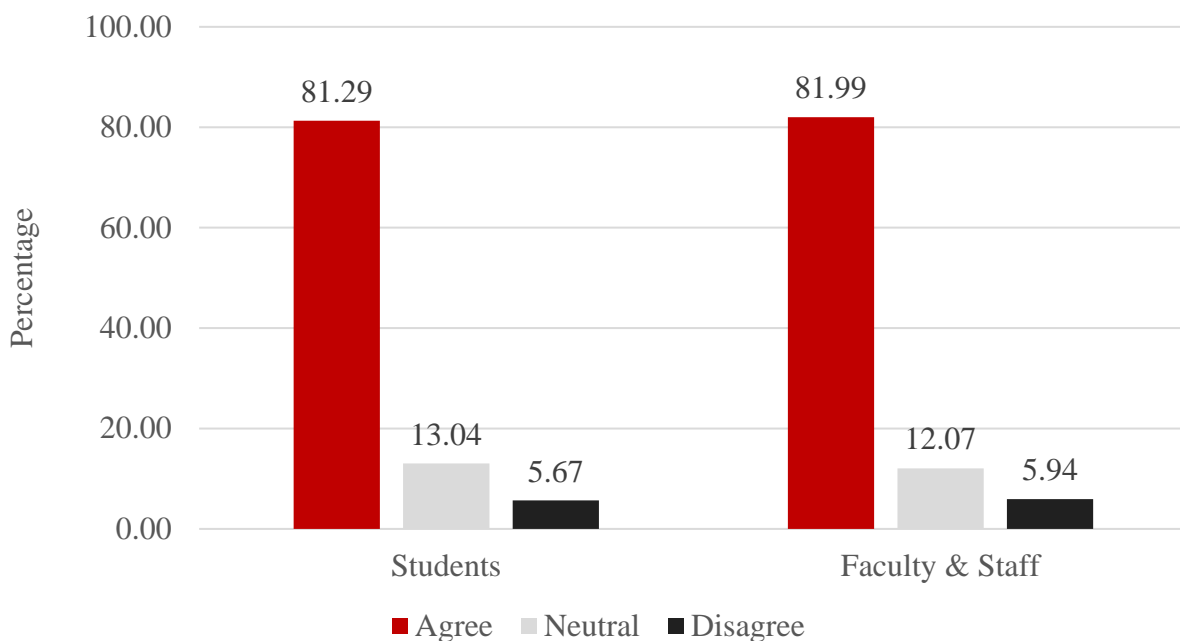


faculty/staff were less likely to become more skeptical and fearful of UCPD based on the Samuel DuBose shooting. White students and faculty/staff particularly did not express fear about coming into contact with UCPD officers after the shooting of Mr. Dubose (71% and 76% disagreed respectively).

The surveyed students as well as surveyed faculty/staff of almost all self-reported racial groups viewed the University of Cincinnati as having taken appropriate steps to reform the UCPD since the shooting of Mr. Samuel Dubose (45% of students and 63% of faculty agreed). Yet, the level of agreement among Black respondents was slightly lower (36% for students and 48% for faculty). Many Black respondents remained neutral on the statement, but roughly 29% of Black students and 18% of Black faculty/staff disagreed with the statement: “Since the event, the University of Cincinnati has taken appropriate steps to reform the UCPD by race for students vs. faculty/staff” (see Table 5 above).

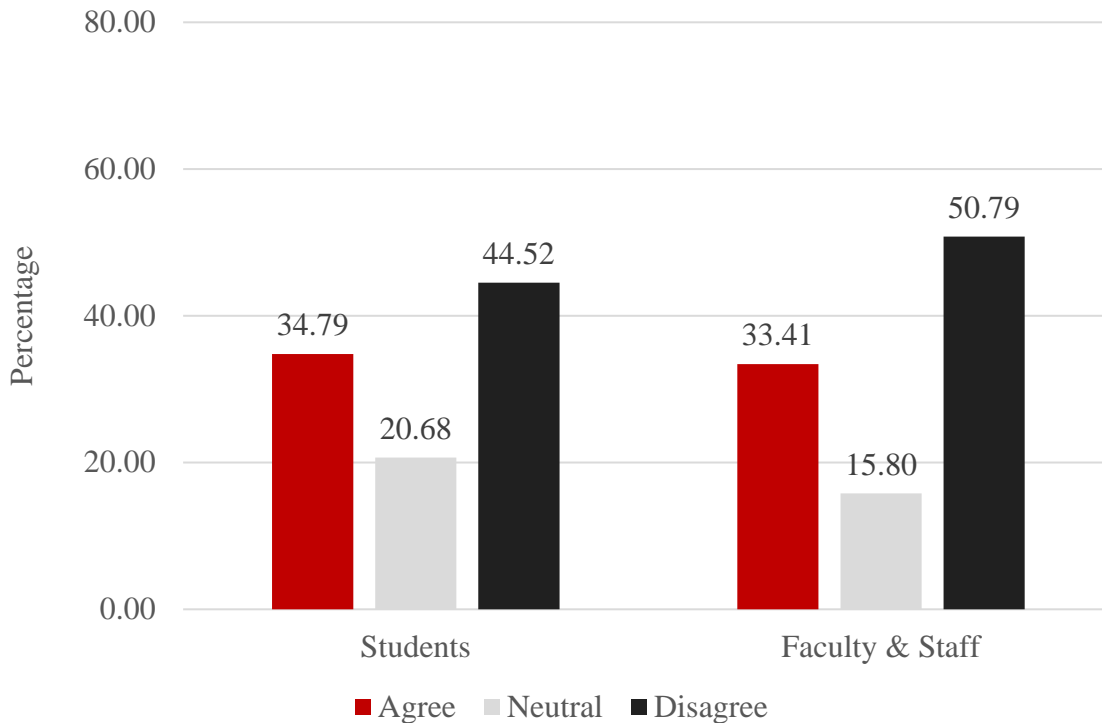
Sixth, in terms of the scope of services provided by UCPD, surveyed students believe that UCPD should work with community members to solve problems in communities surrounding the University (81% agree, 13% were neutral, and 6% disagreed), and faculty/staff reported similar views (see Figure 6 below). Additionally, students disagreed that UCPD should be concerned only with problems and crimes on campus, though support was not as strong and distinct for this specific item (45% disagreed, 20% were neutral, and 35% agreed). Faculty/staff respondents, however, more strongly disagreed with the notion that UCPD should be concerned only with problems and crimes on campus (51% disagreed, 16% were neutral, and 33% agreed). In sum, surveyed students as well as surveyed faculty/staff members believe UCPD should be engaging the community and participating in crime prevention approaches in the communities surrounding the university.

**Figure 6. The UCPD should work with community members to solve problems in the communities surrounding the University for students vs. faculty/staff**



Notes: Values are valid percentages. Left to right item-wise N's were 2186 & 1649.

**Figure 7. The UCPD should only be concerned with problems and crimes on campus for students vs. faculty/staff**



Notes: Values are valid percentages. Left to right item-wise N's were 2190 & 1652.

