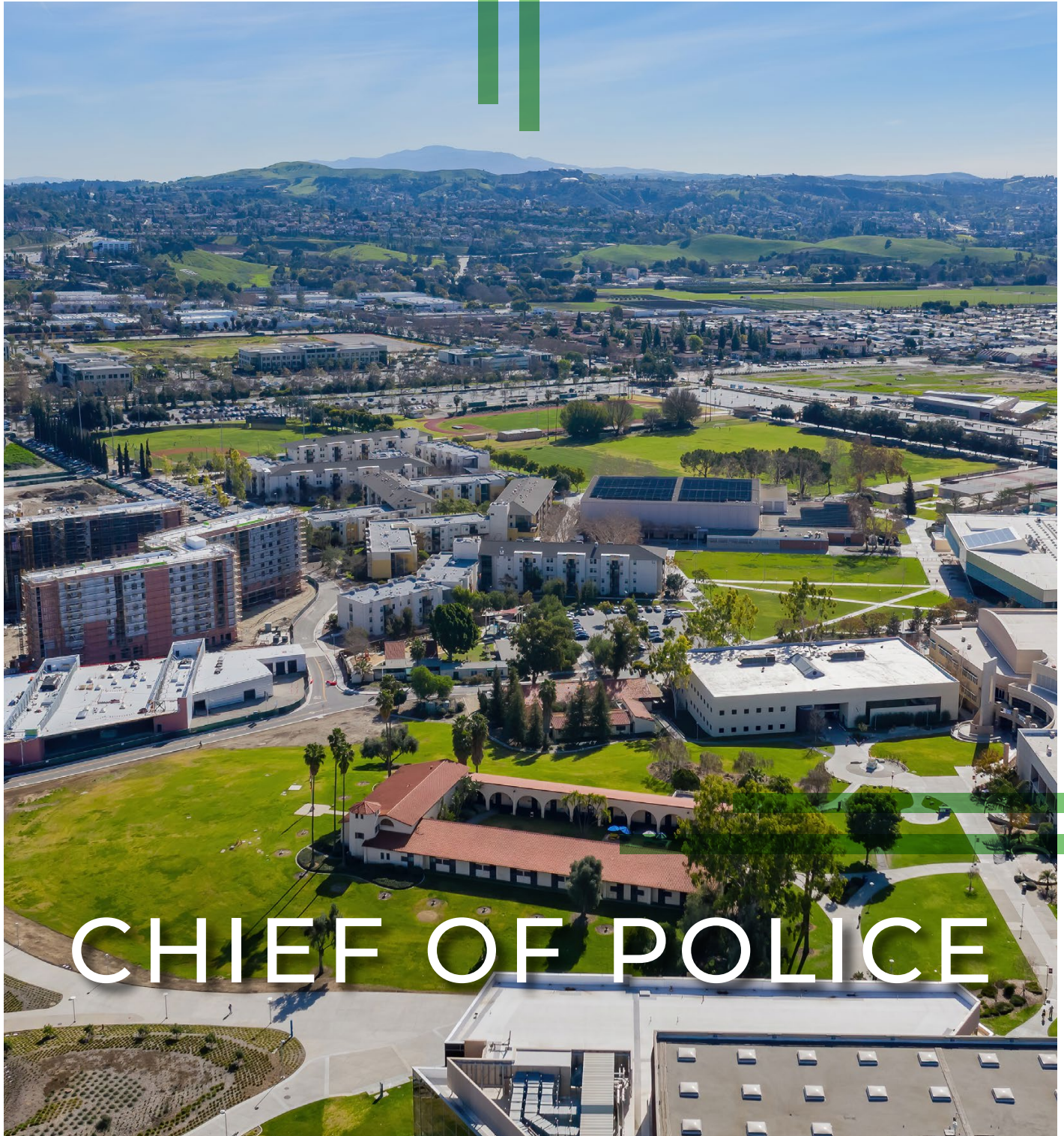


A NATIONAL SEARCH
is underway for a new Police Chief

Cal Poly Pomona
Pomona, CA



CHIEF OF POLICE

POMONA, CA

THE 01. OPPORTUNITY



An Exciting Opportunity in Higher Education

Cal Poly Pomona (CPP) is conducting a national search for its next Chief of Police. This is an extraordinary opportunity for an accomplished law enforcement professional to lead a university police department at one of California's most desirable public universities. CPP invites interest from police leaders who can significantly impact the culture and effectiveness of the police department to support the [University's mission](#).

THE CALIFORNIA STATE UNIVERSITY (CSU) SYSTEM

The twenty-three CSU campuses span California and collectively enroll approximately 486,000 students, making it the largest four-year comprehensive public higher education system in the world.

The CSU employs more than 53,000 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 3.8 million degrees, and adds more than 127,000 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; roughly 1 out of 10 employees in California attended a CSU college. To learn more, see calstate.edu.

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.](#)

CAL POLY POMONA: Mission

We cultivate success through a diverse culture of experiential learning, discovery, and innovation.





CAL POLY 03. POMONA

CPP is one of three polytechnic universities in the CSU system and among thirteen such institutions nationwide.

