

# Over in 80 Seconds: The Challenge of Preventing School Shootings

Presented by Anne P. Glavin  
Chief of Police

California State University, Northridge

PacWest SFS Conference Conference – *San Diego*

*May 13, 2015*

# From Columbine in April of 1999...



# To Recently...

## KILLEEN DAILY HERALD MASSACRE ON POST

12 dead in Fort Hood rampage; gunman survives  
Worst mass shooting in history at a U.S. military base

FEELING THE PAIN: Gold Star group rallies in protest  
SHEEP IN PANIC: Soldiers can't get out of post's entrance  
BLOOD DRIVE: Blood banks flooded with donations  
PRAYER FOR ALL: Post partners open doors



### Gun used in Oikos slayings found

Police have recovered the gun they believe One L. Goh used to seven people at Oikos University on Monday. The .45-caliber semi-automatic pistol was found Friday morning along Leet Dr near Hegenberger Road, in a marshy tributary exposed by low



## THE PLAIN DEALER

### CHARDON SCHOOL SHOOTINGS | UPDATES AT CLEVELAND.COM GUNMAN WALKED UP TO TABLE, SHOT STUDENTS FROM BEHIND

Suspect in custody: T.J. Lane arrested less than an hour after shootings  
1 dead, 4 injured: Daniel Parmeter dead; boy at Metro health remain critical after shooting at Chardon High



## CONNECTICUT SCHOOL SHOOTING

# WHY?

Gunman commits suicide after he kills his mother, then 26 others at Connecticut school, including 20 children



### CSUN Student Pleads Not Guilty to Gun, Explosive Charges

Judge, convinced Everson poses a danger to others, raised his bail to \$1 million dollars.

### The New York Times

Gunman Kills 4 in California Before He Is Killed



## Los Angeles Times

### MIDNIGHT MASSACRE

A gunman storms a Colorado movie theater and opens fire, killing at least 12, in rampage that recalls assault at nearby Columbine High



Shaken film industry reacts

Families wait for news in an agonizing limbo



# Definition of Active Shooter

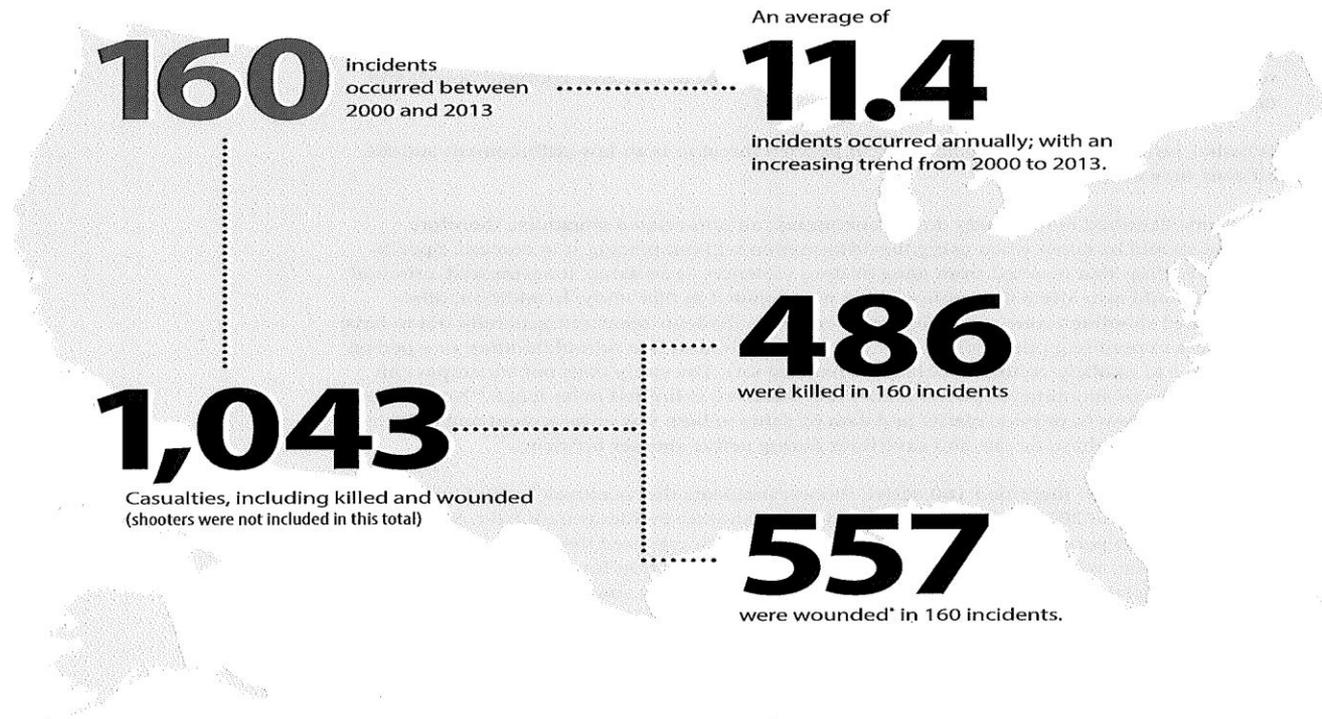
An active shooter is an individual actively engaged in killing or attempting to kill people in a populated area, typically through the use of firearms, and has not been contained.

