

2022-2023 ANNUAL REPORT

THE UNIVERSITY OF MICHIGAN POLICE DEPARTMENT OVERSIGHT COMMITTEE



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I: Overview

Police Department Oversight Committee

Who we are: The [University of Michigan Police Department Oversight Committee](#) (PDOC) is an oversight committee for the [University of Michigan Police Department](#) created under the authority of [Act 120 of the Public Acts of 1990 of the State of Michigan](#).

The function of the Committee is to comply with Act 120 and consider grievances by persons against police officers or the Police Department. The Committee may prepare and make recommendations concerning such grievances to the Executive Director, Division of Public Safety and Security, including recommendations for disciplinary measures against a police officer who was found responsible for misconduct in office. The six-member committee is comprised of two student members, two faculty members (one Senate faculty and one non-Senate faculty), and two staff members (one union and one non-union), who are nominated and elected by their peers for one (student) and two-year terms.

PDOC Membership June 2022-July 2023 (*current member)

- Jayapalli Rajiv Bapuraj, MBBS (Michigan Medicine – Radiology)*
- Jeff Barnes, senior business consultant, (Michigan Medicine)*
- Dillon Cathro, Diversity, Equity, and Inclusion Program Manager, (School of Social Work)
- Sarah DeFlon, MS RN, (Michigan Medicine - Cardiology)
- Jamie Eidsath, RN, (Michigan Medicine) *
- Peyton Martin, Student (LSA)*
- Eli Merren, Student (LSA)
- Matthew Riley, Student (Law school)*
- Prof. Bryan K. Roby (LSA - Judaic Studies)*
- Reginald Stewart Student (Law School)

For more information about the University of Michigan Police Department Oversight Committee:

- [Complaint/Grievance form](#)
- Email: pdoversight@umich.edu
- Website: hr.umich.edu/pdoc
- Telephone: (734) 647-7292 (Please leave a voicemail as we are not always able to immediately answer)



II: Letter from Chair

Bryan K. Roby, Chair (Associate Professor, LSA)
Police Department Oversight Committee
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Ann Arbor, MI 48109-1281
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October 16, 2023

Dear Members of the U-M Community,

First, I'd like to thank the previous chair, Sarah Peitzmeier for all the hard work they've done in ensuring accountability in the oversight process at the U-M. They are truly inspirational. I was elected as chair in Fall 2022 and will continue in this role for the Academic Year 2023-2024. I'd also like to welcome our two new members Jaime Eidsath (RN at Michigan Medicine) and Peyton Martin (undergraduate student in LSA).

PDOC Summary of Activities - June 2022 – August 2023

We have held 12 monthly committee meetings. Staff members Dillon Cathro and Sarah Deflon rotated off the committee after taking positions at other institutions. Reginald Stewart rotated off the committee upon his graduation from the University of Michigan Law School. Eli Merren resigned.

Since the last reported numbers (i.e. from July 2022 to July 2023), we received 35 complaints. 9 of these complaints were reported to DPSS and the remainder were reported to the PDOC directly. Of the 26 complaints we received directly, none of them were sustained (i.e. the complaints did not lead to disciplinary action against a UMPD officer). Moreover, of those complaints, 9 were out of scope of our work, primarily because the complaints were against an officer not employed by the University of Michigan.¹

After years of advocacy from members of the U-M community and the Graduate Employees' Union (GEO), President Santa J. Ono has pledged to support an unarmed, non-police response program at U-M, an effort that the City Council of Ann Arbor has already implemented.

¹ There may be a slight discrepancy in reporting numbers by 1-2 given recent changes in how we document and number reports.

During my tenure in the past year, we have continued to work towards implementing the recommendations suggested by the Provost Office's [Advancing Public Safety \(APS\) Task Force](#). To that end, we have implemented several major changes to our committee:

Achievements

1. Further developing professionalization of the committee
 - Formalize expectations of committee members' responsibilities and contributions:
 - PDOC members will be required to attend at least three monthly meetings over a semester-long period (75% attendance rate). Should a member's attendance fall below 75%, they will be asked to resign and the vacancy will be filled from the respective ballot in order of the votes received.
 - Should a member be unable to attend, they may provide notice up to one week prior to the meeting and have their decision recorded by proxy. In such cases, attendance will be recorded as "attendance by proxy."
 - Updated and clarified internal PDOC procedures and expectations
2. Data retention, arguably one of the most important changes suggested by APS Task Force
 - Meetings with Bentley for Data retention and historical trends
 - Meetings with IT specialists with regards to creating a Content Management System (CMS)
3. Streamlined process for receiving and reviewing complaints
 - Revisions to the submission form
 - Updates to website
 - Digitize our paper archives
 - Develop onboarding tools
4. Further professionalization of the committee
5. Informational meetings with community stakeholder institutions (ie SAPAC, PCR unarmed response, Washtenaw Community Mental Health, UM GEO,)
6. We held three community listening sessions with a total of 50 attendees present. One session was held over Zoom; however, part of the session was "Zoom bombed" with racist and sexual content by unknown persons and had to be cut short.
7. Interview with the *Michigan Daily* newspaper about our accomplishments and public outreach

We will continue to further develop the PDOC to ensure that we properly serve our community and provide a sense of transparency and justice in the complaints process. To this end, we plan to incorporate the following changes over the next year:

Future Goals:

- 1) Provide Resources on the website to those who need to file a complaint against another institution. Due to the lack of uniformity in policing practices in the U.S., many police departments lack the ability to file a complaint against a law enforcement officer. Thus, many of our received complaints are out of the scope of our elected duty to oversee complaints against U-M DPSS officers. Oftentimes, I

have had to direct complainants to the Michigan Civil Rights Division as a potential complainant had no recourse to file a complaint in the jurisdiction where an incident took place. As such, U-M PDOC will begin to develop a list of resources for Michigan residents to turn to for filing complaints against non-U-M police officers as well as dispute resolution and restorative justice resources.

- 2) Deepen ties with civil institutions in Washtenaw and across the state. As with NACOLE, we will begin to strengthen our ties with local police oversight institutions including the **Community Advisory Board for Law Enforcement of Washtenaw County (CABLE)**; the Independent Community Police Oversight Commission (ICPOC); Eastern Michigan University's Public Safety Oversight Committee (PSOC); and The Dispute Resolution Center
- 3) Implementing a CMS to streamline the process for receiving and reviewing complaints
- 4) Expand interests in our work through educational programs geared towards the U-M community and Washtenaw County members of the public

In the near future, we would like to use the PDOC as a platform for understanding the nature of policing and transparency in governance by creating educational workshops geared towards the residents and student communities of Washtenaw County (EMU, WCC, U-M, Concordia, etc.) Despite the significant achievements we've accomplished over the past three years, there are some significant roadblocks to progress within our committee including a high turnover rate for committee members; a high workload; training and education for members and community stakeholders; and limited visibility into historical trends and decision-making processes. We hope to overcome some of these barriers in the next few years so that we can provide the best level of oversight at U-M.

Sincerely,

Bryan K. Roby

III: Summary of Activities

PDOC Summary of Activities – June 2022 – August 2023

- Meetings/Events - 15 total:
 - 12 monthly committee meetings
 - 3 community listening sessions

- Complaints - 35 total:
 - 9 reported to DPSS
 - 26 reported to PDOC
 - PDOC complaint dispositions:
 - 0 complaints were sustained (i.e. the complaints lead to disciplinary action against a UMPD officer)
 - 9 complaints were outside of the committee's scope