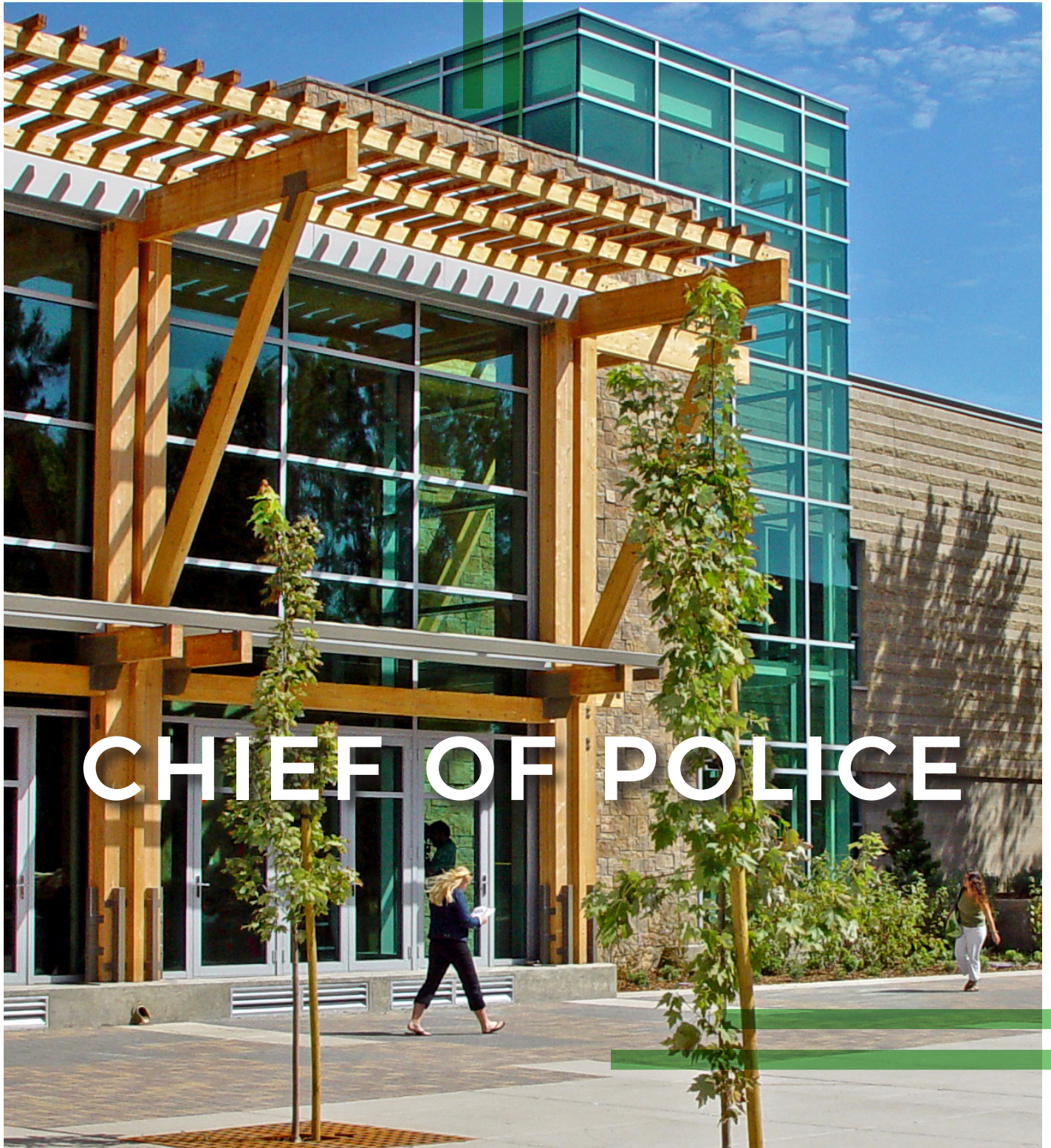


A NATIONAL SEARCH

is underway for a new Chief of Police.