# Active Shooter Incidents 2000-2013

Unclassified

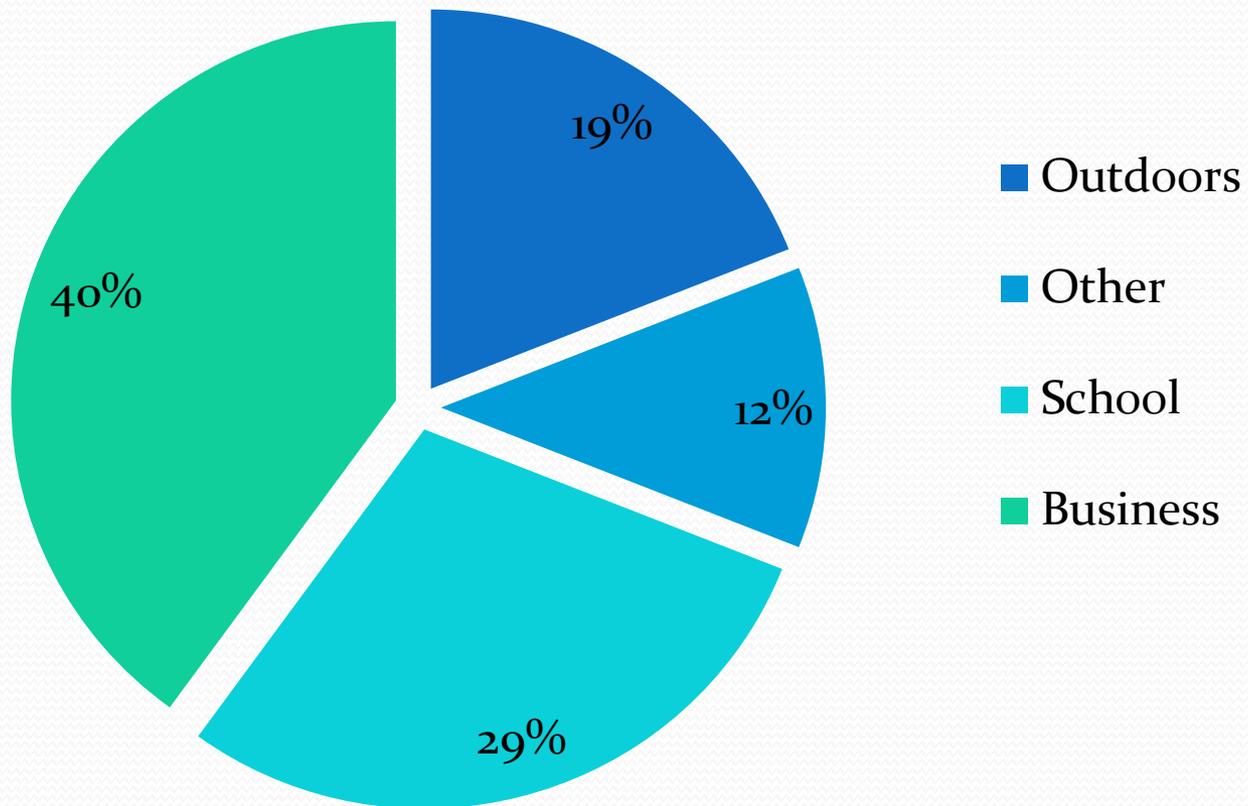
## Snapshot

The following characteristics of the 160 active shooter incidents identified between 2000 and 2013 are noted:



Source: Federal Bureau of Investigation, 2014

# Location of Active Shooter Incidents 2000-2012



# The Speed of Active Shooter Incidents 2000-2012



- Median response time for law enforcement: 3 minutes
- Duration of most incidents: 5 minutes or less
- Approximately 40% of incidents: 2 minutes or less
- Majority of incidents end on shooter's initiative before police arrive: suicide, stop shooting, shooter fled scene

# Characteristics of the Incident 2000-2012

- The vast majority of incidents involve a single shooter.
- Over 90% of the shooters were male.
- In 55% of the incidents, the shooter had a connection with the attack location.
- Nearly half of the incidents ended before police arrived.
- For incidents still in progress when the police arrived, they ended when the shooter committed suicide, surrendered to police or were stopped by police with use of force.

