Chief of Police

Summary

Cal Poly Pomona invites applications for the position of Chief of Police from successful law enforcement leaders who bring a commitment to safety within a learning community and demonstrate significant experience in serving a large, complex, and diverse population. This is an important opportunity for an experienced professional to have a significant impact on the culture and effectiveness of the department in its support of the University’s mission, and the safety and wellbeing of the University community and its members.

The Cal Poly Pomona Chief of Police is charged with protecting campus safety and security as well as service to the community. The position will report to the Vice President for Administration and Finance and CFO, and work closely with the Vice President for Student Affairs (VPSA) on matters pertaining to student conduct and oversight of the campus’ Police Advisory Task Force. As a visible campus leader, the Chief of Police will demonstrate and uphold the fundamental tenets of community policing – that is, positioning the department as one that “polices with and within the community”, as opposed to “policing the community.” The successful candidate will have demonstrated experience, commitment, and a philosophy of policing that aligns with and advances the core values and mission of the University.

Cal Poly Pomona’s Chief of Police will confront a set of opportunities and challenges that impact the mission and operation of the University. These include providing exemplary public safety to all components of CPP’s diverse community; creating a culture of stability, respect, and fairness by strengthening the sense of community and inclusion; reviewing and assessing the department operations, procedures, and practices to assure efficiency, effectiveness, and freedom from bias; supporting and developing a high caliber, public safety team; serving as an advisor to campus leadership on matters of safety and being a visible, engaged campus leader; communicating and modelling an ethos of partnership policing through engagement with campus-based services that support students’ health and well-being.
The California State University (CSU) System

The 23 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 one out of 10 employees in California attended a CSU college. To learn more, see www.calstate.edu.

Each of the California State University 23 campuses 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 crime deterrence and prevention-related programs. In June 2020, the police chiefs of the California State University'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 California State University campus police have adopted the Final Report of the task force as a working guide for instituting meaningful change and improvements across the university.

The University

California State Polytechnic University, Pomona – Cal Poly Pomona – is one of two polytechnic universities in the 23-campus California State University system and among 11 such institutions nationwide. Since its founding in 1938, the university has offered a unique education steeped in experiential learning. With a variety of degree programs in the arts, humanities, sciences, engineering, and professional disciplines, the university is well known for its learn-by-doing philosophy. The university is noted for its scenic and historic 1,400-acre campus, which was once the winter ranch of cereal magnate W.K. Kellogg. The university’s nearly 28,000 students are taught and mentored by the campus’s more than 1,400 faculty as part of 54 baccalaureate and 29 master’s degree programs, 11 credential and certificate programs, and a doctorate in educational leadership.
Cal Poly Pomona is No. 2 in the U.S. News and World Report rankings of top public regional universities in the west and was named the No. 15 best value college in the nation by Money Magazine. Cal Poly Pomona is a Hispanic-Serving Institution that stands as a national leader in promoting social mobility and was placed among the 25 top institutions in the country in awarding bachelor’s degrees to under-represented minority students by Diverse Issues in Higher Education. California residents comprise the majority (96%) of applicants to undergraduate programs at Cal Poly Pomona – nearly half (49%) of new students were transfers in Fall 2020. 58% of Cal Poly Pomona students are first generation, 70% receive financial aid, and 44% qualify as Pell-eligible. The university enrolls a diverse student body that identifies as 49% Latinx, 21% Asian, 15% White, 3% Black, 5% International, 3% two or more races, 3% unknown and less than 1% Native Hawaiian or Native Pacific Islander and less than 1% Native American Indigenous. 39% of the student body were STEM majors with the top enrolled programs including psychology, mechanical engineering, civil engineering, biology, and computer science.

The Cal Poly Pomona campus is nestled in the beautiful San Gabriel Valley less than 30 miles east of downtown Los Angeles at the intersection of Los Angeles, Orange, Riverside and San Bernardino counties. It is within an hour’s drive of 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, and build a liquid-fueled rocket.

Given Cal Poly Pomona’s status as an anchor institution in the region, the Chief will actively work to establish connections and relationships with a range of external groups and police forces 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.

The University Strategic Plan outlines Cal Poly Pomona’s collective mission, vision and values and lays out a series of outcomes, goals and objectives that promote the campus’s status as the model for an inclusive polytechnic university. Central to this effort is the university’s holistic approach to student success, where students engage in curricular and co-curricular activities that provide a world-class education along with skills and experiences to prepare students for a lifetime of success in their careers and in their communities. The Strategic Plan is also instrumental in guiding Cal Poly Pomona’s work to achieve the campus goals charted in the system-wide Graduation Initiative 2025.