Sonoma State University

Rohnert Park, CA





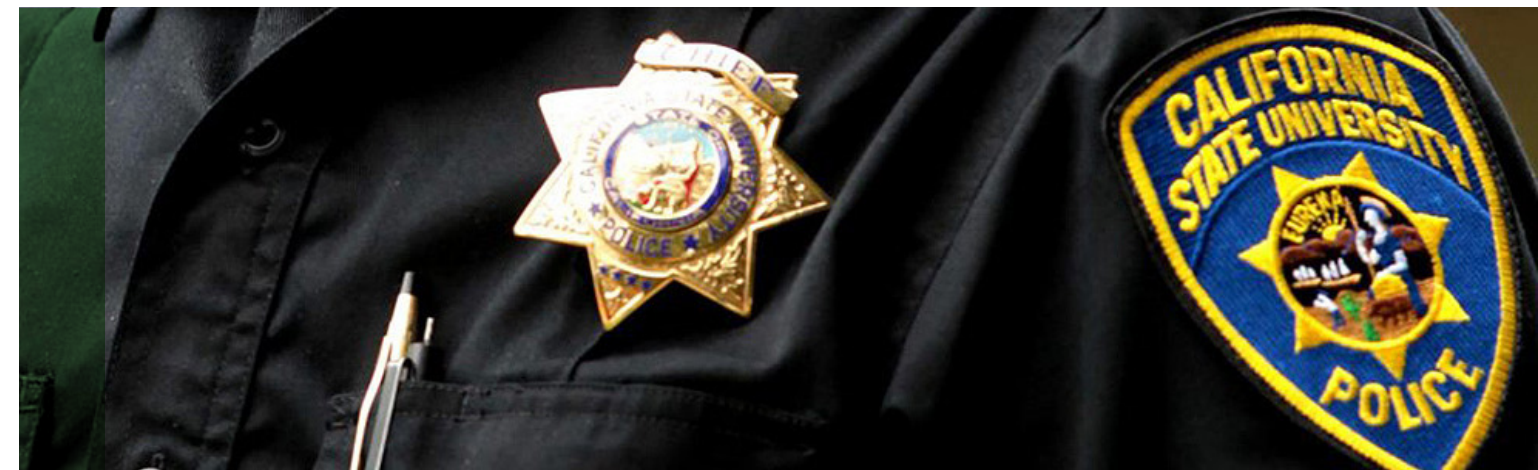
ROHNERT PARK, CA

01. AN EXCITING OPPORTUNITY IN HIGHER EDUCATION



Sonoma State University 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 distinguished police organization at one of California's most desirable public universities.



02.

