

Memorandum



DATE: August 31, 2020

TO: Reneé Hall
Chief of Police

SUBJECT: **Training Academy Partnership with UNT Dallas – Update**

Need for Partnership

In 2018, the Dallas Police Department recognized the continued need to improve the training offered at the Training Academy. The academy began exploring the possibility of establishing strategic partnerships with institutions of higher learning dedicated to developing a robust and progressive training program reflecting the principles of 21st Century Policing with a focus on promoting positive citizen interactions and achieving de-escalation as an outcome in every encounter. To be successful, partnership is key. The academy has met with local colleges and a university to find opportunities for such a partnership. Some have offered limited services but the Caruth Police Institute and the University of North Texas at Dallas (UNT Dallas) have expressed their interest in providing full support to the Dallas Police Department to improve the quality of training and the facility.

Training Facility

On February 28, 2020, the Public Safety Committee was updated regarding the state of the Dallas Police Training Academy. The update cited a list of issues and challenges related to the overall training operations due to building limitations. These include:

- The size of both facilities is inadequate to meet the current demand for training
- Parking is limited, and lots must be routinely cleared to serve as a track for conducting the academy's pursuit driver training
- Insufficient storage for training equipment
- Insufficient number of water fountains available for recruits
- Insufficient locker room size and available showers, especially for the number of female recruits/officers
- The facilities lack a dedicated break room
- Inadequate space to efficiently provide the academy's reality-based training to officers and recruits
- Classrooms are too small to accommodate growing number of recruits
- Driving track does not resemble that of a real city roadway
- Lack of jogging track and field for required physical training
- Deteriorating conditions of facility
- Breakroom, restroom and shower plumbing issues

- Weight room is too small for housing equipment and space is limited for training recruits

The Partnership

The Caruth Police Institute (CPI), supported by the University of North Texas at Dallas, proposes to begin a capital campaign to conduct a feasibility study to build a full-service, integrated police academy. Located at the UNT-Dallas campus, the new academy would house CPI, the UNT Dallas Police Department, all Dallas Police Department training functions in dedicated, exclusive cohorts. UNT Dallas would serve as the primary training provider for all Dallas Police Department training, providing:

- The integration of UNT Dallas academic credit in Basic Academy and other training programs, thereby creating a bridge to higher education opportunities for all DPD employees.
- A “one stop” integrated and full-service training academy for officers at all stages of their careers
- A nationally recognized police science laboratory capable of informing not only best training practices in 21st century policing, but other areas including health and wellness; recruitment and retention; community/police relations and more.
- The elimination of the costs associated with leasing and maintaining training facilities and information technology equipment.
- The redeployment of Academy Training personnel to serve in other roles.

The possibilities for research and for cutting-edge and best practice supported training within this model are limitless. The facility would be high-profile, state of the art, and fiscally efficient for the Dallas Police Department. With UNT Dallas’ proven track record in workforce education, its convenient location, and its diverse and growing student body combined with CPI’s training, research and policy analysis capabilities, this collaboration would represent an innovative, groundbreaking approach to training that truly represent the future of the Dallas Police Department.

We have begun the formal process to move forward with creating a roadmap to relocate the training academy to the campus of UNT Dallas. The long-term goal is to have UNT-Dallas train our employees in a state-of-the-art facility that will focus on 21st century police training and led by educational professionals and subject matter experts.



Angela Shaw
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