Seventh, roughly 1 out of 5 students (21%) who responded to the survey stated that they called/relied upon UCPD services in the past twelve months. Of those requesting service, roughly 82.5% (381 out of 462 valid respondents) were satisfied with the service received. Additionally, 82% of respondents who stated that they have had personal contact with a UCPD officer within the past 12 months reported a high degree of satisfaction when interacting with the UCPD officer.

In summary, the majority of respondents (both students and faculty/staff) believe that the UCPD are currently performing satisfactory services, and moreover perceive that individual officers within the agency behave professionally and courteously. Surveyed faculty and staff do however believe that UCPD needs to continue to make additional efforts to bridge the relationship between the UCPD and the surrounding community of citizens.

Additionally, the majority of faculty and students who responded to the survey were emotionally impacted by the shooting of Samuel DuBose, and believe the University of Cincinnati should continue to engage in reform efforts and local crime control to address concerns regarding safety and fear. Black students and faculty/staff were more likely to express cynicism regarding the UCPD in relation to the Samuel DuBose shooting. Indeed, people who expressed concern with the incident indicated that the shooting seems to correspond with a greater degree of skepticism of UCPD effectiveness and perceptions of professionalism among the minority campus community.

Finally, of the roughly 1/5 of students and 1/3 of faculty/staff respondents who have requested UCPD assistance in the past 12 months, the vast majority (> 80%) of respondents expressed satisfaction with police services, including professional demeanor and legitimacy of social interaction.

## **SURVEY IMPLICATIONS AND RECOMMENDATIONS**

First we compare, where possible, the results of this survey with the broader literature and prior surveys to provide a contextual understanding of the major findings here. Next, we provide a summary of the implications and a list of recommendations to move the University of Cincinnati forward.

### *Survey Findings in Broader Context*

It is difficult to directly compare findings from the UCPD survey and existing national attitude survey findings addressing similar topics due to differences in sample, question wording, and response options. At the same time, however, there are very similar patterns in the responses across most survey items. This is most apparent when comparing perceptions of White and Black respondents.

Specifically, existing research suggests that media reports of police use of force or corruption incidents have a negative impact on citizen perceptions of the police (Kaminski and Jefferis 1998; Tuch and Weitzer 1997) and this may be especially true during or immediately after the reported incidents of misbehavior. This effect has been found even when the media report involved national instances as compared to localized occurrences involving local police agencies. Further, Weitzer and Tuch (2004) determined that media exposure had a greater impact on the perceptions of Blacks and Hispanics. In their study, they also determined that Blacks were much more likely to believe that police “use excessive force” (36% to 7%) and stop people without good reason (30% to 7%) than White respondents.

Beyond findings relative to the impact of media accounts, a consistent finding, using both historical and empirical data, has been that members of racial minority groups possess less favorable attitudes toward the police across a number of domains than do Whites. Wu (2014) using data collected in Seattle, found that Blacks were more likely to believe that profiling was a problem (64 to 20%) and Whites were treated better than Blacks (60 to 39%). In a survey of college students in the southeast, Mbuba (2010) found that across 14 domains (service, equal treatment, targeting of minorities, etc.) Black student responses differed from those of White students and were less favorable.

In general, surveys of university students and staff report favorable perceptions of campus police and related safety issues. Though not directly comparable because of differences in available response options, the fact that approximately 10 to 12 percent of students and staff were dissatisfied with police services is quite common. For instance, a survey of UT-Arlington (2012) students found that only 15.2% of the respondents possessed unfavorable views and 59.6% said the campus police were doing an excellent or good job (25% said average). Similarly, the Kansas State (2014) general student survey, reported that 86.7% of responding students were satisfied with the handling of calls, while 77.2% had favorable perceptions of safety on campus. Hueston and Griffith (2002) found that slightly over half of the students and over 75% of the staff rated performance by campus

police favorably. Finally, Griffith, Hueston, Wilson, Moyers and Hart (2004) found that only 10% of students rated overall campus police performance as poor or very poor.

In terms of attitudes toward the police more generally, existing studies examining citizen attitudes toward the police have ranged from assessing overall satisfaction with police to perceptions of police performance during police-citizen encounters. In most studies between two-thirds and three-fourths of the respondents' voice favorable opinions (see Worden and McLean 2014 for a review of several studies). Further, as Posick, Rocque and McDevitt (2013) found most people are satisfied with police behavior during an interaction, though whites tend to voice more favorable opinions than Blacks (72.5% to 67.3%) and satisfaction with citizen initiated encounters is typically more favorable than when the encounter is police initiated (Skogan, 2005). The findings for the present study suggest that perceptions of campus police are comparable.

### *Survey Implications*

There are a number of pragmatic as well as potential policy implications we suggest based on the results from the current survey, particularly when interpreting these findings in light of the prior literature on citizen perceptions of police after a critical (and problematic) incident. University of Cincinnati survey findings clearly illustrate that Black students at the University of Cincinnati (and to a lesser degree Black faculty/staff) were most heavily impacted by the Samuel Dubose shooting.

To briefly reiterate, Black students stated they were less trusting of UCPD (71%) compared with White students (36%). Additionally, 63% of Black students stated they were more fearful of what could happen to them when coming into contact with UCPD after the shooting, compared with White students (13%). Finally, only 36% of Black students believe the University of Cincinnati has taken appropriate steps to reform UCPD compared with 59% of White students.

There is clearly a higher level of cynicism of UCPD performance, fairness, and risk for safety by Black students on the UCPD campus relative to White students. The ramifications of distrust among groups of underrepresented students is a major concern that should be placed into a broader context. Research suggests that highly publicized police (mis)actions are more likely to illicit concern among minority respondents compared with White respondents. Indeed, research that examined highly publicized use of force (televised) to make an arrest in the mid-1990s (in Cincinnati – by the Cincinnati Police Department – see Kaminski and Jefferis, 1998)) was a) more likely to be interpreted by Black respondents as unnecessarily excessive (compared with White respondents which were less likely to believe force was excessive), and b) Black respondents were more likely to continue to believe that unnecessary use of force was a 'standard approach' used by CPD after the highly publicized event (relative to Black perceptions of use of force prior to the event).

In sum, the type of highly publicized event of the Samuel DuBose shooting is much more likely to leave a *lasting* and *detrimental* imprint on students (and to a lesser, though equally important, degree faculty/staff) of color. Given this legitimate concern, we recommend UCPD to proactively promote positive interactions with students (and in particular students of under-represented groups) to alter the narrative that surrounds UCPD.

To address the concerns faced by minority students on campus, we recommend the following three sets of potential recommendations that are likely to improve minority student/faculty perceptions of UCPD services.