Among its highest priorities, Cal Poly Pomona is committed to fostering an inclusive, diverse, equitable and accessible campus climate where all members of the university community feel safe, respected, and valued. It 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. As a priority in this commitment, Cal Poly Pomona created a Police Advisory Task Force comprised of students, faculty, and staff (including law enforcement) to provide guidance and recommendations related to community policing at the university. In addition, in June 2020 Cal Poly Pomona
The University Police Department

The Cal Poly Pomona University Police Department (UPD) is a comprehensive, twenty-four-hour law enforcement agency providing public safety services to the campus community and staffed by trained police officers that have statewide police authority, professional civilian staff, and auxiliary personnel. The Chief of Police works collaboratively with members of the University community and its neighbors to provide proactive, service-oriented, and responsive community policing programs 24 hours a day, 365 days a year.

While the UPD is organizationally positioned in the Division of Administrative Affairs, the Chief of Police and members of the UPD must collaborate extensively across the University to fulfill its responsibilities including: with Academic Affairs (including coordination with the Provost and the Deans of the 8 Colleges); Information Technology (including implementation of safety cameras and other security systems); University Advancement (in providing coordination for events and public programs including annual Commencement ceremonies); and most critically, the Division of Student Affairs on matters of student safety, wellbeing, and conduct and to assure support of the University’s student success mission.

The Police Department is charged with protection of life and property; upholding the law fairly; safeguarding individual rights; working to connect individuals in need to campus-based or other services and promoting trust, communication, respect, and transparency across and within this highly ethnically diverse and multicultural community. In addition, the department offers a wide range of programs and services designed to enhance the safety and security of the community and support the mission of the university, which include emergency communications and dispatch, patrol and emergency call response and investigations. These responsibilities are carried out through a set of core values that reflect commitment to the highest standards of excellence and incorporate the community-oriented policing philosophy.

The Department currently has 55 staff, 20 of whom are sworn officers. The portfolio of oversight for the Chief includes the UPD, which provides safety and security for the campus as well as the former Lanterman Development Center (an adjacent property that the University is working to develop as a dynamic live, learn, work, play destination in the region), as well as Parking and Transportation Services and Emergency Management. The Chief will oversee all
planning and day to day operations of these units including an overall budget of approximately $11 million.

**Police Advisory Task Force and Police Advisory Board**

In the Fall of 2020, Cal Poly Pomona created a Police Advisory Task Force to provide recommendations related to the CPP community, including the composition of a CPP police advisory board, to strengthen communication with students, faculty, staff, and leadership. The Task Force, made up of students, faculty, staff, and alumni, met throughout the Spring of 2021, and submitted its report at the end of the academic year. The Task Force brought recognition that campus law enforcement, in its approach to community policing, serves a unique combination of stakeholders and achieves different public safety roles when compared to municipal law enforcement. The Task Force brought visibility to these important differences and the unique nature of campus policing and policing at CPP; the Chief of Police must bring an understanding of and ability to articulate these differences.

The Chief of Police will work proactively with the Vice President of Student Affairs, to support engagement with and the activities of the Police Advisory Board to assure that the UPD aligns with the university’s mission and values of inclusivity, community engagement, and social and environmental responsibility. The Advisory Board serves as a voice for the various stakeholders it represents (students, faculty, staff, and the UPD). It addresses campus climate issues related to policing and law enforcement on campuses. The Advisory Board will review UPD policy, procedures, and practices on regular intervals. It will also identify recommendations for engagement, support community outreach efforts, training, and education (for UPD and the campus community) with a focus on addressing issues of inclusion, equity, and access. As the needs of the campus community change, the CPP Police Advisory Board will have the ability to shift its priorities to meet those needs.

The Chief of Police will play a central role in advancing the goals of the CPP Police Advisory Board:

- To develop a sustainable community policing framework that values the safety, education, and accountability of all campus stakeholders.
- To build a campus community that fully integrates students, faculty, staff, and UPD through consistent engagement opportunities and meaningful collaborations.
- To improve transparency and trust among UPD, students, faculty and staff through education and communication of policy, practices, procedures, and protocols related to campus safety.
- To collaborate with different campus organizations to develop mechanisms of community accountability among UPD, students, faculty, and staff to ensure all community members feel safe, welcomed, and a strong sense of justice and belonging at CPP when interacting with university police.
The Chief of Police

