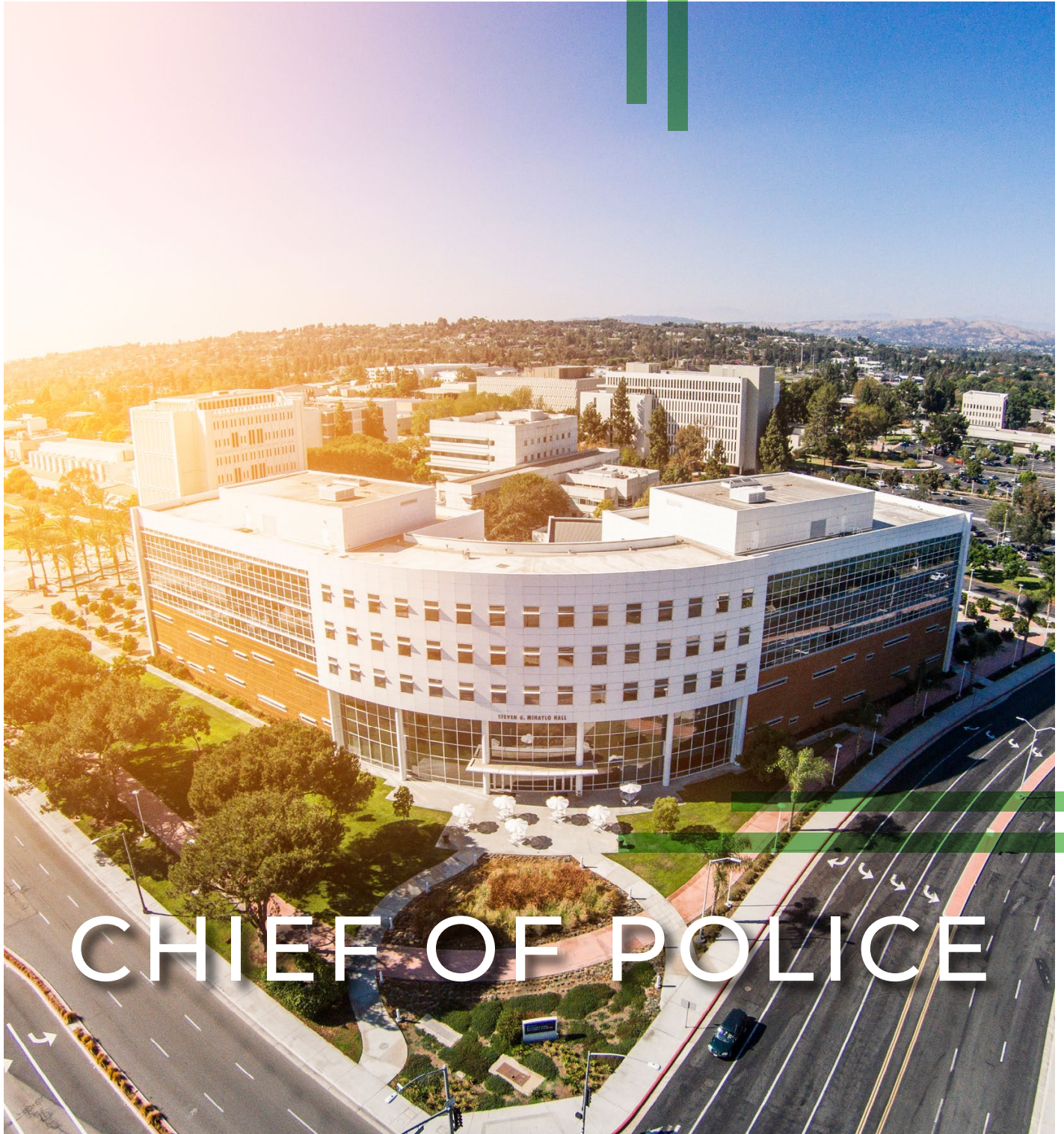


A NATIONAL SEARCH

is underway for a new Police Chief

California State University, Fullerton

Fullerton, CA



FULLERTON, CA

THE 01. OPPORTUNITY



CALIFORNIA STATE UNIVERSITY
FULLERTON

**An Exciting Opportunity
in Higher Education
California State
University, Fullerton
(CSUF) is conducting a
national search for its
next Chief of Police.**

This is a remarkable opportunity for an accomplished law enforcement professional to lead a distinguished police organization at the California State University (CSU) System's flagship university.