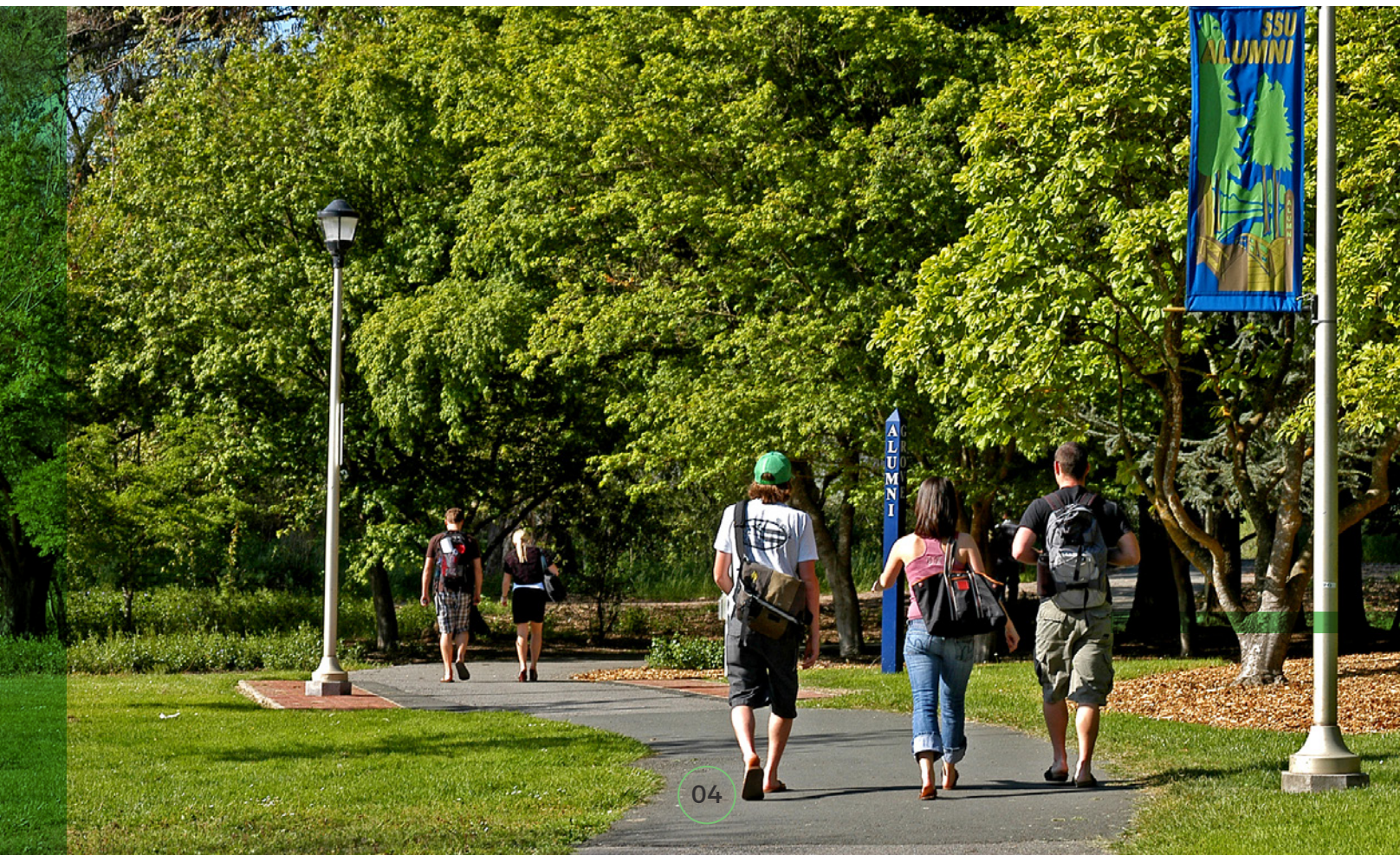
THE UNIVERSITY

Situated in the thriving community of Rohnert Park and near California's magnificent wine country, Sonoma State University (SSU) is one of 23 campuses in the prestigious California State University (CSU) system; the nation's largest four-year public university system.

SSU is just an hour's drive north of San Francisco and centrally located between the Pacific Ocean to the west and wine country to the north and east.

Established in 1961 as Sonoma State College, SSU is a beautiful 269-acre campus that provides world-class educational opportunities to more than 9,000 students, 91 percent of whom are undergraduates. The student body is 63 percent female and 37 percent male. SSU graduates 2,000 students each year and has more than 65,000 alumni.

About 3,100 SSU students reside on campus, mostly freshmen and sophomores. Nationally recognized in the Princeton Review for "Dorms Like Palaces," SSU's residential housing goes above and beyond the typical dorm experience by providing suite-style living within six residential villages that offer wireless connectivity to the University's computer network.



03.

DIVERSITY

SSU strives to create a campus climate where the desire to build trust among people is widely shared.

Sonoma State is deeply committed to the values of diversity and social justice. The University strives to improve access to high-quality education for all students, regardless of their background.

The University is committed to fostering and sustaining a pluralistic, inclusive environment that empowers all members of the campus community to achieve their highest potential without fear of prejudice or discrimination.



04. POLICE DEPARTMENT

The **SSU Police Department (SSUPD)** is a stable, principled, and trusted organization that delivers exceptional 24-hour service and emergency response to the SSU community. The SSUPD is a California POST participating agency with sworn police officers who have law enforcement authority throughout the state.

The SSU Police Department is committed to community policing and subscribes to a Community Oriented Partnership Policing Strategy (COPPS). The COPPS Program calls for specially trained officers to partner with the campus community to educate students, faculty, and staff on critical topics like sexual assault prevention, substance abuse, crime prevention, and more.

With a budget of \$2.6 million, the Department is staffed with 16 full-time equivalent employees, including 14 sworn members and two civilians. In addition to the Chief of Police, the team consists of one Lieutenant, three Sergeants, one Detective Sergeant, one Corporal, seven Police Officers, and two civilian professional staff.

The Chief of Police reports directly to the Vice President of Administration and Finance. In recent years, the Department was restructured to focus on providing police services to the campus community, including responding to calls for service, alarms, medical emergencies, traffic collisions, and more. Officers also conduct criminal investigations and take enforcement action when appropriate. The Police Department contracts with nearby Cotati Police Department for dispatch and 9-11 services.

Additional Police Department services include bicycle patrol and motorcycle patrol using a Zero-brand electric motorcycle. Police patrol vehicles are equipped with in-car cameras, and police officers will soon be equipped with body-worn cameras.

Other essential campus services such as Transportation and Parking, Emergency Services, Environmental Health and Safety, and Risk Management are administered by the Risk Management and Safety Services Department, which also coordinates the University's compliance with the Clery Campus Security Act.