1. The survey shows that quality of services by the UCPD are rated high among students as well as faculty/staff who utilize such services. We recommend that UCPD make concerted efforts to provide positive prosocial interactions with student groups that are disproportionately likely to involve minorities including, but not limited to, the United Black Students Association, University of Cincinnati African Student Association, Black Graduate and Professional Student Associations. University resources to promote positive social interactions (e.g., dinner with police, discussions of oversight boards, etc.) might help to promote such positive prosocial interactions.
2. In addition to standard tactical training, patrol officers should be thoroughly and professionally trained on procedural bias and fairness, implicit bias, institutional bias, relationship-based and community interaction, crisis intervention, mediation, conflict resolution, appropriate engagement with youth based on science of adolescent brain development, de-escalation and minimizing use of force, coping with mentally ill individuals, increasing language proficiency and cultural competency, appropriate engagement with LGBTQ, trans and gender-nonconforming people and documenting, preventing and addressing sexual harassment, abuse and assault.
3. UCPD needs to enhance minority recruitment. Students of color are less likely to place trust in a police force that does not represent the demographic composition of the student body. In particular work on recruitment from minority students on the main campus as well as through the satellite campuses. A concerted effort to improve diversity within the police force can bridge the gap of distrust among minority populations on campus. We would also suggest that on-campus minority student groups could potentially serve a liaison between UCPD and minority student populations for recruitment purposes. Efforts by UCPD to utilize such groups for recruitment may provide multiple benefits including enhancing police officer diversity at UCPD.

## TECHNICAL SUMMARY

In addition to the summary report provided on the previous pages, full details on the survey's methodology and results are provided below.

## METHDOLOGY

As part of the efforts by UC's Office of Safety and Reform to understand and ultimately improve UC community members' perceptions regarding a range of issues relevant to the UCPD, researchers and consultants from the UC School of Criminal Justice were tasked with conducting a regularly administered survey of UC students, faculty, and staff concerning perceptions of policing in and around the UC Uptown area. The survey instrument was developed and administered in partnership with researchers from the UC Institute for Policy Research.

The survey was sent to registered full-time undergraduate and graduate students, as well as full and part-time UC faculty and staff on February 17, 2016 through their UC email accounts. The survey closed March 9, 2016, providing students, faculty and staff with 3 weeks to fill out the survey. An email was sent on behalf of Dr. Robin Engel, Vice President for Safety and Reform on February 17, 2016 date encouraging students, faculty and staff at UC to share their opinions and experiences with policing on and near campus, and their perceptions regarding the shooting of Samuel DuBose and the university's response since that time. A second email containing the survey invitation was sent from the Institute for Policy Research the same day, which contained a unique identifier and password for each invitee to ensure anonymity and that the survey could only be completed once.

While the survey was open three reminder emails were sent by the Institute for Policy Research to survey invitees who had not yet filled out the survey. Additionally, emails were sent from UC Student Body President Andrew Naab and the Division of Student Affairs encouraging students to fill out the survey. A tweet from UC President Santa J. Ono went out on February 29, 2016 to spread the message about the survey and its importance. A total of 26,112 surveys were sent to students and a total of 2,192 surveys were completed for a response rate of 8.4% for students. A total of 9,970 surveys were sent to faculty/staff and a total of 1,665 surveys were completed for a response rate of 16.7% for faculty/staff. The overall survey response rate was 10.7% for the *Spring 2016 Perceptions of Policing Survey*. No incentive was provided to respondents to fill out the survey.

Analyses were ran using SPSS, a statistical package for social sciences data. All statistics in this report represent estimates of the UC university population. However, due to the nature of the research sample, it is possible that the responses gathered do not accurately represent this larger group. There is no way to determine if those who chose to respond to the survey were more or less likely to be concerned about policing, the shooting of Samuel DuBose or the University's responses since that time. While bias due to non-response from invited participants cannot be ruled out, the large number of survey responses and the representativeness of the sample on key demographics reduce this likelihood.

**Table 6. Student Sample Demographics vs. UC Total Student Population Demographics**

	<b>Sample % (N)</b>	<b>UC Population % (N)</b>
<b>Gender</b>		
Male	51.0 (1,117)	46.0% (20,370)
Female	47.7 (1,045)	54.0% (23,881)
Other/Refused	1.3 (30)	--
<b>Age</b>		
Group 1 (< 18 years old)	0.5 (11)	2.7 (--)
Group 2 (18 to 24 years old)	81.2 (1,780)	66.8 (--)
Group 3 (25 to 29 years old)	11.5 (251)	13.6 (--)
Group 4 (30 or more years old)	6.4 (140)	16.9 (--)
<b>Student Status</b>		
Undergraduate student	76.3 (1,673)	75.1 (33,218)
Graduate student	23.1 (507)	24.9 (11,033)
<b>Student Tenure</b>		
This is my first year	31.1 (681)	32.2 (10,709)
Two years	24.3 (533)	25.2 (8,366)
Three years	20.5 (450)	18.2 (6,056)
Four or more years	23.9 (524)	24.4 (8,087)
<b>Race</b>		
Caucasian/White	68.7 (1,487)	69.0 (30,517)
African American/Black	5.7 (124)	8.4 (3,706)
Latino/Hispanic	1.6 (35)	2.9 (1,295)
Asian	14.0 (306)	3.1 (1,391)
Other	9.7 (212)	10.2 (4,527)
Unknown	1.3 (28)	6.4 (2,815)
<b>Living Status</b>		
On-campus	20.9 (301)	--
Near campus	49.5 (1,084)	--
Commuter	29.3 (643)	--
<b>Victimization Status</b>		
Victimized on or near campus [Only]	9.0 (198)	--
Victimized off-campus [Only]	10.0 (219)	--
Victimized both on/near & off campus	4.7 (103)	--
No reported victimization	75.5 (1,656)	--

Notes: "Other" races includes those of 2 or more races, non-resident aliens, American Indian/Alaska Natives, Native Hawaiians and Pacific Islanders. The variable Age was missing 0.5% (n=10) of cases; the variable Student Status was missing 0.5% (n=12) of cases; the variable Student Tenure was missing 0.2% (n=4) of cases; the variable Living Status was missing 0.3% (n=6) of cases; the variable Victimized On/Near Campus was missing 0.4% (n=9) of cases, and the variable Victimized Off-Campus was missing 0.3% (n=7) of cases.