02.

THE CALIFORNIA STATE UNIVERSITY (CSU) SYSTEM

The 23 campuses span California and collectively enroll approximately 477,000 students, making it the largest four-year comprehensive public higher education system in the world.

The CSU employs more than 56,000 faculty and staff, who work together to deliver more than 4,100 undergraduate and graduate degree programs in approximately 360 subject areas. Since its creation in 1961, the CSU has conferred more than four million degrees and adds more than 132,000 new graduates annually. Sometimes called “The People’s

University,” the CSU campuses provide high-quality, affordable education to meet the ever-changing needs of the people of California. The CSU System is a vital economic engine for the State of California, with nearly half of the state’s bachelor’s degrees awarded by the CSU. Roughly one out of 10 employees in California is a CSU graduate.



Each CSU campus operates a police department whose peace officers are sworn and certified by the California Commission on Peace Officer Standards and Training (POST). Each police/public safety department is charged with maintaining a safe campus environment by enforcing federal and state laws, CSU regulations, and the establishment of community policing and crime prevention-related programs. In June 2020, the police chiefs of the CSU's 23 campus police

departments pledged a commitment to implement the recommendations of [The President's Task Force on 21st Century Policing](#), reported to President Barack Obama in May 2015. The task force sought to identify best practices and offer recommendations on how to promote effective crime reduction while building public trust. [The CSU campus police have adopted the Final Report of the task force as a working guide for instituting meaningful change and improvements across the CSU system.](#)



CALIFORNIA STATE UNIVERSITY, FULLERTON

OUR VALUES

The CSUF Police Department is committed to providing quality service to the university to facilitate its academic and community service mission. The CSUF Police Department will successfully meet this challenge by upholding professional standards that embody the following values:

Service Orientation

Effective Leadership

Empowerment

03. THE UNIVERSITY

Located in Southern California's thriving Orange County, CSUF is close to many major amusement parks, sports and entertainment venues, and cultural attractions.

Founded in 1957, CSUF is situated on 241 acres and has 110 permanent buildings, including student housing for 1,980 residents and the 585-seat Gastronome dining complex.

CSUF is subject to policies established by the California Legislature and the CSU Board of Trustees. University President Framroze "Fram" Virjee provides leadership to the faculty and staff at Cal State Fullerton. Curriculum, academic standards, and faculty performance criteria, and other matters are developed by the Academic Senate and become policy upon approval by President Virjee.

CSUF's 2020 operating budget was \$442.2 million. The University employs approximately 4,000 full- and part-time faculty and staff. In 2019-20, faculty members were awarded \$31.5 million in grants and contracts for research and scholarly activities.

CSUF has a major economic impact on California and in the surrounding community, powering \$2.26 billion in economic activity, supporting more than 15,000 jobs, and generating \$126 million in local and state tax revenue. The bulk of CSUF's economic impact is felt in Orange and Los Angeles counties. In addition to its direct impact, CSUF returns \$13.40 to California's economy for every dollar invested by the state.





A number of distinguished publications have ranked CSUF among the best universities in the country, in several critical categories:

- U.S. News & World Report ranked CSUF among the nation's Top Public Schools and Most Innovative Schools (2020), and among the best schools in the West (2022)
- Diverse: Issues in Higher Education ranked CSUF No. 3 in the nation for baccalaureate degrees awarded to underrepresented students (2020)
- Forbes ranked CSUF among America's Top Colleges (2019)
- Education Reform Now ranked CSUF 3rd in the nation for student's social mobility (2020).