# Incidents in the Higher Education/K-12 Schools Environment

Of the top five incidents with the largest casualty counts, 3 were at education institutions.

- Virginia Polytechnical Institute, April 16, 2007: 32 killed and 58 wounded
- Northern Illinois University, February 14, 2008: 5 killed and 16 wounded
- Sandy Hook Elementary School and a residence in Newtown, Conn. – December 14, 2012: 27 killed, 2 wounded

# Typical Crimes of Violence on College Campuses in the US

- Sexual Violence
- Robbery
- Aggravated Assault
- Injurious Hate Crimes
- Domestic Abuse
- Stalking
- Harassment and Bullying
- Illegal Weapons Arrests

# Mental Health Issues in the Campus Community

- Crisis Requiring Immediate Response
- Psychiatric Medication Issues
- Learning Disabilities
- Illicit Drug Use (Other than alcohol)
- Self-injury issues (i.e. cutting to relieve anxiety)
- Alcohol Abuse
- Problems Related to Earlier Sexual Abuse
- Sexual Assault Concerns (On Campus)
- Eating Disorders
- Career Planning Issues

*Source: 2012 National Survey of University  
Counseling Center Directors*

# Common Concerns and Fear of Violence

- Physical assault of a co-worker
- Post-doc obsessed with a faculty member (or vice versa!)
- Hate mail from a student in an intense course
- Female student being threatened and stalked by a male student
- Librarian making inappropriate comments about shooting people
- Student terminated from a work-study program after threatening his supervisor and saying he admires Timothy McVeigh
- Student upset with Registrar's bureaucracy says no wonder Virginia Tech happened

# Persons of Concern

- Threat to kill University President
- Posed as a concerned citizen claiming a current student had planted a bomb in the library
- Made threat to bring a gun to housing mail room to settle a dispute over a mailbox
- Posted threatening messages on the internet about killing other students and himself

# Persons of Concern/Interest

CSUN Police Threat Management Unit (created 2005)

2013-2015 – 51 cases: includes faculty, students, former students, staff (internet threats to kill, peculiar behavior, angry over grades-throwing furniture, stalking behavior, threat to bring a gun to a mailroom, harassment of women, unprovoked violence, suicidal ideation, etc.)

# Targeted Violence on Campus

About the incidents:

- Occur on and off-campus
  - 80% on-campus (residence, grounds, class/admin)
  - 20% off-campus (residence, public areas)
- Precipitating events present: 83%
- Pre-incident threat/aggression to target: 29%
- Pre-incident concerns reported by others: 31%

*Source: "Campus Attacks Targeted Violence Affecting Institutions of Higher Education", April, 2010, United States Secret Service, United States Dept. of Education, FBI*

# Virginia Tech (2007) Was the Game Changer

- Cal State Northridge assessed its needs, including formally with a “President’s Working Group”

We Knew We Needed To:

- Teach Life Skills
- Communicate Shared Responsibility
- Provide a Greater Sense of Security and Safety
- Manage Fear
- Formalize the Police Threat Assessment Team

# Evolution of the Workplace Violence Program at CSUN

## *Workplace Behavior Consultation Team (WBCT)*

- Established by the University President, Jolene Koester in January of 2008
- Chaired by Chief of Police and included representatives from HR, Health Center, Faculty Affairs, Provost's Office, Environmental Health & Safety, Counseling Services and Student Affairs

# Components of Prevention Training Program

## Part I:

Acknowledgement of Fears  
Setting the Stage through Scenario  
First Response Assessment  
Personal Conduct  
Red-flag Warning Signs  
Zero-tolerance Policy  
Campus Support Network

## Part II:

Worst Case Scenario  
“Shots Fired” Video  
Dynamics of an Active  
Shooter Situation  
Survival Mindset

# First Response Assessment

- Understand concept of “imminent danger”
- Identify role in threatening situations
- Consult early and provide progressive assistance

