

Position Announcement

California State University, Northridge Chief of Police

One of the largest universities in the country, California State University, Northridge (CSUN) is an urban, comprehensive university that delivers award-winning undergraduate and graduate programs to nearly 40,000 students annually and counts more than 350,000 alumni who fuel the region's economy. Since its founding in 1958, CSUN has made a significant and long-term economic impact on California, generating nearly \$1.9 billion in economic impact and nearly 12,000 jobs each year. The Association of Public and Land-grant Universities named CSUN an Innovation and Economic Prosperity University for university-wide efforts to promote innovation and entrepreneurship, fostering regional development through public service, engagement, and outreach. CSUN's faculty includes internationally recognized scholars and researchers — they include Guggenheim fellows and Fulbright scholars, American Association for the Advancement of Science fellows and numerous other professional affiliations. Recognizing CSUN's leadership in fostering diversity, CollegeNET named CSUN a Social Mobility Innovator for its transformative effect on students and the region, and *The Wall Street Journal* ranked CSUN second in the nation for the university's diverse learning environment. Serving more students on Pell Grants than any other public university in California, CSUN is a true social elevator, where individuals rise. And through them, so does Greater Los Angeles and beyond.

Reporting to the Vice President of Administration and Finance, the Chief of Police is responsible for law enforcement, public safety, emergency management, security, and parking and transportation on a dynamic, multicultural, 353-acre campus. Responsible for the overall leadership and oversight of police patrol operations, law enforcement investigations, community policing, crime prevention strategies, crime statistics and analysis, federal compliance reporting (including assisting with Clery and Title IX), and K9 Explosives Ordinance unit, the Chief ensures compliance with all relevant federal, state, city/county laws, codes and regulations as well as California State University (CSU) executive orders and campus policies and regulations. The Chief manages all administrative, personnel, and financial responsibilities for a comprehensive 24 hour/365 day a year California Peace Officer Standards and Training (POST) certified and International Association of Campus Law Enforcement (IACLEA) accredited law enforcement agency of over 90 sworn and non-sworn personnel. This involves planning, implementing, administering, and coordinating programs of the Department of Police Services (DPS), which promote the public safety and welfare of the university community, as well as ensuring the campus' effective response in times of emergency or campus-wide crisis with a focus on student engagement and education in which a harm reduction model of crime control is emphasized. This position works collaboratively with university leadership and campus partners to promote a positive perception of campus police and facilitates a campus environment where all students feel safe, supported and able to learn; develops and maintains partnerships with departments across campus, including but not limited to University Counseling Services, Student Housing & Conference Services, the Office of Student Conduct & Ethical Development, and Faculty Affairs in order to promote a campus environment that mitigates urgent/crisis situations and ensures student and community safety in a manner that engenders confidence, trust and shared commitment to university values; and cultivates a partnership with the Chief Diversity Officer and campus Title IX Coordinator to sustain a campus culture that is committed to the core principles of diversity and inclusion, trauma informed practices, fostering an environment in which all members of the campus community are safe and free from discrimination, harassment and sexual misconduct of any form. In addition, the Chief oversees the Emergency Management program and is responsible for maintenance of the annual review and issuance of the campus Emergency Management plan; formulates

operational procedures and revises and maintains the campus Emergency Operations Center organization chart as well as serving as the Director of the Emergency Operations Center (EOC); responsible for annual training for EOC members; develops and maintains collaborative, collegial working relationships with all members of the university community including students, faculty, staff, and administrators; serves as the primary law enforcement liaison; develops and maintains strong working relationships with external law enforcement and public safety agencies, external community organizations within DPS jurisdiction to further promote community policing and emergency response entities; and serves as lead spokesperson for all law enforcement and emergency management related media inquiries in partnership with CSUN's Department of Marketing and Communications. Further, the Chief is responsible for the continued re-accreditation of DPS with IACLEA, and California Penal Code Section 626.9 (bringing or possessing a loaded firearm upon the grounds of a campus); develops strategic plans, goals, objectives, and surveys/assessments for DPS; formulates departmental policies and procedures and audits their implementation; and implements personnel practices and decisions including recruitment, selection, training, evaluation, personnel development and promotion, and accountability in a manner that attracts, develops, and retains a diverse, cutting-edge, and professional workforce.

The successful candidate will have a bachelor's degree (master's preferred) and a minimum of ten years of progressively responsible law enforcement experience (university police experience preferred), including five years of command staff level experience. The candidate will have demonstrated command and management experience in law enforcement administration; experience in law enforcement policy incorporating "best and next" practices into departmental policies and procedures; possess extensive training and have experience in risk management (including threat assessment) capability in line with law enforcement professional standards. Must possess or be able to obtain all California State Commission on Peace Officer Standards and Training (P.O.S.T.) minimum employment standards including successful completion of the P.O.S.T. certified regular basic course or completion of the P.O.S.T. basic course waiver process and Executive Certificate. Experience with accreditation processes preferred. Final candidates must complete a thorough background check, pre-employment medical and psychological examinations, and the California State University Drug test. Must possess a valid California Driver's License.

This position is a "designated position" in the California State University's Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission. Additionally, the person holding this position is considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.

Review of applications will begin August 7, 2018 and continue until the position is filled. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at www.spelmanjohnson.com/open-positions. Nominations for this position may be emailed to Heather J. Larabee at hjl@spelmanjohnson.com. Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

Visit the California State University Northridge website at <http://www.csun.edu/>.

CSUN is an Equal Opportunity Employer and prohibits discrimination on the basis of race, color, ethnicity, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, and disability. Our nondiscrimination policy is set forth in [CSU Executive Order 1096](#).