In 2020, CSUF's student enrollment topped 41,400. The University offers 110 undergraduate and graduate degree programs. CSUF is also well known for athletics, with several successful Division I sports teams.

The University's student population is 46.2 percent Hispanic/Latinx, 20.7 percent Asian, 18.5 percent White, 3.7 percent multi-Race, 2.1 percent Black/African American, 0.1 percent Native American, 0.2 percent Pacific Islander, and 2.7 percent other. The international student population is 1,600 who represent 77 nations and accounts for about 3 percent of the student body.

Underrepresented students (Native American, Black, Hispanic, and Pacific Islander) comprise 48.5 percent of the student population, while 31.5 percent are first-generation university students. CSUF is designated as a Hispanic-Serving Institution. Serving a student population that is 47.3% Latinx, CSUF ranks No. 2 in California and No. 3 in the nation for awarding bachelor's degrees to Hispanic students.

04 THE POLICE DEPARTMENT

The CSUF Police Department is a diverse and extraordinary contingent of people who provide quality service to the University community and facilitate the academic and community service mission.

The Department strives to provide a crime-free environment through exemplary and professional service.

In addition to the Chief of Police, the Department is allocated 25 sworn positions including 2 commanders, 5 sergeants, 5 corporals, and 13 police officers. Special assignments currently include motor officer, explosives detection K-9 officer, Critical Response Unit, and the Regional Narcotics Suppression Program (RNSP).

The team also includes 6 dispatchers, 5 professional staff, 6 Community Service Specialists, and 50 part-time student Community Service Officers. Like most police agencies, CSFPD has several vacancies within the ranks. The Department has an annual budget of \$5.5 million and is accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA).

Along with patrol and investigation services, the

Department offers campus safety escorts and monitors emergency blue phones where community members can report crime, behavioral concerns, suspicious activity, and more.

The Department is dedicated to effectively serving the campus community and has embarked on a Listening and Sharing Tour based on three tenets of enhanced community engagement: Training and Values, Empowerment, and Outreach.

The University recently established the [Chief's Advisory Board](#) (CAB) to promote police and community engagement, increase trust, transparency, and communication between the CSUF community and the Police Department. The CAB provides a forum where historically underserved groups have a meaningful voice with the Chief of Police.





05. THE POSITION

The Chief of Police reports to the [Vice President for Administration and Finance/CFO](#) and is responsible for providing the overall leadership and direction for the CSUF's police force.

This position oversees the management of traffic safety and training, key control, campus radio communications, confidential law enforcement information management, departmental budget administration, liaison with external and internal agencies, and public assistance services.

As the University's primary law enforcement liaison, the Chief develops and maintains working relationships with external law enforcement and public safety agencies and emergency response entities. The Chief is also responsible for establishing and maintaining general law enforcement activities for the University including crime prevention, criminal investigations, training, and several related functions.

Additionally, the Chief maintains a department culture that promotes diversity, equity and inclusion, values of integrity, dignity, professionalism, work excellence, respect for all people and collegiality in support of the University's academic mission.

The Chief is also responsible for maintaining the Department's accreditation with the Commission in Accreditation for Law Enforcement Agencies (CALEA).

06

CHALLENGES AND OPPORTUNITIES

The next Chief of Police will join the University during an unprecedented time. Leading from the front, they will navigate the challenges of delivering fair and effective public safety services in a complex academic environment during a period when American policing is undergoing an extraordinary transformation.