Reporting to the Vice President for Administration and Finance and CFO, the Chief of Police is responsible for public safety, including law enforcement and security operations for the CPP campus. Operationally, the Chief will be expected to support and work in strong alignment and sustained collaboration with the Vice President for Student Affairs on matters pertaining to student safety, wellbeing, and conduct. The Chief will provide leadership, administrative direction, and strategic planning for the CPP Police Department, establish and monitor yearly performance measures that align with university goals, while applying superior policing skills and knowledge to provide safety to all members of the University’s diverse community. To do this, the Chief will manage the law enforcement and security staff, budget, and operations of a 24-hour-a-day, 7-day-a-week agency with responsibility for sworn and non-sworn employees. The Chief will also take a critical role in providing direction and advice to campus administration during emergencies or crisis situations as well as coordinate with regional law enforcement agencies, as necessary.

The Chief of Police will be an exemplary leader and manager with command experience, and an experienced police officer in the field. The Chief will create and implement a vision to inspire both “sworn” and “civilian” members of the UPD, be a leader who empowers and supports police department staff members, sets yearly measurable standards and requires and supports on-going training and professional development. As a visible member of the University community, the Chief will interact with numerous groups of constituents outside the Department to move a safety agenda forward in alignment with the University’s strategic plan. The Chief of Police will embrace and demonstrate the core values and mission of the University, and bring an understanding of serving a large, complex, urban campus, and its members, including its diverse student population, and will carry forth this knowledge and work with the UPD officers and staff.

The Chief must at times serve as a "first responder" to medical, fire or law enforcement calls, on and off campus, during or after normal duty hours. The Chief ensures communication during an emergency with applicable partners across the campus in alignment with established protocols and accountability. The Chief of Police also functions as an ambassador of the University to the larger local community. When appropriate, the Chief will connect with print media, radio, and television media on matters of public safety, law enforcement, and security in collaboration with University Strategic Communication.

As a leader, manager and communicator, the Chief of Police will balance the demands of providing security to the university utilizing the resources, personnel, and programs available to the CPP University Police Department. The successful candidate will bring significant leadership experience and the ability to relate to key constituents within the Department, across CPP’s campus, and in the local community in an effort to establish a positive, inclusive, and trusted police presence. The Chief of Police also serves as a member on the CSU System Council of Chiefs and supports the CSU Critical Response Unit (CRU) and Mutual Assistance program.
Some key opportunities and challenges for the next Chief of Police include:

*Provide exemplary public safety services to all components of CPP’s diverse community including creating a culture of stability, respect, and fairness, while strengthening the sense of community and inclusion within CPP’s Police Department.*

The Chief of Police will build trust, community, and connection through openness and communication, while maintaining a high sense of morale among current staff through visibility and availability. Bringing consistent, long-term leadership is essential to establishing trust and addressing significant change within the Department, and across the CPP community regarding public safety. The Chief will embrace and promote diversity and equity within UPD and emphasize diversity as a key value in connecting with all members of the CPP community.

The Chief of Police along with representative officers of the department will be expected to spend time attending campus events and programs, being present with student leaders and interacting with the student community in a proactive manner outside of emergencies. It is expected that the Chief of Police will ensure that officers are visible, accessible, and interactive with students and faculty members. It is expected that the Chief will ascertain the alignment between current operations and the vision for the campus’ UPD.

*Support and professionally develop a high caliber public safety team*

The Chief of Police will advance organizational development and employee excellence the hiring, retaining, and developing of staff towards the common goal of providing public safety. As a visible leader for police department staff members, the Chief will empower and support the team and encourage professional development to bring staff in alignment with 21st century police techniques and knowledge.

*Review and assess the Department’s operations, procedures, and practices to ensure efficiency and effectiveness*

By embracing best practices in policing and public safety, the Chief of Police will develop and implement law enforcement and security policies and procedures. The next Chief will plan, organize, coordinate, and direct activities of the CPP Police Department and appropriately deploy police officers and public safety personnel in alignment with shifting priorities and risks. The Chief will utilize new technologies effectively; be well-versed in modern police work; and lead the agency in seeking professional accreditation status and other recognitions that demonstrate CPP-UPD’s excellence.

*Serve as an advisor to campus leadership on matters of safety and be a visible, engaged campus leader*

Serves as the chief advisor to the President and senior leadership on all matters pertaining to campus safety and security with a proactive lens toward improvement and alignment with
effective and innovative practices. Promotes equity and inclusion by developing inclusive policy, practices, and programs. Provides advice and expertise on campus safety, emergency management and risk mitigation in partnership with other administrators, department managers and colleagues across the campus. It is crucial that the Chief of Police work seamlessly with the Division of Student Affairs as it relates to student concerns, threat management, basic needs, and student conduct; and builds collaborative training and development so officers and staff are aware of campus resources.

