

# CSU East Bay

*invites your interest in the position of*

# Chief of Police



CAL STATE  
EAST BAY



Recruitment Services Provided by Ralph Andersen & Associates

# An Outstanding Career Opportunity

A statewide search is underway to attract highly qualified candidates for an exciting opportunity to be the new Chief of Police for the California State University, East Bay (CSUEB) campus in Hayward. This is an incredible opportunity to lead the University Police Department (UPD) supporting a vibrant community and one of the most diverse campuses in the nation located in the Bay Area.

The Chief of Police serves a vital role in safety and security on campus. The ideal candidate must have significant law enforcement leadership experience with the ability to build trust through relationships. Additionally, the Chief of Police understands and values working with students, faculty, staff, and other constituents of the University. Importantly, this top professional will also provide leadership to officers and staff as the campus reimagines approaches to public and campus safety. The Chief will also be able to anticipate future challenges and inspire others with a collaborative and engaging approach.



# The University

California State University, East Bay is located in the beautiful Hayward hills with panoramic views of the San Francisco Bay. Situated above the City of Hayward, the campus offers an ideal setting for teaching and learning with easy access to many cities in the Bay Area. The University has an educational center in Concord, a professional development center in downtown Oakland, and a significant online presence. Founded in 1957, California State University, East Bay is one of 23 universities of the California State University (CSU) system. With an enrollment of nearly 10,000 students, California State University, East Bay is recognized as a regionally engaged and globally oriented university with a strong commitment to student equity, life-long learning, innovation and educational success, diversity, and sustainability.



# The University *continued*

## *Mission*

Cal State East Bay serves and values a student body with diverse lived experiences. Through innovative teaching, experiential learning, research, campus life and community engagement, our students, faculty, and staff use their knowledge and experience to build and contribute to an equitable, inclusive, and environmentally sustainable world.

## The Police Department

The University Police Department is a professionally trained police department established pursuant to Section 809560 of the Education Code to fulfill the public safety needs of the campus community. The Department has primary responsibility for public safety on the main campus and the Concord Educational Center and one mile beyond its borders.

University Police Officers are sworn Peace Officers as established by Section 830.2(d) of the California Penal Code and the University Police Department (UPD) may enforce federal, state, and local laws. The Department has adopted a community-oriented policing and problem-solving approach to service and is dedicated to protecting and serving the community.



# The Position

Reporting to the Vice President of Administration and Finance/CFO, the Chief of Police leads all public safety efforts and is responsible for protecting life and property, maintaining security and order, and preserving the general welfare of the campus community. This is an at-will position and serves at the pleasure of the CSUEB President.

The Chief manages and coordinates all police activities including patrol, investigation, records, law enforcement, crime prevention and detection, as well as department conformance to the California Commission of Peace Officers Standards and Training (POST). Additionally, the Chief participates in the planning for emergency preparedness and incident response and has responsibility for physical security systems, traffic control, parking and alternative transportation services, and training. The Chief participates in mutual aid agreements with neighboring law enforcement agencies and other CSU campuses statewide. The Chief is directly responsible for overall leadership, management, and supervision of a department of approximately 30+ staff located on two campus sites (Hayward and Concord). Currently, the command structure of the Department includes (Lieutenant-1; Sergeants-4; Corporals-4; Police Officers-6; Community Services Officers-5; Campus Parking-8; and administrative and support personnel).

The Chief of Police will embody the elements of the University's strategic plan (Future Directions) and contribute value to the organization as a collaborative leader committed to the priorities and framework recently adopted.

The Chief of Police also works closely and successfully with the senior university leadership. The Chief and UPD also engage with a vast number of entities and stakeholders including students, faculty, staff, community members, and local and state agencies. This expansive work requires close consultation with senior leadership as best plans, practices, and procedures are identified for conducting university police operations.



# The Position *continued*

*A primary focus and responsibility for this position will be the on-going commitment to community-oriented policing in all aspects of managing and leading CSUEB's Police Department including extensive interactions with students, faculty, and the community at-large.*

## Other Key Responsibilities

- ◆ Emphasizing and promoting quality community-oriented policing;
- ◆ Fostering a culture based on the University's core values of equity and justice, educational engagement, belonging, innovation, integrity and accountability, and respect;
- ◆ Providing effective leadership and guidance to direct reports and their staff;
- ◆ Ensuring processes and procedures are in compliance with California State University (CSU), state, and federal regulations and laws;
- ◆ Managing departmental operating budget appropriately;
- ◆ Managing the parking and alternative transportations services program; and
- ◆ Serving as an active member and advisor on various campus committees.



# The Ideal Candidate

The next CSUEB Chief of Police will possess an awareness and broad view of national best practices concerning comprehensive law enforcement operations, modern technology, and organizational and staff development in an expansive and diverse campus environment.

The University Police Department prioritizes safety and wellbeing and forges a strong connection to the campus community it serves. The Chief should be an experienced leader capable of managing complex situations, customer service at the highest level, and possessing a deep understanding of current issues in community engagement and community-oriented policing approach.