The new Chief's opportunities for success include:

- Building Trust and Legitimacy – The new Chief has a distinctive opportunity to connect with the entire campus community including underrepresented, disadvantaged, and undocumented student groups. With patience and an open mind, they will promote trust and legitimacy by leaning inward to develop meaningful relationships that will address the fears of policing that some members of the campus community have expressed.
- Supporting Academic Achievement – The new Chief and their staff will promote student success and well-being by supporting the role of educator, when appropriate, and championing student completion and graduation.
- Enhancing Service Delivery –The Chief will collaborate with stakeholders to assess the effectiveness of police service delivery in a complex and multifaceted campus environment; opportunities may include layering services with additional civilian staff, when appropriate, and promoting on-campus mental health and crisis services to meet the University's needs.
- Developing the Organization – Subscribing to the Pillars of 21st Century Policing, the Chief will establish short- and long-term plans to fill existing vacancies with highly qualified personnel who will



thrive in an academic environment. They will promote quality training, development, and advancement opportunities for staff and create a healthy workplace that aspires to establish the CSUF Police Department as a “destination” employer.

- Like most departments recruiting top talent and retaining employees has been a challenge for CSUF. The next chief will have the opportunity to find creative

solutions to recruiting quality employees and will create a culture that encourages growth and development.

- With an open mind, the next Chief will embrace the contributions and recommendations of the Chief’s Advisory Board. They will work closely with their colleagues from other universities and allied law enforcement agencies to leverage resources and ensure safety on and beyond the campus setting.



07.

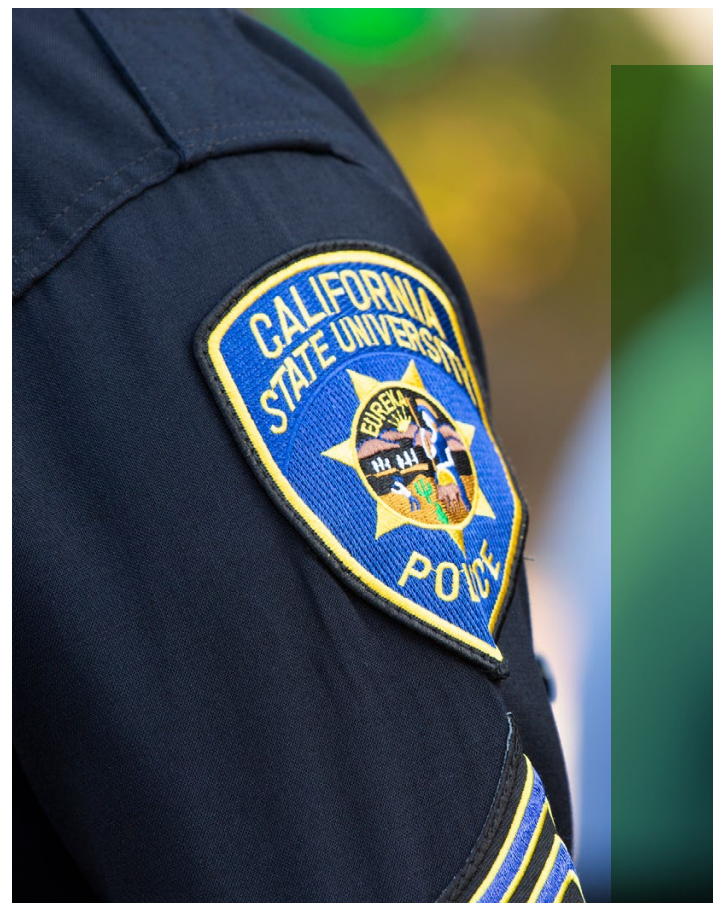
THE IDEAL CANDIDATE

The next Chief of Police will be a dynamic, patient, and open-minded servant leader who recognizes the challenges and complexities of policing in a diverse and complex university environment.

They will be deeply committed to community-oriented policing and 21st Century Policing.

