

Dear President Laurie M Joyner , Members of the St Xavier Board of Trustees, and SXU alumni

This letter comes with great hesitation, and only after much discussion and consternation. I hesitate because I consider ourselves a team of dedicated individuals and it goes against our natures to draw public attention to the problems within our department. **I also hesitate because I fully believe that if this letter does not have the desired effect, the current administration will undoubtedly respond with retaliation, whether overt or subtle.** I may ultimately pay a high price for doing what I know in my heart is the right thing for St Xavier University, its students, faculty and the selfless employees that work to keep our campus safe.

Over the past several months, we have been disheartened by Chief Cornelius' actions and his management of our agency. He has tested our willpower and confidence in his skill to adequately lead this department. Under his leadership, the morale of the officers within our agency has plummeted to depths that we have not seen before. This has caused us to question his leadership and ability to effectively oversee the important work that we do.

During his tenure, we have seen numerous instances where Chief Cornelius has had information brought to his attention regarding employee issues and he failed to support or even acknowledge the issues raised. Chief Cornelius does not interact with his officers, and he actively excludes himself from participating in University/community events involving his own agency. We believe that this either reflects a serious disinterest on his part in the day-to-day operations of this department, or worse, that Chief Cornelius simply does not care a great deal about the dedicated officers under his command.

For example, Chief Cornelius has brought in an outside security agency, instead of hiring additional security or using current security personnel. The outside agency is almost double what it cost to hire or use current officers.

This outside agency was hired to work football games, 3 security officers, at most 1 would show up on time and the other would be late and the last one would no show. I wonder if these issues were brought to anyone's attention, or was this company paid for 3 workers.

Lastly on this matter when he hired Tony from Halo Security he was caught sleeping twice in his first week and Chief Cornelius wanted a patrol officer to fire him.

-Chief Cornelius has never held a formal meet and greet with himself and his police/security staff—there are certain employees who have never met him in person after 10 months on the job.

- Cmndr Frazzini made the mistake of not agreeing with a decision the Chief made and was scolded in front of his officers, and suspended 2 days later, with Human Resources not even notified. Sounds like retaliation.
- Chief Cornelius, Asst Director Sheehy do not assist with University events, from football games (including homecoming) and Commencement. **The Chief stated he does not work patrol, he is administration, if he is administration he SHOULD NOT BE WEARING A BADGE.** He is the Police Chief, he is part of every facet of the police department. His new Director of Emergency management, Dan Murphy, has not even worked with any shift Cmndr on events such as commencement, football games, school activities or anything-more waste of money for a spot that wasn't needed.
- Chief Cornelius is spending money on frivolous items and his officers now cannot even obtain new uniform items, but he sent officers to training school to teach them to be supervisors, Majority of new hires are active or retired police officers who do not need the extensive training he is pushing.

Chief Cornelius has held an active shooter skit that he is set up, dialog and all, to make himself look good. He took 3 police employees off this event due to them filing reports against him, more retaliation. The Chief would not even let his dayshift Commander/Officers into the ACC where the skit was being held. The chief also decided it would be a good idea to shoot blanks guns, that he bought just for this event, in the boiler room near the Public Safety Office, without notifying any other PSO or University employees. He did not have them wear ear or eye protection and no other safety precautions in place in case of a misfire or some other malfunction. Firing blank guns on campus is a VERY IRRESPONSIBLE ACT BY THE CHIEF, he should be written up for situation. What would happen to him if he wasn't the Chief and just a regular employee or student? Also showing the disassociation the Chief has with his police staff, the actors in his skit besides 1, were not police officers, they were shuttle bus drivers, a blatant slap in the face to his staff. After a complaint was filed by me, it was ruled the Chief did no wrong just like the other complaints filed against him.

Chief Cornelius was overheard telling Asst Director Commander Sheehy he will break these officers. My interpretation of this is that he trying to get officers to quit, or fall under his dictatorship and fall in line.

Chief Cornelius plans on getting AR-15 rifles for the police vehicles, he bought gun racks for the vehicles which will be placed above the officers heads in full view of

students, employees and community members, these weapons should be secured in rear of the vehicle.

Placing a camera with VIDEO AND AUDIO recording in the locker room/break room/ roll call room and then call it interview room. He can call it what he wants but audio taping people without consent is not legal. It is our belief it was placed to audio record officers. This complaint was filed with HR and no response yet, after more than 12 weeks.

Deputy Chief Sheehy forcing officers and security officers to do jobs outside of their title. Making security officers check maintenance on vehicles and forcing officers to be range masters when they said they do not want it.

Chief Cornelius rehired a Security officer who was caught taking 2 hour breaks at her house and brought her back as a dispatcher.

Placing employees work lockers in a hallway where everyone from students to janitors to people off the street have access to and also the hallway becomes blocked when officers are changing or using their lockers.

Employees are leaving or being forced to leave by this administration, please check on the turnover rate in this department in the months of August and September.

Chief Cornelius and/or his 2nd in command have requested certain patrol officers to do investigator duties (reporting fellow officers) as part of their regular patrol shift. It was hinted that future promotions may be theirs if they do these extra duties. And this came to fruition when 2 of the police staff were sent to OIC (Officer in Charge) training. So now we have 3 Administration supervisors, 2 Patrol Commanders and 2 OIC, so that leaves 2 full time officers to be supervised by 7.

Chief Cornelius has now begun to double check time cards, which is fine and part of his job, but who is watching the administration time cards, is their timecards being dinged when they arrive late or leave early? We will not know because we are not privy to that information.

The foregoing examples represent a fraction of the issues that the SXUPD has with the leadership of Chief Cornelius. We maintain serious questions about his commitment to the department and the law enforcement professionals that work for it, and we have become convinced that he places his personal interests above all other considerations.

In closing, please know that we are not disgruntled employees. We are public servants who have given our hearts and souls to the students and staff of SXU, and who regularly risk their own safety to provide for the safety of our community. Due to the serious nature of

our concerns and our sense of duty to the citizens of SXU, I felt compelled to write this letter. My sole interest is to safeguard this University and the officers that serve it, and to protect our ability to provide our students and staff with the services that they deserve and have every right to expect.

Based upon the totality of the circumstances, I tender this letter of no confidence in Chief Melvin Cornelius. I further respectfully request that the University conduct an investigation into Chief Cornelius's capacity to effectively lead your agency, and that whatever appropriate remedial actions result from such a review to be taken to repair the morale of our officers, as well as their ability to do their jobs effectively.

The SXUPD and its members are willing to provide additional details should the University express an interest in learning more about our concerns, and we encourage you to contact us and we will help facilitate those interactions.

We believe Chief Cornelius has made this a hostile work environment and Director Gerry Horan believes everything he says and has not agreed with one complaint filed against the Chief.

The 3 administration spots should be audited to see what work they are doing, there is no reason for there to be 3 administration spots for 20 officers. And now they added another supervisor to do their job.

I now no longer work for the University but felt it important to let everyone know what is going on within Public Safety.

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