Diversity, equity, inclusion, and social justice are core values of the CSUEB community, and the Chief of Police should be a leader in supporting, understanding, embracing, and nurturing these concepts, both internally to UPD and externally from the department into the campus and surrounding Hayward community. With many marginalized communities represented at CSUEB and given the national conversation around policing and racial inequalities, the Chief will be expected to engage, empathize, and devise collaborative solutions for underrepresented groups on campus and beyond.

Importantly, the ideal candidate for the Chief of Police should not simply value principles of diversity, equity, and inclusion, but also will commit to meaningful results and outcomes in their daily work, including values-based decision-making and eagerness to mentor and lead both sworn and non-sworn staff.

Additionally, the underpinning of this top individual's career history will be a verifiable record of functioning at all levels of a public safety organization with a high degree of integrity, credibility, and discretion. The Chief will have an exemplary background of demonstrated success in building and maintaining a variety of relationships complemented by operational leadership. Other essential qualities include outstanding interpersonal and communication skills, personal integrity, and accountability.



# Qualifying Education and Experience

**Education:** A Bachelor's degree in Criminal Justice, Public Safety, or other closely related field.

**Experience:** A minimum of ten (10) years of progressively varied and responsible experience as a certified/licensed full-time law enforcement officer with a recognized law enforcement agency(ies), including at least five (5) years of service in an administrative, supervisory, or management position at the rank of Lieutenant and above (or the equivalent).

## Preferred Qualifications Include:

- ◆ Master's degree in an appropriate or related field.
- ◆ Working knowledge of the Jeanne Cleary Disclosure of Campus Security and Campus Crime Statistics Act.
- ◆ Command level experience in a leadership position in a major municipal police department or working in a higher education environment (preferably in higher education environments).

## Requirements include:

- ◆ Possession of a POST Supervisory certificate and successful completion of the probationary period as a lieutenant;
- ◆ Ability to successfully earn the POST Management certificate by completing a POST-certified 104-hour management course with one year of appointment and serving as Chief of Police for a period of two years;
- ◆ Ability to successfully complete other training or prerequisites as required by regulation, law, or policy; and
- ◆ A valid California Driver's License.



# Compensation and Benefits



Salary will be competitive and commensurate with qualifications and experience with an anticipated range of up to \$200,000 and will be dependent on qualifications. While there is no residency requirement for this position, candidates will be expected to be within a reasonable commute to the CSUEB campus. This position is a Management Personnel Plan position (at-will / non-represented) in the CSU and serves at the pleasure of the President. For additional information about the Management Personnel Plan click [here](#).

The CSU enjoys a generous benefits program which includes:

- ◆ **Retirement:** The CSU participates in the California Public Employees' Retirement System (CalPERS). New Members (PEPRA) are 2.5%@57 for public safety/law enforcement. Classic PERS members are encouraged to confer with CalPERS for additional information and details on their retirement formula. Participants in the CalPERS within the CSU system do contribute to both Social Security and the Medicare portion.
- ◆ **Medical:** Health, dental, and vision insurance provided, with the monthly premium primarily paid by the CSU.
- ◆ **Life Insurance:** \$100,000 employer paid life insurance policy.
- ◆ **Holidays:** 14 days.
- ◆ **Vacation:** 24 days of vacation per year.
- ◆ **Sick Leave:** 12 days of sick leave.
- ◆ **Other Benefits:** The CSU provides a broad range of other benefits which includes dependent and healthcare reimbursement accounts, tuition fee waiver, 401k, 457, and 403(b) plans.

Pre-Employment Conditions – Pre-employment screening that may include, but is not limited to, criminal background check, verification of academic credentials, licenses, certificates, credit history, professional reference, and/or verification of work history.

For more information on the benefits program, click [here](#).

# To Be Considered

Early submittals and those completed prior to **Monday, October 2, 2023**, will be given first priority. In addition to the standard CSUEB

application, candidates must submit a cover letter, resume, and include three or more professional references. Important to note references will ***not*** be contacted until mutual interest has been established at a later stage of the process. Resumes alone will not be accepted in lieu of a completed online application. This position will remain open until filled and may close without further notice.

Confidential inquiries and questions regarding this career opportunity should be directed to Ms. Heather Renschler, Project Director or Chief Daniel Hahn (ret.), Co-Project Director at (916) 630-4900. Alternatively, interested candidates may pre-arrange an introductory discussion by emailing [scheduling@ralphandersen.com](mailto:scheduling@ralphandersen.com) with CSUEB Chief of Police noted in the subject line.

Candidates should be aware that public release of finalists' names will coincide with on-campus visits.

First Resume Screening will begin with the Search Committee in early October 2023. The Search Committee will conduct the in-person interviews (Round #1) followed by more in-depth campus meetings and interviews (Round #2) with CSUEB Leadership shortly thereafter. A final selection and detailed backgrounds (including POST Background) will be conducted on the top candidate with a mutually agreeable start date later in 2023 or early 2024.



*To submit on this opportunity, please go to CSUEB's application form [here](#).*

***California State University, East Bay is an Equal Opportunity Employer.***

**[www.csueastbay.edu](http://www.csueastbay.edu)**