## **First Response: Assess the Whole Situation**

- Clarify Role
- Gather information
- Assess the urgency of the situation (speak individually with the person of concern)
- Stabilize, don't escalate
  - Provide for safety
  - Be Discreet
  - Be Respectful
- Consult early and provide progressive assistance
- Document

# Personal Conduct and Response

- Discuss what to do and what “not” to do
- Respond to potentially violent situations
- Experience through role play
- Taking all threats seriously

## Considerations When Looking at Potentially Violent Situations

- Violence is the end result of a (usually discernible) process.
- Some people who pose threats make threats. Some people who pose threats *do not* make threats.
- Some people who make threats do pose threats.
- A person who poses a threat to one person may pose a threat to others.
- *Take all threats seriously !!*

# Red Flag Warning Signs

Many aspects such as: violent fantasies, anger management, suicidal and homicidal ideation, discipline problems, physical aggressiveness, etc.

## Red Flag Warning Signs

- A single warning sign by itself usually does not warrant overt action by a threat assessment specialist. However, if additional warning signs are present then more fact-finding is warranted to determine if there is a likelihood of danger.
- Some warning signs carry more weight than others (i.e. fascination with and possession of firearms)
- When there are multiple warning signs, the risk becomes more serious.
- Consult early with appropriate campus support resources.

# Cal State Northridge Resources

## CAMPUS COMMITTEES:

### *Student Behavioral Intervention Team (SBIT)* (Meets every other week)

Sam Lingrosso: (Chair) Director, Student Conduct and Ethical Development - Student Affairs  
Mark Stevens: Director - University Counseling Services  
Anne Eipe: Staff Psychologist - University Counseling Services  
Anne Glavin: Chief of Police and Director of Police Services - University Police  
Mark A Benavidez: Lieutenant, Patrol Operations - University Police  
Scott Vanscoy: Captain, Patrol Operations - University Police

### *Workplace Behavior Consultation Team (WBCT)* (Meets Quarterly)

Anne Glavin: (Chair) Chief of Police and Director of Police Services  
Linda Reid-Chassiakos: Director, Klotz Student Health Center  
William Whiting : Associate Vice President Faculty Affairs  
Michael Neubauer: Vice Provost  
Susan Hua: Director, Equity & Diversity and Title IX Coordinator  
Sam Lingrosso: Director, Student Conduct and Ethical Development - Student Affairs  
Kristina de la Vega, Interim Associate Vice President Human Resources  
Mark Stevens: Director, Counseling Services  
William Watkins: Vice President for Student Affairs and Dean of Students  
Ron Norton: Director, Environmental Health and Safety

## THREAT MANAGEMENT UNIT

CSUN Police have a Threat Management Unit. The Unit operates as follows:

- 5 person law enforcement team
- Specially trained in threat assessment and case management

Interacts with campus resources especially the campus Student Behavioral Intervention Team.

- Has operating policy and procedure
- Documents all cases and maintains special category statistics; annual analysis of cases

# Part II of Training: Worst Case Scenario

Includes:

- “Shots Fired” Video
- Developing the Survival Mindset
- Actions of the Police: From SWAT to First Responder
- Get Out, Hide Out, Help Out, Fight and why awareness, preparation and rehearsal are so important
- Active Shooter Exercise: Imagine You Heard Shots Fired – What Do You Do????!!!!

# Get Out, Hide Out, Help Out, Fight

- Get Out!!!!!!!!!!!!!! When you hear gunshots, don't second guess the situation. Get out immediately if at all possible. If you are out in the open, take cover or run away in a zig zag pattern.
- Hide Out!!!!!!!!!!!!!! Find a location, lock or blockade the door, turn off the lights, spread out with others in the room and make a plan.
- Help Out!! Help the injured as best you can until help arrives. Remain calm and quiet and be a calming influence for others.

# Get Out, Hide Out, Help Out, Fight

- Fight!! If neither running nor hiding is a safe option, as a last resort, when confronted by the shooter, consider trying to disrupt or incapacitate the shooter. This can be done by using aggressive force such as using items in the environment to throw at a shooter (fire extinguisher, chair, backpacks, etc.).
- This is a life/death situation in which your “survival mindset” must take over!



*“THE WORLD IS A DANGEROUS PLACE  
TO LIVE; NOT BECAUSE OF THE PEOPLE  
WHO ARE EVIL, BUT BECAUSE OF THE  
PEOPLE WHO DON'T DO ANYTHING  
ABOUT IT.”*

*ALBERT EINSTEIN*

Los Angeles News

# CSUN student had gun, bomb materials in dorm

Friday, January 14, 2011



## Los Angeles Times LOCAL

### L.A. NOW

SOUTHERN CALIFORNIA -- THIS JUST IN

# Cal State Northridge student charged in possession of explosive materials, having gun on campus

January 13, 2011 | 5:14 pm

A Cal State Northridge student was charged Thursday with possessing explosive materials and having a firearm on campus.