The Human Resources Department oversees the University's Title IX compliance. The Police Department actively partners with Risk Management & Emergency Services and Human Resources to support these critical mandates.





05.

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 community-oriented policing. The most successful candidates will:

LEAD FROM THE FRONT

- Embrace community-oriented policing and the Pillars of 21st Century Policing, recognizing the value of adopting and promoting these philosophies in a campus environment
- Understand and value the distinct differences between traditional law enforcement work and policing in a complex academic setting
- Be a leader who is transparent, approachable, personable, genuine and of impeccable character
- Manage fairly and equitably, and consistently hold themselves and the team accountable for their competency, performance, behavior, and conduct
- Be a capable manager who can make sound business and operational decisions in a sophisticated environment



MISSION-FOCUSED

- Support student safety and success by becoming a conduit between the Police Department and campus community
- Be highly visible on campus and beyond; be accessible to students, faculty, staff, members of the Police Department, and criminal justice partners
- Be a critical thinker, collaborator and strategic communicator who is humble and tactful while partnering with a cross-section of stakeholders on and off the campus, including professors, administrators, staff and community members
- Demonstrate cultural competence; collaborate to build trust and develop strong relationships across diverse groups and beyond cultural barriers
- Become rooted in the community and have a deep commitment to public safety and service

IMPLEMENT A SHARED A VISION

- Develop a strategic 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 both mirrors the community and engenders the University's values
- Embrace emerging technology, welcome innovation, and adopt best practices that enhance safety and promote efficiency
- Understand complex budgets and explore innovative solutions to overcome financial challenges



07. QUALIFICATIONS

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
- Must satisfy all POST minimum employment standards; POST advanced certificate preferred, or the individual must be able to obtain the certificate, including a POST Management Certificate, within one year of employment
- 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
- Must have experience with the principles of budget planning and development
- Must have experience or demonstrate the ability to apply knowledge of shared governance, committee leadership, and CSU managerial and governance processes
- Must have the ability to assist with the administration of reports related to compliance regulations such as Jeanne Clery, the Campus Safety Act, the Fire Safety Act, the Violence Against Women Act, Kristen Smart, and Sexual Offender Registration
- Must have the ability to effectively communicate with all levels within the University and establish and maintain productive and effective, inclusive working relationships amongst diverse populations including staff, faculty, administration, students, and other internal and external constituents

PREFERRED QUALIFICATIONS:

- Policing experience in a university or college environment, especially in a leadership role
- Prior policing experience within the California State University System
- Master's 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



COMPENSATION & BENEFITS 03.

The University will offer the next Chief an exceptional compensation and benefits package. The expected annual salary range for this position is \$150,000 to \$170,000, with placement dependent on experience and qualifications.

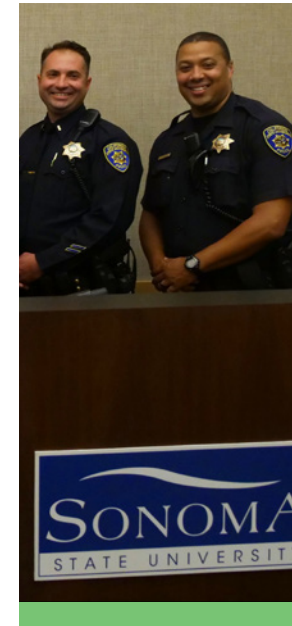
The salary is augmented by an outstanding benefits package that includes medical, dental, vision, life and disability insurances, CalPERS retirement, tuition waiver, vacation, 14 paid holidays, and sick leave.

The anticipated total compensation (salary plus benefits) based on the salary range and a hypothetical scenario including employee plus one dependent electing coverage is \$234,500 - \$255,150.

The new Chief 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 [Benefits Summary](#) for CSU management personnel.





09. TO BE CONSIDERED



APPLY TODAY!

Please send electronic submittals consisting of 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.

This recruitment will be confidential through its initial stages and is considered "open" until a final selection is made. The first review of applications will occur on June 12, 2020. **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 and the Vice President of Administration and Finance, which will tentatively occur in June 2020. Finalists will be invited to participate in additional selection exercises in July 2020, with an appointment anticipated in August 2020.

Employment is contingent on the successful completion of a detailed POST background investigation, psychological screening, polygraph/CVSA examination, and other University requirements.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.
Chief Mark Helms (Ret.), Project Consultant
mark@publicsectorsearch.com
Mobile: (209) 639-4077 | Office: (916) 789-9990

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