

Navigating Through Campus Conflict: National Leadership Training to Prevent Hate Crime, Violence, and Intimidation

Massachusetts State Police General HQ

June 3, 2025

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To: College/University Senior Administrators, Campus Police Chiefs and Deputy Police Chiefs, Public Safety Directors, and Community Outreach/Campus Resolution Officers

RE: Invitation to attend the delivery of *Navigating Through Campus Conflict* training on July 17th/18th, 2025.

We understand that your time is valuable. Given the evolving challenges on today's college campuses, a new training approach is needed to better prepare both sworn and non-sworn campus leaders and administrators to navigate the complex issues they encounter daily.

With that in mind, you have been cordially invited to participate in this groundbreaking and comprehensive training program titled "Navigating Through Campus Conflict," delivered in cooperation with and at the request of Colonel Geoffrey Noble, Superintendent of the Massachusetts State Police. This unique, hands-on course is designed to equip you, your colleagues, and your institution with practical strategies, best practices, and clear guidance to effectively tackle the many challenges faced on campus. This course is currently supported by a grant and is being offered at no cost to all participants.

College campuses are shrines to free expression. But as we have seen at universities across the United States and elsewhere, intimidation, terroristic threats, harassment, and violence have been experienced by both students and faculty members. Students, faculty, and staff have been ostracized, marginalized, and attacked, and some are unenrolling, transferring, or quitting in search of safer spaces. In response to this surge in this conduct on campuses, the Rutgers University Miller Center on Policing and Community Resilience has launched this critical training initiative alongside its partner, the International Association of Campus Law Enforcement Administrators (IACLEA), to tackle this issue head-on. Hosted by the Massachusetts State Police and working with the Global Consortium of Law Enforcement Training Executives (GCLATE), this program is designed to equip campus executives, sworn and non-sworn public safety professionals with essential tools to promote free expression while protecting the rights and safety of the campus community.

The need for this training stems from an urgent and growing concern: the perceived inadequacy of current responses to hate crimes, bias incidents, and conflict, which have surged notably with geopolitical events over the past eighteen months. This rise in incidents targeting vulnerable student communities has underscored the necessity for a comprehensive training program that addresses both immediate response strategies and long-term prevention measures. Reports of harassment, vandalism, and even direct threats have not only traumatized victims, many of whom represent vulnerable communities, but also shaken the confidence of students, parents, and faculty in the institutions' ability to protect and support them. Often, well-intentioned sworn and non-sworn public safety personnel feel frustrated and hamstrung to bring perpetrators of these acts to justice because of gaps in reporting procedures. The training program will encompass a broad range of modules designed to foster a holistic and proactive approach to campus safety. The training will use recent events as case studies to develop best practices for recognizing, reporting, and investigating bias and hate crimes. It will provide guidelines for preserving evidence and establishing the intent necessary for prosecuting these crimes. Additionally, the program will ensure that campus leaders understand their legal responsibilities under federal law, specifically Title VI, which mandates the investigation of harassment and bias incidents. Moreover, the training will clarify the limitations and responsibilities of both civilian and sworn administrators, ensuring they navigate their roles without overstepping legal boundaries.

Community outreach is a cornerstone of this initiative. By building robust outreach programs that include student leaders from diverse populations, the training aims to foster an environment of conflict resolution and de-escalation. Effective crisis communication strategies will also be taught, emphasizing the importance of social media and media plans in managing information dissemination during crises. Social media monitoring will be discussed for how it can be used to detect early signs of unrest to prevent incidents. Finally, the program will promote leadership skills and wellness programs designed to support both sworn and non-sworn public safety and the broader student community.

We hope you can join us and request the participation of your college/university:

1. Senior administration
2. Director of Public Safety/Chief of Campus Police, and
3. Community Outreach/Campus Resolution Officer.

Please click the following link to register for the July 17th/18th, 2025 training program being held at Massachusetts State Police General Headquarters, located at 470 Worcester Road, Framingham, MA 01702:

[REGISTER HERE](#)

Or here: <https://njuasi.org/NavigatingCampusConflict7-17-2025>

For questions, please contact Mark Genatempo at mark.g@rutgers.edu or 212.729.6552.

Sincerely,

Colonel Geoffrey Noble – Superintendent, Massachusetts State Police

Chief Paul Cell (Ret.) – Executive Director, International Association of Campus Law Enforcement Administrators

Paul Goldenberg
Chief Advisor – Policy and International Policing, the Rutgers Miller Center on Policing and Community Resilience