**Table 7. Faculty/Staff Sample Demographics vs. UC Faculty/Staff Population Demographics**

	Sample % (N)	UC Population % (N)
<b>Gender</b>		
Males	42.6 (709)	49.3 (3,092)
Female	55.8 (929)	50.7 (3,176)
Other/Refused	1.6 (27)	--
<b>Age</b>		
Group 1 (< 35 years old)	17.6 (293)	--
Group 2 (35 to 50 years old)	35.1 (585)	--
Group 3 (51 to 60 years old)	27.3 (454)	--
Group 4 (Over 60 years old)	15.9 (264)	--
<b>Employee Status</b>		
Faculty (full time)	30.6 (509)	38.3 (2,402)
Faculty (part time)	6.0 (100)	--
Staff (full time)	60.5 (1,008)	61.7 (3,866)
Staff (part time)	1.9 (31)	--
<b>Employee Tenure</b>		
Employed less than 1 year	7.3 (121)	--
Employed 1 to 5 years	28.0 (467)	--
Employed 6 to 9 years	14.2 (237)	--
Employed 10 or more years	48.1 (801)	--
<b>Race</b>		
Caucasian/White	75.3 (1,253)	70.7 (4,434)
African American/Black	9.1 (152)	11.0 (689)
Latino/Hispanic	1.5 (25)	1.5 (96)
Asian	5.1 (85)	5.6 (354)
Other	6.1 (101)	6.3 (396)
Unknown	2.9 (49)	4.8 (299)
<b>Living Status</b>		
Near campus	9.2 (154)	---
Commuter	89.6 (1,492)	---
<b>Victimization Status</b>		
Victimized on or near campus [Only]	8.0 (133)	---
Victimized off-campus [Only]	24.1 (401)	---
Victimized both on/near & off campus	9.6 (160)	---
No reported victimization	57.1 (951)	---

Notes: "Other" races includes those of 2 or more races, non-resident aliens, American Indian/Alaska Natives, Native Hawaiians and Pacific Islanders. The variable Age was missing 4.1% (n=69) of cases; the variable Employee Status was missing 1.0% (n=17) of cases; the variable Employee Tenure was missing 2.3% (n=39) of cases; the variable Living Status was missing 1.1% (n=19) of cases; the variable Victimized On/Near Campus was missing 1.0% (n=17) of cases, and the variable Victimized Off-Campus was missing 0.2% (n=3) of cases.



Table 6 & Table 7 compare the sample demographics to the University of Cincinnati (UC) demographics when possible. Overall, the characteristics of the survey sample are extremely consistent with the demographic characteristics of the UC community. Additionally, the analyses presented here-in are descriptive in nature and given the consistency between the sample and population are unweighted.

Table 6 compares the demographics of the student survey respondents and the entire UC student population. In terms of student tenure on campus as well as racial demographic distribution of students, the sample is a direct reflection of the student population. Where there are differences, the deviations are small to modest. Slightly more males are included in the sample (51% of the sample compared with 46% of the student population) relative to the student population; the inverse is true of female respondents (47% of the sample compared with 54% of the population). Additionally students who self-report their race as Asian were more representative in the sample than the population (14.0% in the sample compared with 3.1% in the population). Additionally roughly 5.7% of the respondents of the survey were Black, compared with 8.4% of the UC student population.

Table 7 compares the demographics of the faculty and staff survey respondents and the entire University of Cincinnati faculty and staff population. Comparisons to Uptown-only Faculty and Staff are unavailable. Full time staff members comprise 61% of the UC community, and roughly 60.5% of the respondents that completed the survey. Full time faculty comprised 30.6% of the sample, while they represent roughly 38% of the UC population. In short, part-time faculty appear to be under-represented in the survey while full time faculty and staff are proportionally balanced in the sample when compared to the UC population. Also, the demographics (in particular race) are very evenly balanced between the sample and the UC population.

## STUDENT RESULTS SUMMARY

In terms of overall satisfaction, the majority of student respondents (between 55% to 75% on any given survey item) believe that UCPD conduct police operations in a satisfactory manner. Roughly 76.4% of student respondents believe that UCPD officers do their job well; and 70% of respondents believe UCPD respects citizens' rights. However, there was an increase in disagreement with statements about UCPD when asking respondents' whether UCPD treats Blacks and Whites equally (only 53% of respondents agreed with equal treatment and 19.3% of respondents disagreed on this point).

Roughly 81% of student respondents believe that UCPD should work with community members to solve problems in the areas surrounding the University. Conversely, 44.5% of student respondents' disagree that UCPD should only focus on problems and crimes on campus. Thus, the majority of UC students believe that UCPD should focus both on campus crime issues as well as surrounding community concerns.

Students were also asked about their perceptions of the Cincinnati Police Department's (CPD) tactics, approaches to crime control and citizen interaction in the areas surrounding the UC campus. Roughly 59% of surveyed students stated that CPD operates satisfactorily in areas nearby campus; and, 70% of respondents' believe that CPD officers do their job well. Additionally, 16% of student respondents disagreed that CPD treats Blacks and Whites the same.

When students were asked about the Samuel DuBose shooting, the event had a clear impact on many of the respondents. Moreover, 38.8% of respondents' stated that the event had a deep emotional impact on them; 44% of respondents' disagreed that their opinion about UCPD became less favorable after the event. The majority of surveyed students did not change their belief that increased risk might befall them during UCPD encounters; 61% of respondents' disagreed that they became more fearful of what could happen to them when coming into contact with UCPD officers.

It is important to note that the shooting incident was interpreted differently across the race of the respondent. Specifically, the shooting had the greatest emotional impact on Black (72%) and Asian students (48%) compared with 33% for White students. Among Black student respondents, 70.9% stated that they became less trusting of the UCPD after the incident. 63% of Black student respondents stated that they became more fearful of what could happen to them during future UCPD encounters, compared with 27.5% of Asian students, and 14% of White respondents.

Regarding the student respondents to the survey, about one out of five stated that they called UCPD for assistance in the past 12 months. Among those who had relied upon such services, 82.5% reported satisfactory level service with the dispatcher. Comparatively, 39% of student respondents' reported having face-to-face contact with a UCPD officer in the past year. The primary reason for the contact was stopping to talk (17.4%) as well as asking an officer for assistance (11.8%). When describing the specifics of the encounter, the vast majority of respondents stated that the UCPD officer respected their rights, and made a decision based upon the facts.

STUDENT SECTION 1. GENERAL VIEWS OF THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT

	<b>Dissatisfied</b> % (N)	<b>Neutral</b> % (N)	<b>Satisfied</b> % (N)	<b>No Response</b> % (N)
Overall, how satisfied are you with the UCPD ...	12.0 (263)	23.0 (505)	64.9 (1,423)	0.0 (1)

	<b>Disagree</b> % (N)	<b>Neutral</b> % (N)	<b>Agree</b> % (N)	<b>No Response</b> % (N)
Most UCPD officers do their job well.	3.9 (86)	19.4 (426)	76.4 (1,675)	0.2 (5)
You should accept the decisions made by the UCPD even if you think they are mistaken.	34.6 (759)	24.7 (541)	40.0 (877)	0.7 (15)
The UCPD respects citizens' rights.	9.6 (210)	20.1 (440)	70.1 (1,536)	0.3 (6)
The UCPD takes time to listen to people.	9.3 (203)	29.7 (651)	60.5 (1,327)	0.5 (11)
The UCPD treats people fairly.	10.8 (236)	24.4 (534)	64.4 (1,411)	0.5 (11)
The UCPD treats people with respect.	9.4 (207)	23.3 (511)	66.3 (1,454)	0.9 (20)
The UCPD treats Blacks the same as Whites.	19.3 (424)	26.9 (590)	53.1 (1,163)	0.7 (15)
The UCPD treats people the same regardless of their personal characteristics (e.g., race, gender, sexual orientation, nationality, etc.)	17.5 (383)	27.2 (597)	55.0 (1,206)	0.3 (6)
The UCPD officers only use the amount of force necessary to accomplish their tasks.	14.5 (318)	28.8 (632)	56.3 (1,233)	0.4 (9)
The UCPD should work with community members to solve problems in the communities surrounding the University.	5.7 (124)	13.0 (285)	81.1 (1,777)	0.3 (6)
The UCPD should only be concerned with problems and crimes on campus.	44.5 (975)	20.7 (453)	34.8 (762)	0.1 (2)