Since its founding in 1938, the University has offered a unique education steeped in experiential learning, in which theory and practice are linked in curricular and co-curricular experiential learning activities. With several degree programs in the arts, humanities, sciences, engineering, and professional disciplines, the University is well known for its learn-by-doing philosophy. The University has a scenic and historic 1400-acre campus with more than 29,000 students who are taught and mentored by more than 1,400 faculty members in 54 baccalaureate and 29 master's degree programs, 11 credential and certificate programs, and a doctoral program in educational leadership.

Nestled in the beautiful San Gabriel Valley less than 30 miles east of downtown Los Angeles, the CPP campus is within an hour drive to beaches, mountains, and deserts. The University's history and geography are unlike any other institution in the region. Nowhere else can students ride an Arabian horse, practice on a Steinway piano, bring a new product to market, or build a liquid-fueled rocket. Given CCP's status as an anchor institution in the region, the Chief of Police will actively work to establish connections and relationships with a range of external groups and police partners, including the police departments in the Cities of Pomona, Walnut, Diamond Bar, neighboring institutions such as Mt. San Antonio College, and the other campuses of the CSU.



CPP is a Hispanic-Serving Institution with over 46% of the student population identifying as Hispanic or Latinx. CPP stands as a national leader in promoting social mobility and was recognized among the 25 top institutions in the country in awarding bachelor's degrees to underrepresented students. CPP was also ranked No. 2 in the U.S. News and World Report rankings of top public regional universities in the West.

The University Strategic Plan outlines CPP's collective mission, vision, and values and lays out a series of outcomes, goals, and objectives that promote CPP's status as the model for an inclusive polytechnic university. Among its highest priorities is fostering an inclusive, diverse, equitable and accessible campus climate where all members of the University community feel safe, respected, and valued. CPP seeks to promote a sense of belonging across all groups.

In 2020, campus leadership announced a University-wide Commitment to Action focused on dismantling systemic racism and inequities and fostering inclusive excellence. In June 2020, CPP joined other CSU campuses in pledging to implement the recommendations of the President's Task Force on 21st Century Policing. For additional information about the University, please visit cpp.edu.



04. THE UNIVERSITY POLICE DEPARTMENT

The CPP University Police Department (UPD) provides public safety services and physical security to the campus, adjacent University facilities, and the members of the campus community.

UPD offers a wide range of programs and services designed to enhance community safety and security, including patrol, dispatch, investigations, parking and transportation services, emergency management, and emergency response to calls for service. UPD employs a staff of 55, including 20 sworn officers and 35 civilian staff who work in one of three bureaus, each led by a police lieutenant or civilian manager. The Chief of Police will oversee all planning and day to day operations of these units, including an overall budget of approximately \$11 million.

UNIVERSITY POLICE Mission

Our mission is to provide a safe and secure environment for the University Community. We provide these services fairly, with integrity, respect and in a manner that meets or exceeds the standards of our profession.



05. **CAMPUS POLICE & SAFETY ADVISORY COMMITTEE**

The Police & Safety Advisory Committee was formed in 2021, based on recommendations from the Police Advisory Task Force, to ensure UPD aligns with both the University's mission and values of inclusivity, community engagement, and social and environmental

responsibility. In addition, it serves as a voice for the stakeholders it represents (students, faculty, staff, and UPD). The Chief of Police (or designee) will serve as a committee member and play a central role in advancing this committee's work, goals, and priorities.



06. THE POSITION

The Chief of Police advises the President and campus leadership on how to improve campus safety, emergency management, and risk mitigation by aligning campus and departmental policies with effective and innovative policing practices.

The Chief of Police partners with other administrators, department managers, and colleagues across the campus, reports to the Vice President for Administration and Finance, and works closely with the Vice President for Student Affairs on matters relating to student safety, well-being, and conduct. The Chief of Police is responsible for planning, organizing, and directing all police and public safety services, including comprehensive crime prevention and community policing strategies. As a visible campus leader, the Chief of Police will demonstrate and uphold the fundamental tenets of community policing – that is, “policing with and within the community,” as opposed to just “policing the community.”



07.

THE IDEAL CANDIDATE

The next Chief of Police will be a dynamic servant leader who recognizes the complexities and challenges of policing in a university environment and is deeply committed to a philosophy that promotes organizational strategies which support collaboration, partnership, and problem-solving to proactively address public safety issues in a campus setting.