David Everson, 22, was charged with two felonies in connection with the case, according to court records.

The complaint alleges that Everson had the explosive materials with the intent to use them on campus. The items were allegedly found in his dorm room, according to court records.

Records show that Everson was arrested Wednesday, booked into Twin Towers Jail and having a firearm on campus.

# DAILY SUNDIAL

## CSUN administrators say reporting unusual behavior in students may prevent campus violence

March 07, 2011  
By Krista Daly

Over winter break a gun and explosive materials were found inside a student's dorm room at Cal State Northridge. After making threats to students and staff, David Everson, 22, deaf studies major, was arrested and taken into police custody. Staff became aware of the items when they were found in Everson's dorm room.

# CSUN Student Pleads Not Guilty to Gun, Explosives Charges

Judge, convinced Everson poses a danger to others, raised his bail to \$1 million



## Cal State Northridge student charged after officials find explosives, shotgun in his dormroom



# California student arrest may have averted disaster

Sat, Jan 15 2011

By Alex Dobuzinski

LOS ANGELES (Reuters) - Police at a Los Angeles university campus may have prevented a tragedy when they arrested a deranged student later found to have a shotgun and bomb-making ingredients in his dorm room, the school said on Saturday.

California State University, Northridge, police chief Anne Glavin spoke to Reuters a day after a judge increased bail for the student arrested in the case, David Everson, 22. Bail had previously been set at \$150,000.

"Between having a shotgun and explosive material, one has to assume this could have been, at minimum, a tragedy," Glavin said.

Everson's arrest came days before an Arizona college dropout opened fire at an event held by Congresswoman Giffords at a Tucson shopping center, gravely wounding her and killing six other victims.

Officials with Pima Community College in Tucson say the alleged gunman, Jared Loughner, withdrew from their school after he was confronted about a disturbing video he posted online. Loughner had run-ins with campus police, never committed violence on campus, the school said.

In the case of Everson, police from California State University, Northridge, detained him on January 3, after a court session, Glavin said. They went back with a search warrant the same day they arrested him.

"He made direct threats to commit bodily harm or kill seven people," Glavin said. "They were all named."

Everson was immediately sent to a mental health facility, and he was later arrested upon his release from the hospital. On Friday, he pleaded not guilty to charges of possessing ingredients to make a bomb and having a firearm on campus.

Officers found the shotgun, along with ammunition, in Everson's room the same day they arrested him. The police chief would not say whether Everson had any other weapons.

# Los Angeles District Attorney

of Violence Working W

### Former CSUN Possession of a

June  
FOR IMMEDIATE RELEASE  
Contacts: Sanni Gibbo  
Jana Roberts  
Shiara Day  
(213)

SAN FERNANDO -- A former Cal State Northridge student suspected of possessing bomb-making materials was immediately sentenced, the district attorney announced.

David Everson, 23, was sentenced to three years probation and an outpatient mental treatment program, said District Attorney George G. Kramer. Everson also was ordered to remain on the Northridge campus while on probation.

As part of his plea, the defendant agreed to make a destructive device with the materials.

Everson was arrested in early January after allegedly made comments to campus police that became concerning, officials said. He was found in his campus dorm room and discovered the items were found in Everson's dorm room.



## Gun, explosives charges for CSU student

THURSDAY, JANUARY 13, 2011 AT 6:31 P.M.

LOS ANGELES — Authorities say a California State University, Northridge student has been charged with possessing explosive materials and having a gun on campus.

Cal State police Chief Anne Glavin says 22-year-old David Everson was charged with possessing explosive materials and having a gun on campus after he was arrested at a San Bernardino County jail on \$150,000 bail.

According to a criminal complaint, Everson possessed a handgun and had a gun on campus. Both are felonies.

The items were found in Everson's dorm room.

Everson was arrested on January 3, after a court session, Glavin said. They went back with a search warrant the same day they arrested him.

Everson was immediately sent to a mental health facility, and he was later arrested upon his release from the hospital. On Friday, he pleaded not guilty to charges of possessing ingredients to make a bomb and having a firearm on campus.



*Questions?*



*Thank You!*

Chief Anne P. Glavin  
Chief of Police  
California State University, Northridge