STUDENT SECTION 2. GENERAL VIEWS OF THE CINCINNATI (MUNICIPAL) POLICE DEPARTMENT IN THE COMMUNITIES WITHIN A HALF MILE RADIUS OF UC

	<b>Dissatisfied</b> % (N)	<b>Neutral</b> % (N)	<b>Satisfied</b> % (N)	<b>No Response</b> % (N)
Overall, how satisfied are you with the CPD (near campus)...	10.2 (224)	30.5 (669)	59.0 (1,293)	0.3 (6)

	<b>Disagree</b> % (N)	<b>Neutral</b> % (N)	<b>Agree</b> % (N)	<b>No Response</b> % (N)
Most CPD officers do their job well.	4.6 (101)	23.9 (523)	70.7 (1,549)	0.9 (19)
You should accept the decisions made by the CPD even if you think they are mistaken.	28.6 (626)	26.6 (583)	43.9 (963)	0.9 (20)
The CPD respects citizens' rights.	6.8 (148)	28.4 (623)	64.0 (1,403)	0.8 (18)
The CPD takes time to listen to people.	9.9 (218)	32.0 (701)	57.1 (1,252)	1.0 (21)
The CPD treats people fairly.	9.1 (199)	31.4 (688)	58.6 (1,285)	0.9 (20)
The CPD treats people with respect.	8.3 (182)	30.2 (661)	59.8 (1,311)	1.7 (38)
The CPD treats Blacks the same as Whites.	16.2 (355)	31.8 (698)	50.8 (1,113)	1.2 (26)
The CPD treats people the same regardless of their personal characteristics (e.g., race, gender, sexual orientation, nationality, etc.)	14.8 (324)	31.6 (692)	52.7 (1,156)	0.9 (20)
The CPD officers only use the amount of force necessary to accomplish their tasks.	10.9 (238)	34.4 (753)	53.9 (1,181)	0.9 (20)

STUDENT SECTION 3. VIEWS OF THE OFFICER-INVOLVED SHOOTING OF MR. SAMUEL DUBOSE & THE UNIVERSITY'S RESPONSE TO THE OFFICER-INVOLVED SHOOTING OF MR. SAMUEL DUBOSE

	<b>Disagree % (N)</b>	<b>Neutral % (N)</b>	<b>Agree % (N)</b>	<b>No Response % (N)</b>
The event deeply impacted me emotionally.	32.6 (715)	28.2 (619)	38.8 (850)	0.4 (8)
The event made me less trusting of the UCPD.	43.1 (944)	18.5 (406)	37.8 (828)	0.6 (14)
Since the event, my opinion of the UCPD has become less favorable.	44.3 (970)	19.6 (430)	35.8 (784)	0.4 (8)
Since the event, I am fearful of what could happen to me when I come into contact with UCPD officers.	61.3 (1343)	17.9 (393)	20.3 (446)	0.5 (10)
Since the event, the University of Cincinnati has taken appropriate steps to reform the UCPD.	13.8 (303)	29.6 (648)	56.2 (1,231)	0.5 (10)
There are still many things about the UCPD that need to be changed.	25.7 (563)	38.1 (836)	35.7 (783)	0.5 (10)
There is a culture of racial-bias within UCPD.	40.8 (894)	33.4 (732)	24.7 (542)	1.1 (24)
Since the event, the University of Cincinnati has taken appropriate steps to improve the relationship between UCPD and the UC community.	12.0 (262)	29.7 (651)	57.9 (1,269)	0.5 (10)
Since the event, the University of Cincinnati has taken appropriate steps to improve the relationship between UCPD and the Greater Cincinnati Area community.	14.1 (309)	33.8 (741)	51.5 (1,129)	0.6 (13)

STUDENT SECTION 4. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT DISPATCHERS

	<b>Yes % (N)</b>	<b>No % (N)</b>	<b>Don't Know % (N)</b>	<b>Not Selected % (N)</b>
During the past year, have you called the UCPD (by dialing 911, 556-4900, 556-1111 or by using LiveSafe) for any reason?	21.3 (466)	77.5 (1,698)	1.3 (28)	0.0 (0)
	<b>Dissatisfied % (N)</b>	<b>Neutral % (N)</b>	<b>Satisfied % (N)</b>	<b>Not Selected % (N)</b>
Overall, how satisfied were you with the level of service you received from the Dispatcher who answered your call?	2.1 (46)	1.6 (35)	17.4 (381)	78.9 (1,730)
	<b>Disagree % (N)</b>	<b>Neutral % (N)</b>	<b>Agree % (N)</b>	<b>Not Selected % (N)</b>
The Dispatcher who answered my call was courteous.	1.4 (30)	2.0 (44)	17.8 (391)	78.8 (1,727)
The Dispatcher who answered my call was helpful.	1.7 (37)	1.6 (36)	17.9 (392)	78.8 (1,727)

STUDENT SECTION 5. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT OFFICERS

	<b>Yes % (N)</b>	<b>No % (N)</b>	<b>Not Selected % (N)</b>	
In the past 12 months, have you personally had any face-to-face contact with a University of Cincinnati police officer?	38.5 (844)	61.4 (1,346)	0.1 (2)	

	<b>None % (N)</b>	<b>1 contact % (N)</b>	<b>&gt; 1 contact % (N)</b>	<b>Not Selected % (N)</b>
How many times would you estimate you have had face-to-face?	61.4 (1,346)	18.7 (409)	18.9 (415)	1.0 (22)

	<b>Respondent % (N)</b>	<b>Person with respondent % (N)</b>	<b>UCPD officer % (N)</b>	<b>Not Selected % (N)</b>
Who initiated your most recent contact?	19.9 (437)	5.2 (113)	13.1 (288)	31.8 (1,354)

	<b>On campus % (N)</b>	<b>Near campus % (N)</b>	<b>Elsewhere in Cincinnati % (N)</b>	<b>Not Selected % (N)</b>
Where did your most recent contact occur?	26.6 (582)	11.4 (250)	0.4 (8)	61.7 (1,352)

STUDENT SECTION 5. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT OFFICERS (CONTINUED)

What was the reason for the most recent contact? Please mark all that apply to your most recent contact.	Selected % (N)	Not Selected % (N)
Reported missing property	2.1 (46)	97.9 (2,146)
I was a victim of a crime	2.1 (47)	97.9 (2,145)
Reported suspicious behavior	2.4 (53)	97.6 (2,139)
Reported a crime where someone else was the victim	1.4 (30)	98.6 (2,162)
Asked officer for assistance	11.8 (259)	88.2 (1,933)
Asked officer for information	9.6 (210)	90.4 (1,982)
Stopped to talk (friendly)	17.4 (382)	82.6 (1,810)
Stopped and questioned by the police when you were walking	3.6 (78)	96.4 (2,114)
Stopped by the police when you were driving a vehicle	0.9 (20)	99.1 (2,172)
Other	8.1 (178)	91.9 (2,014)