The successful candidate will be:

A Strategic Thinker who

- Embraces community-oriented policing and the Pillars of 21st Century Policing, recognizing the value of adopting and promoting these tenets in a campus environment
- Reviews UPD's operations and policies in light of best practices in policing and public safety
- Builds trust and a strong connection with the community, through openness and communication, while maintaining a high sense of morale among current staff through visibility and availability
- Understands and values the differences between traditional law enforcement work and policing in a complex academic setting
- Is a capable manager who can make sound business and operational decisions in a dynamic environment

An Effective Communicator who

- Supports student safety and success by becoming a conduit between the UPD and campus community
- Is highly visible and accessible to students, faculty, staff, and members of the UPD
- Effectively communicates with stakeholders at all levels of the University and establishes and maintains productive and effective working relationships amongst diverse populations, including staff, faculty, administration, students, and other internal and external constituents
- Collaborates humbly and tactfully with stakeholders on and off the campus
- Demonstrates cultural competence and builds trust and strong relationships by collaborating with diverse groups and beyond cultural barriers
- Is a transparent, approachable, personable, and genuine leader of impeccable character



- Manages fairly and equitably, consistently holding all officers and staff members accountable for competency, performance, behavior, and conduct
- Represents CPP to law enforcement agencies in the surrounding area

And A Thoughtful Leader who

- Understands the complexities of policing in the current climate and who is committed to serving the CPP community
- Maintains a high-level of positive engagement and satisfaction among UPD officers and staff
- Works collaboratively with unions and union representatives
- Develops an environment of trust among management and represented staff

- Becomes rooted in the community
- Has a deep commitment to public safety and service
- Is prepared to lead and engage in difficult conversations with UPD, faculty, staff, students, administration, alumni, and the local community
- Models a commitment to a community policing philosophy, coordinates campus public safety awareness and crime prevention programs, and oversees compliance with CPP and CSU directives, orders, and guidelines, as well as federal, state, and local laws, rules, and regulations
- Embraces emerging technologies, welcomes innovation, and adopts best practices that enhance safety
- Understands complex budgets and explores innovative solutions to overcome financial challenges



UNIVERSITY POLICE

Vision

The Cal Poly Pomona Police Department will continue to improve its procedures, policies and practices. The department will hire the best qualified personnel with a focus on selecting employees that understand the public safety needs of the campus community. Its equipment and facilities and training programs will meet or exceed the standards of practice in the field of public safety. On a daily basis the department will earn the trust and support of the community it serves through the passion, dedication and effective actions of its employees.



Minimum Requirements:

- Ten years of progressively responsible sworn law enforcement experience, including at least three years of management experience
- Thorough knowledge of public safety, law enforcement, and security methods, and an in-depth understanding of California law and the regulations pertaining to the activities on campus
- A Bachelor's degree in Police Science, Criminal Justice, Public or Business Management, Social Science or related field, or equivalent combination of education and experience to provide the required knowledge, skills, and abilities to perform the duties of the position
- Sensitivity to, and understanding of, the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds 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
- Comprehensive knowledge of all areas of police operations, including patrol, investigations, traffic, crime prevention, community-oriented policing, crowd control, and event management
- Knowledge of federal, state, and local laws, rules, and regulations; Peace Officer Bill of Rights and police labor law; principles and procedures of supervision, management, POST mandated police training; and internal affairs investigations
- Experience with budget planning and development
- Experience with applying, or demonstrated ability to apply, knowledge of shared governance, committee leadership, and CSU managerial and governance processes
- Experience with preparing or assisting with reports related to compliance regulations including, without limitation, the Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act (Clery Act), California Education Code section 67380, the Higher Education Opportunity Act (HEOA) including The Campus Fire Safety Right-to-Know Act, The Violence Against Women Reauthorization Act of 2013, including the Campus Sexual Violence Elimination Act (Campus SaVE), the Kristin Smart Campus Safety Act of 1998, and Sexual Offender Registration including Megan's Law
- University will not hire officers or any campus safety personnel with any sustained findings of misconduct related to moral turpitude, sexual harassment, bias, discrimination, or any other finding determined to be inconsistent with the University's principles and values, or who resigned while under investigation

Preferred Qualifications:

- Policing experience in a university or college environment, especially in a leadership role
- Prior policing experience within the California State University System
- Possession of a POST Management Certificate or ability to obtain a Management Certificate
- Master's Degree in Criminal Justice, Social Sciences, Leadership, Public Administration, Business Administration, or related field
- Completion of an advanced law enforcement leadership program such as California Law Enforcement Command College, FBI National Academy, Naval Post-Graduate School, or similar recognized program
- Experience with collective bargaining agreements and labor-management relations



COMPENSATION & BENEFITS



Compensation will be competitive and commensurate with the selected candidate's experience and credentials.

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, relocation assistance, and transitional local area housing. Additional details are available in the [CSU Benefits Summary](#) for management personnel.



10.

NOMINATION AND APPLICATION PROCEDURES



TO APPLY

Please send a compelling cover letter, comprehensive resume, and list of five professional references to apply@publicsectorsearch.com.

References will not be contacted until mutual interest has been established.

The position closes on April 25, 2022.

Candidates are strongly encouraged to apply early for optimal consideration.

Only the most highly qualified candidates will be invited to participate in virtual interviews with the University's Search Committee in late April 2022. Finalists will be invited to participate in an on-campus process in early May 2022, with an appointment anticipated in June 2022.

Employment is contingent on completing a detailed POST background investigation including medical clearance, psychological screening, and other POST certification and University requirements.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity are welcomed and should be directed to the search consultant:

Public Sector Search & Consulting, Inc.

Gary Peterson, Chief of Police (ret.), CEO/President

(916) 789-9990 (office) | (916) 622-5323 (cell)

gary@publicsectorsearch.com



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