The most successful candidates will:

- Recognize the complex dynamics of balancing public safety delivery in a large academic environment
- Be a humble and patient leader who is open-minded and welcomes, not dismisses, different points of view
- Be highly visible on campus and beyond; be accessible to students, faculty, staff, members of the Police Department, and criminal justice partners
- Be a visionary leader who is innovative and seeks to evolve from traditional law enforcement norms
- Support student safety, success, and completion by striving to become a conduit between the Police Department and campus community
- Be a critical thinker, collaborator and strategic communicator who is humble and tactful while partnering with a cross section of stakeholders on and away from campus, including students, faculty, staff, and community members
- Embrace diversity, equity, and inclusion; demonstrate cultural competence, and collaborate with others to develop strong relationships among marginalized groups that span beyond cultural barriers
- Equally and fairly support and mentor all members of the campus Police Department while developing



an organizational culture that fosters listening, patience, and understanding

- Develop a vision for the Police Department that includes innovative strategies to recruit and retain exceptional employees, provide robust career development opportunities for all staff, and develop a skilled and diverse workforce that mirrors the community and engenders the University's values
- Lead and manage fairly and equitably, and consistently hold themselves and their team accountable for their competency, performance, behavior, and conduct

- Be a leader who is transparent, approachable, personable, genuine and of impeccable character
- Embrace emerging technology, welcome innovation, and adopt best practices that enhance safety and promote transparency
- Understand complex budgets and explore innovative solutions to overcome financial challenges for the betterment of the Department and University
- Be a capable manager who is decisive, can say "no" when necessary, and can make sound operational and business decisions within a dynamic and sophisticated environment



08. QUALIFICATIONS

Essential Requirements (abbreviated):

- Ten years of progressively responsible sworn law enforcement experience, including at least three years of management experience
- Sensitivity to, and understanding of, the diverse academic, socioeconomic, cultural, disability, ethnic backgrounds, gender, and sexuality in a university community
- Satisfaction of California POST minimum employment standards for a sworn police officer
- Meets all other requirements for peace officers and rank of Chief of Police as established by law and the California POST at time of appointment
- A Bachelor's degree from an accredited university in Management, Criminal Justice, or a related field

Preferred Qualifications

- A Master's degree from an accredited university
- Advanced training and certification in Emergency Management
- Completion of a recognized police executive program such as California's Law Enforcement Command College, the FBI National Academy, PERF's Senior Management Institute for Police, or Naval Post-graduate School
- Advanced training and certification in Title IX and the Clery Act.



09. COMPENSATION & BENEFITS

The University will offer the next Chief an exceptional compensation and benefits package. The expected annual salary range for this position is up to \$175,000, with placement dependent on experience and qualifications.

The salary is augmented by an outstanding benefits package that includes medical, dental, vision, life and disability insurances, CalPERS retirement, tuition waiver, vacation, 14 paid holidays, and sick leave.

The new Chief of Police may be eligible for additional benefits, including a take-home emergency vehicle, uniform allowance, and relocation assistance. Additional details are available in the [CSU Benefits Summary](#) for management personnel.



10. NOMINATION AND APPLICATION PROCEDURES

TO APPLY

This recruitment will be confidential through its initial stages and is considered “open” until a final selection is made. Interested parties can apply electronically by submitting a compelling cover letter, comprehensive resume, and list of at least five professional references to apply@publicsectorsearch.com.

References will not be contacted until mutual interest is established and without express consent of the candidate. The first review of applications will occur on August 15, 2022. Candidates are strongly encouraged to apply early for optimal consideration.

Only the most highly qualified candidates will be invited to participate in video interviews with the University's Search Committee, which will occur in early September 2022. Finalists will be invited to the campus to participate in a full-day of interviews, meetings, and forums the week of September 26, 2022; additional selection exercises may follow.

Employment is contingent on the successful completion of a thorough POST pre-employment background investigation, psychological screening, and other University requirements.

Ideally, the new Chief of Police will join CSUF by December 1, 2022, or mutually agreed upon date.



APPLY WITH CONFIDENCE

Confidential inquiries and questions are welcomed and should be directed to:

Public Sector Search & Consulting, Inc.

Chief Mark Helms (Ret.), Senior Consultant

(209) 639-4077 (cell)

mark@publicsectorsearch.com

or

Chief Gary Peterson (Ret.), President & CEO

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