	Disagree % (N)	Neutral % (N)	Agree % (N)	Not Selected % (N)
I was satisfied with how the UCPD officer treated me during my most recent face-to-face contact.	3.4 (74)	3.5 (76)	31.5 (691)	61.6 (1,351)
The UCPD officer treated me with dignity and respect.	3.1 (67)	3.6 (80)	31.6 (693)	61.7 (1,352)
The UCPD officer gave me the opportunity to express my views.	3.6 (78)	7.0 (153)	27.6 (606)	61.8 (1,355)



STUDENT SECTION 5. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT OFFICERS (CONTINUED)

	<b>Yes % (N)</b>	<b>Not Selected % (N)</b>
In your most recent face-to-face contact were you detained?	0.9 (19)	99.1 (2,173)
In your most recent face-to-face contact were you searched?	0.9 (19)	99.1 (2,173)
In your most recent face-to-face contact were you ticketed?	0.7 (16)	99.3 (2,176)
In your most recent face-to-face contact were you arrested?	0.0 (1)	100.0 (2,191)
In your most recent face-to-face contact were you grabbed or held?	0.3 (7)	99.7 (2,185)
Or had another means of force used against you (e.g., punched or kicked, struck by an officer's baton, sprayed with a chemical irritant)?	0.1 (2)	99.9 (2,190)

	<b>Disagree % (N)</b>	<b>Neutral % (N)</b>	<b>Agree % (N)</b>	<b>Not Selected % (N)</b>
The UCPD officer had a legitimate reason to detain me.	0.4 (9)	0.1 (2)	0.4 (8)	99.1 (2,173)
The UCPD police explained why they detained me.	0.2 (5)	0.1 (2)	0.5 (12)	99.1 (2,173)
The UCPD officer had a legitimate reason to search me.	0.3 (6)	0.1 (5)	0.4 (8)	99.1 (2,173)
The UCPD police explained why they searched me.	0.1 (3)	0.1 (2)	0.6 (14)	99.1 (2,173)
The UCPD officer had a legitimate reason to ticket me.	0.3 (7)	0.1 (2)	0.3 (7)	99.3 (2,176)
The UCPD police explained why they ticketed me.	0.1 (2)	0.1 (3)	0.5 (11)	99.3 (2,176)
The UCPD officer had a legitimate reason to arrest me.	0.0 (0)	0.0 (1)	0.0 (0)	100.0 (2,191)
The UCPD police explained why they arrested me.	0.0 (0)	0.0 (1)	0.0 (0)	100.0 (2,191)
The UCPD officer had a legitimate reason to grab/hold me.	0.2 (4)	0.0 (0)	0.1 (2)	99.7 (2,186)
The UCPD police explained why they grabbed/held me.	0.2 (4)	0.1 (2)	0.0 (1)	99.7 (2,185)
The UCPD officer had a legitimate reason to use another means of force against me.	0.1 (2)	0.0 (0)	0.0 (0)	99.9 (2,190)
The UCPD police explained why they used another means of force against me.	0.1 (2)	0.0 (0)	0.0 (0)	99.9 (2,190)

STUDENT SECTION 5. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT OFFICERS (CONTINUED)

	<b>Disagree % (N)</b>	<b>Neutral % (N)</b>	<b>Agree % (N)</b>	<b>No Response % (N)</b>
During this encounter, the UCPD officer respected my rights.	1.5 (32)	4.2 (92)	32.4 (711)	61.9 (1,357)
During this encounter, the UCPD officer made their decision based on the facts.	3.0 (66)	7.9 (173)	27.2 (596)	61.9 (1,357)
I received the outcome I deserved.	3.3 (72)	7.3 (161)	27.4 (600)	70.0 (1,359)
The outcome I received was due to something I did or said in the situation.	7.3 (159)	15.3 (355)	14.9 (326)	61.4 (1,346)

	<b>Checked % (N)</b>	<b>Not Selected % (N)</b>
The outcome I received was due to my race.	2.2 (48)	97.8 (2,144)
The outcome I received was due to my ethnicity.	1.6 (35)	98.4 (2,157)
The outcome I received was due to my gender.	2.2 (48)	97.8 (2,144)
The outcome I received was due to my age.	1.3 (29)	98.7 (2,163)
The outcome I received was due to my sexual orientation.	0.5 (10)	99.5 (2,182)
The outcome I received was due to OTHER.	0.6 (13)	99.4 (2,179)

## FACULTY/STAFF RESULTS

Roughly 65% of faculty/staff respondents believe that UCPD conduct police operations in a satisfactory manner. Moreover, 75% of faculty/staff respondents believe that UCPD officers do their job well; and 60% of respondents believe UCPD respects citizens' rights. However, there was an increase in disagreement with statements about UCPD when asking respondents' whether UCPD treats Blacks and Whites equally (only 42% of faculty/staff respondents agreed with equal treatment and 20% of respondents disagreed on this point).

Roughly 82% of faculty/staff respondents believe that UCPD should work with community members to solve problems in the areas surrounding the University. Conversely, 50.7% of student faculty/staff respondents disagree that UCPD should only focus on problems and crimes on campus. Thus, the majority of UC faculty/staff who responded to the survey believe that UCPD should focus both on campus crime issues as well as surrounding community concerns.

Faculty/staff were also asked about their perceptions of the Cincinnati Police Department's (CPD) tactics, approaches to crime control and citizen interaction in the areas surrounding the UC campus. Roughly 49% of faculty/staff respondents stated that CPD operates satisfactorily in areas nearby campus; and, 68% of respondents' believe that CPD officers do their job well. Additionally, 19% of respondents disagreed that CPD treats Blacks and Whites the same.

When faculty/staff were asked about the Samuel DuBose shooting, the event had a clear impact on many of the respondents. 55.8% of respondents' stated that the event had a deep emotional impact on them; 47.3% of respondents' disagreed that their opinion about UCPD became less favorable after the event. The majority of faculty/staff respondents did not change their belief that increased risk might befall them during UCPD encounters; 68% of respondents' disagreed that they became more fearful of what could happen to them when coming into contact with UCPD officers.

Similar to the student distribution, the shooting incident was interpreted differently across the race of the respondents among faculty/staff. Specifically, the shooting had the greatest emotional impact on Black (83%) respondents. Asian faculty/staff (55%) as well as White faculty/staff (53%) were deeply negatively impacted. Among Black faculty/staff respondents, 67% stated that they became less trusting of the UCPD after the incident. 55% of Black faculty/staff respondents stated that they became more fearful of what could happen to them during future UCPD encounters, compared with 20% of Asian respondents, and 9% of White respondents.