**Communicate and model an ethos of partnership policing**

The Chief will be a strong, experienced and visionary leader with an understanding of the complexities of policing in the current climate, who is committed to serving the CPP community at the highest level and is prepared to lead and engage in difficult conversations through positive engagement with faculty, staff, students, administration, alumni, and the local community. In conjunction with administrative and academic groups, the Chief models and instills a culture of commitment by the Department to a community policing philosophy, coordinates campus public safety awareness and crime prevention programs, and oversees compliance with federal and state campus crime legislation mandates.

**Personal and Professional Qualifications**

The ideal candidate for the role of Chief of Police will be an exemplary leader and strategic thinker who has the ability to articulate a vision and inspire staff. They will embrace the mission and core values of the University, and exercise judgement, equity, and sound decision making in developing multiple solutions to complex issues pertaining to public safety and business/academic/research and creative activities.

While no one person may embody all, the successful candidate will bring many of the following professional qualifications and personal qualities:

**Knowledge, Skills & Abilities**

- Must possess a thorough knowledge of public safety, law enforcement and security methods and of applicable state and federal laws. Experience with the National Incident Management System and Incident Command Functions.
- Knowledge of current local, state, and federal policing trends and policies as well as existing and emerging issues that may impact the campus. Being aware of national and state issues and concerns and provide effective strategies and approaches to address and effectively communicate with the campus community.
- Proven understanding and commitment to practices embedded in the 21st Century Policing model.
• Ability to communicate effectively in a wide variety of roles and settings, as an incident commander, an emergency manager, a public speaker, a trainer/educator, a collaborator, etc.
• Proven managerial ability in supervisory/management skills and responsibilities; demonstrated success in managing complex projects; demonstrated experience building consensus, working with teams, and exhibiting sound judgment.
• Proven ability to proactively establish rapport with campus and community constituents from diverse backgrounds. Ability to promote community involvement and effective working relationships between law enforcement and the larger campus community.
• Ability and expertise in safety and security and law enforcement practices within the context of a large, public, urban, minority-serving institution. Supports a holistic approach to service that values diversity in the workforce as well as providing services to a diverse community.
• Knowledgeable with emergency management, risk management, compliance, and safety issues.
• Ability to lead change and foster continuous improvement culture within and across an organization.

Required Qualifications

• Bachelor’s degree from an accredited college or university.
• 15 years of law enforcement experience.
• 4 years of management and administrative responsibility at the command level (Lieutenant or above).
• Currently an employed sworn peace officer or honorably retired within the past two years.
• Possession of or ability to meet California Peace Officers Standards and Training (POST) certification requirements within one year of appointment.
• Possession of or ability to acquire a California driver’s license.
• Lawful authorization to carry a firearm.

Preferred Qualifications

• Master's degree.
• Completion of POST management certificate.
• Experience working at an institution of higher education.
• Experience with staff and student employment in a shared governance environment.
• Experience with collective bargaining agreements and labor-management relations.
Compensation

Compensation will be competitive and commensurate with the experience level, credentials, and characteristics of the candidate. An outstanding benefits package will be included as part of a complete compensation package.

AA/EEO Statement

Cal Poly Pomona is an Affirmative Action/Equal Opportunity Employer. We do not discriminate on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or veteran status. Please also review CPP’s Equity Goal Statement.

Application & Nomination Processes

EFL Associates (https://eflassociates.cbiz.com), an executive search firm, is assisting Cal Poly Pomona (CPP) with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

- **STEP 1**: Complete a brief online application (2-3 minutes):
  https://www.surveymonkey.com/r/CPPChiefofPolice
- **STEP 2**: Send us your candidate materials in PDF format please. Required Documents are:
  a) Letter of Interest.
  b) Resume or CV with clarity of achievements and impacts.
  c) Reference List: Minimum of 3 references with full contact information (phone & email required). **Note:** The references should be persons who have current working knowledge of the candidate’s qualifications and ability for the position.
    o Send to ApplyHigherEd@eflassociates.com
    o Email subject line should read CPP Chief of Police Application
- For full consideration, please apply by October 8, 2021.

Questions, Confidential Inquiries, or Nominations

- Wynn Goering, PhD, Senior Consultant: wgoering@eflassociates.com or 505-620-6171
- Michelle Peterson, Senior Recruiter: michelle.peterson@eflassociates.com or 816-945-5404