In terms of the faculty/staff respondents, about one out of four stated that they called UCPD for assistance in the past 12 months. Among those who had relied upon such services, 85% reported satisfactory level service with the dispatcher. 55% of faculty/staff respondents' reported having face-to-face contact with a UCPD officer in the past year. The primary reason for the contact was asking the officer for assistance (17%) and stopping to talk (15%). When describing the specifics of the encounter, the vast majority of respondents stated that the UCPD officer respected their rights, and made a decision based upon the facts.

FACULTY/STAFF SECTION 1. GENERAL VIEWS OF THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT

	<b>Dissatisfied % (N)</b>	<b>Neutral % (N)</b>	<b>Satisfied % (N)</b>	<b>No Response % (N)</b>
Overall, how satisfied are you with the UCPD ...	10.0 (166)	25.1 (418)	64.7 (1,078)	0.2 (3)

	<b>Disagree % (N)</b>	<b>Neutral % (N)</b>	<b>Agree % (N)</b>	<b>No Response % (N)</b>
Most UCPD officers do their job well.	1.9 (32)	23.1 (384)	74.4 (1,239)	0.6 (10)
You should accept the decisions made by the UCPD even if you think they are mistaken.	39.7 (661)	25.5(424)	33.9 (565)	0.9 (15)
The UCPD respects citizens' rights.	8.2 (137)	30.7 (511)	60.4 (1,006)	0.7 (11)
The UCPD takes time to listen to people.	7.6 (126)	33.5 (558)	57.6 (959)	1.3 (22)
The UCPD treats people fairly.	9.4 (156)	32.1 (564)	57.8 (962)	0.8 (13)
The UCPD treats people with respect.	8.8 (148)	29.5 (491)	59.9 (998)	1.7 (28)
The UCPD treats Blacks the same as Whites.	19.6 (326)	37.7 (627)	41.4 (690)	1.3 (22)
The UCPD treats people the same regardless of their personal characteristics (e.g., race, gender, sexual orientation, nationality, etc.)	17.6 (293)	38.3 (637)	42.8 (713)	1.3 (22)
The UCPD officers only use the amount of force necessary to accomplish their tasks.	16.3 (271)	36.6 (609)	45.7 (761)	1.4 (24)
The UCPD should work with community members to solve problems in the communities surrounding the University.	5.9 (98)	12.0 (199)	81.2 (1,352)	1.0 (16)
The UCPD should only be concerned with problems and crimes on campus.	50.4 (839)	15.7 (261)	33.2 (552)	0.8 (13)

FACULTY/STAFF SECTION 2. GENERAL VIEWS OF THE CINCINNATI (MUNICIPAL) POLICE DEPARTMENT  
IN THE COMMUNITIES WITHIN A HALF MILE RADIUS OF UC

	<b>Dissatisfied</b> % (N)	<b>Neutral</b> % (N)	<b>Satisfied</b> % (N)	<b>No Response</b> % (N)
Overall, how satisfied are you with the CPD (near campus)...	11.6 (193)	38.6 (643)	48.6 (809)	1.2 (20)

	<b>Disagree</b> % (N)	<b>Neutral</b> % (N)	<b>Agree</b> % (N)	<b>No Response</b> % (N)
Most CPD officers do their job well.	3.8 (64)	27.0 (449)	66.8 (1,112)	2.4 (40)
You should accept the decisions made by the CPD even if you think they are mistaken.	33.9 (564)	26.4 (440)	37.2 (620)	2.5 (41)
The CPD respects citizens' rights.	7.5 (125)	36.8 (612)	53.3 (888)	2.4 (40)
The CPD takes time to listen to people.	8.8 (146)	38.6 (642)	50.0 (833)	2.6 (44)
The CPD treats people fairly.	9.5 (158)	38.0 (633)	50.0 (832)	2.5 (42)
The CPD treats people with respect.	8.7 (145)	37.4 (622)	50.6 (842)	3.4 (56)
The CPD treats Blacks the same as Whites.	18.9 (315)	41.6 (692)	36.8 (612)	2.8 (46)
The CPD treats people the same regardless of their personal characteristics (e.g., race, gender, sexual orientation, nationality, etc.)	17.7 (294)	41.2 (686)	38.4 (640)	2.7 (45)
The CPD officers only use the amount of force necessary to accomplish their tasks.	13.6 (226)	41.3 (688)	42.3 (705)	2.8 (46)

FACULTY/STAFF SECTION 3. VIEWS OF THE OFFICER-INVOLVED SHOOTING OF MR. SAMUEL DUBOSE & THE UNIVERSITY'S RESPONSE TO THE OFFICER-INVOLVED SHOOTING OF MR. SAMUEL DUBOSE

	<b>Disagree % (N)</b>	<b>Neutral % (N)</b>	<b>Agree % (N)</b>	<b>No Response % (N)</b>
The event deeply impacted me emotionally.	19.9 (331)	24.0 (400)	55.6 (926)	0.5 (8)
The event made me less trusting of the UCPD.	46.9 (781)	15.0 (250)	37.1 (618)	1.0 (16)
Since the event, my opinion of the UCPD has become less favorable.	47.1 (784)	17.0 (283)	35.4 (590)	0.5 (8)
Since the event, I am fearful of what could happen to me when I come into contact with UCPD officers.	68.2 (1,135)	15.9 (264)	15.4 (257)	0.5 (9)
Since the event, the University of Cincinnati has taken appropriate steps to reform the UCPD.	9.5 (159)	27.9 (464)	61.7 (1,027)	0.9 (15)
There are still many things about the UCPD that need to be changed.	18.6 (310)	46.7 (777)	33.5 (557)	1.3 (21)
There is a culture of racial-bias within UCPD.	36.7 (611)	41.2 (686)	20.8 (347)	1.3 (21)
Since the event, the University of Cincinnati has taken appropriate steps to improve the relationship between UCPD and the UC community.	7.8 (130)	28.0 (467)	62.9 (1,048)	1.2 (20)
Since the event, the University of Cincinnati has taken appropriate steps to improve the relationship between UCPD and the Greater Cincinnati Area community.	8.8 (146)	31.2 (520)	58.9 (981)	1.1 (18)

FACULTY/STAFF SECTION 4. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT DISPATCHERS

	<b>Yes % (N)</b>	<b>No % (N)</b>	<b>Don't Know % (N)</b>	<b>No Response % (N)</b>
During the past year, have you called the UCPD (by dialing 911, 556-4900, 556-1111 or by using LiveSafe) for any reason?	30.4 (506)	68.6 (1,143)	1.0 (16)	0.0 (0)
	<b>Dissatisfied % (N)</b>	<b>Neutral % (N)</b>	<b>Satisfied % (N)</b>	<b>No Response % (N)</b>
Overall, how satisfied were you with the level of service you received from the Dispatcher who answered your call?	2.8 (46)	1.8 (30)	25.5 (424)	70.0 (1,165)
	<b>Disagree % (N)</b>	<b>Neutral % (N)</b>	<b>Agree % (N)</b>	<b>No Response % (N)</b>
The Dispatcher who answered my call was courteous.	2.0 (33)	2.6 (43)	25.8 (430)	69.6 (1,159)
The Dispatcher who answered my call was helpful.	2.2 (36)	2.9 (48)	25.1 (418)	70.0 (1,163)

FACULTY/STAFF SECTION 5. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT OFFICERS

	<b>Yes % (N)</b>	<b>No % (N)</b>	<b>Not Selected % (N)</b>	
In the past 12 months, have you personally had any face-to-face contact with a University of Cincinnati police officer?	45.5 (758)	54.4 (905)	0.1 (2)	

	<b>None % (N)</b>	<b>1 contact % (N)</b>	<b>&gt; 1 contact % (N)</b>	<b>Not Selected % (N)</b>
How many times would you estimate you have had face-to-face?	54.4 (905)	16.8 (279)	26.8 (446)	2.1 (35)

	<b>Respondent % (N)</b>	<b>Person with respondent % (N)</b>	<b>UCPD officer % (N)</b>	<b>Not Selected % (N)</b>
Who initiated your most recent contact?	32.9 (547)	4.0 (66)	8.2 (136)	55.0 (916)

	<b>On campus % (N)</b>	<b>Near campus % (N)</b>	<b>Elsewhere in Cincinnati % (N)</b>	<b>Not Selected % (N)</b>
Where did your most recent contact occur?	41.9 (698)	2.8 (46)	0.4 (7)	54.9 (914)



FACULTY/STAFF SECTION 5. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT OFFICERS (CONTINUED)

What was the reason for the most recent contact? Please mark all that apply to your most recent contact.	Selected % (N)	Not Selected % (N)
Reported missing property	3.1 (51)	96.9 (1,614)
I was a victim of a crime	0.9 (15)	99.1 (1,650)
Reported suspicious behavior	5.5 (92)	94.5 (1,573)
Reported a crime where someone else was the victim	2.2 (36)	97.8 (1,629)
Asked officer for assistance	17.0 (283)	83.0 (1,382)
Asked officer for information	10.3 (171)	89.7 (1,494)
Stopped to talk (friendly)	15.9 (265)	84.1 (1,400)
Stopped and questioned by the police when you were walking	1.0 (16)	99.0 (1,649)
Stopped by the police when you were driving a vehicle	0.5 (8)	99.5 (1,657)
Other	11.4 (189)	88.6 (1,476)

	Disagree % (N)	Neutral % (N)	Agree % (N)	Not Selected % (N)
I was satisfied with how the UCPD officer treated me during my most recent face-to-face contact.	1.7 (29)	2.0 (34)	41.4 (689)	54.9 (913)
The UCPD officer treated me with dignity and respect.	1.6 (27)	1.8 (30)	41.7 (695)	54.9 (913)
The UCPD officer gave me the opportunity to express my views.	1.3 (21)	8.9 (149)	34.8 (580)	55.0 (915)

FACULTY/STAFF SECTION 5. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT OFFICERS

	<b>Yes % (N)</b>	<b>Not Selected % (N)</b>
In your most recent face-to-face contact were you detained?	0.2 (4)	99.8 (1,661)
In your most recent face-to-face contact were you searched?	0.1 (1)	99.9 (1,664)
In your most recent face-to-face contact were you ticketed?	0.2 (3)	99.8 (1,662)
In your most recent face-to-face contact were you arrested?	0.1 (1)	99.9 (1,664)
In your most recent face-to-face contact were you grabbed or held?	0.1 (1)	99.9 (1,664)
Or had another means of force used against you (e.g., punched or kicked, struck by an officer's baton, sprayed with a chemical irritant)	0.2 (3)	99.8 (1,662)

	<b>Disagree % (N)</b>	<b>Neutral % (N)</b>	<b>Agree % (N)</b>	<b>Not Selected % (N)</b>
The UCPD officer had a legitimate reason to detain me.	0.1 (2)	0.0 (0)	0.1 (2)	99.8 (1,661)
The UCPD police explained why they detained me.	0.1 (1)	0.0 (0)	0.2 (3)	99.8 (1,661)
The UCPD officer had a legitimate reason to search me.	0.0 (0)	0.0 (0)	0.0 (0)	100.0 (1,665)
The UCPD police explained why they searched me.	0.0 (0)	0.0 (0)	0.0 (0)	100.0 (1,665)
The UCPD officer had a legitimate reason to ticket me.	0.0 (0)	0.0 (0)	0.2 (3)	99.8 (1,662)
The UCPD police explained why they ticketed me.	0.0 (0)	0.0 (0)	0.2 (3)	99.8 (1,662)
The UCPD officer had a legitimate reason to arrest me.	0.0 (0)	0.1 (1)	0.0 (0)	99.9 (1,664)
The UCPD police explained why they arrested me.	0.0 (0)	0.1 (1)	0.0 (0)	99.9 (1,664)
The UCPD officer had a legitimate reason to grab/hold me.	0.1 (1)	0.0 (0)	0.0 (0)	99.9 (1,664)
The UCPD police explained why they grabbed/held me.	0.1 (1)	0.0 (0)	0.0 (0)	99.9 (1,664)
The UCPD officer had a legitimate reason to use another means of force against me.	0.1 (2)	0.0 (0)	0.0 (0)	99.9 (1,663)
The UCPD police explained why they used another means of force against me.	0.1 (2)	0.0 (0)	0.0 (0)	99.9 (1,663)

FACULTY/STAFF SECTION 5. CONTACT WITH THE UNIVERSITY OF CINCINNATI POLICE DEPARTMENT OFFICERS

	<b>Disagree % (N)</b>	<b>Neutral % (N)</b>	<b>Agree % (N)</b>	<b>Not Selected % (N)</b>
During this encounter, the UCPD officer respected my rights.	0.7 (12)	4.9 (82)	38.1 (635)	56.3 (936)
During this encounter, the UCPD officer made their decision based on the facts.	1.0 (17)	8.9 (148)	33.2 (552)	56.9 (948)
I received the outcome I deserved.	1.1 (19)	8.5 (141)	33.1 (551)	57.3 (954)
The outcome I received was due to something I did or said in the situation.	6.1 (101)	19.0 (316)	17.1 (285)	57.8 (963)

	<b>Checked % (N)</b>	<b>Not Selected % (N)</b>
The outcome I received was due to my race.	1.9 (31)	98.1 (1,598)
The outcome I received was due to my ethnicity.	0.9 (15)	99.1 (1,650)
The outcome I received was due to my gender.	1.8 (30)	98.2 (1,635)
The outcome I received was due to my age.	1.8 (30)	98.2 (1,635)
The outcome I received was due to my sexual orientation.	0.2 (3)	99.8 (1,662)
The outcome I received was due to OTHER	1.0 (16)	99.0 (1,649)

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## ADDITIONAL INFORMATION

The survey was performed by Dr. James Frank, Dr. Nicholas Corsaro, and Dr. Cory Haberman of the University of Cincinnati's School of Criminal Justice. More details on the data or analyses can be obtained from the authors. For more information please contact Dr. James Frank: frankj@ucmail.uc.edu or (513) 556-5832.