

Cal State
Monterey Bay

**ASSOCIATE VP FOR PUBLIC SAFETY/
CHIEF OF POLICE**

UNIVERSITY
POLICE



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

The Monterey Peninsula Region is located along the Central Coast of California, less than a two-hour drive south of San Francisco, Silicon Valley, and Santa Cruz. The region is home to a number of neighboring small cities and towns with distinctive characteristics, cultures, and histories, including Monterey, Seaside, Carmel, Salinas, Marina, Pacific Grove, and others. The weather is mild and temperate on the coast, with more sunny and dry areas inland.

The region's history has been shaped by a rich tapestry of indigenous tribal communities, Spanish and Mexican settlers, traders and trappers, Dust Bowl migrants, religious enclaves, ranchers, Italian and Chinese fishers, military and veteran populations, agricultural migrant workers, artists, and educators. The area abounds with sandy beaches and coastal dunes perfect for relaxation and recreation. Nearby forests and meadows are ideal for hiking and mountain biking, and the protected waters of the Pacific Ocean offer close-up views of nature and recreation including surfing and kayaking.

The area also includes 26 public and private scenic golf courses, great shopping and restaurants, world-famous attractions, and best-in-class wineries. Some of the most popular attractions include the inspiring beauty of Point Lobos State Reserve, the wineries of the fertile Salinas Valley, the world-renowned Monterey Bay Aquarium, and the bustling Cannery Row. The area boasts famous annual events including the California Rodeo Salinas, Monterey Jazz Festival, AT&T Pebble Beach Pro-Am, Monterey Car Week, Cali Roots Festival, Sea Otter Classic mountain biking festival, Big Sur International Marathon, and more.

THE UNIVERSITY

About Cal State Monterey Bay

In 1994, a group of educators, elected officials, and community leaders established Cal State Monterey Bay in the inspiring coastal landscape of Monterey Bay on the former Fort Ord Army base. We are recognized for innovative programs that prepare our students for success and help power the regional economy. Cal State Monterey Bay is one of the nation's top public schools for making higher education accessible to underserved and low-income students. Our diverse population of about 6,500 students benefits from a strong support system and inclusive community. Seventy-two percent of our students receive financial aid, and 53 percent are among the first of their families to attend col-



lege. Small class sizes mean students receive an education guided by mentorship while pursuing degrees in 28 undergraduate and eight graduate majors. As a result, a CSUMB degree provides a lifetime of value for students and their families, and our graduates become compassionate leaders prepared for the future. Learn more at csumb.edu.

THE POSITION

The University Police Department (UPD) is committed to preserving a safe environment for everyone, including students, faculty, staff members, residents, and visitors. The Associate VP for Public Safety/Chief of Police is responsible for and has commensurate authority to command, direct, and organize the Department, which includes establishing objectives for the Department, developing policies and procedures on the campus, preparing the budget, and selecting, appointing, training, disciplining, and promoting officers and employees. The Chief is charged with providing and maintaining the safety and security of the campus community and property and provides guidance to senior leadership, acting as primary liaison to external law enforcement agencies. The Chief of Police participates in various campus committees regarding campus security and safety and is expected to apply a developmental model of correction to address student conduct, where appropriate, and collaborate with the Public Safety Advisory Board. The Chief is also responsible for the Office of Emergency Management and Parking programs, overseeing the development and administration of crime awareness and prevention programs, and community outreach and education. Duties include but are not limited to the following:

- Formulating, implementing, and



establishing Departmental programs and procedures to effectively enforce all federal, state, and local laws as well as CSU Policies.

- Directing, managing, supervising, and training University Police Department staff in accordance with California Commission on Peace Officer Standards and Training (POST) regulations as well as regarding community policing, community engagement, conflict avoidance, crisis intervention, de-escalation, diversity, equity, and inclusion, anti-racism, accessibility, and implicit and unconscious bias.
- Coordinating and directing uniform patrol, investigations, violator apprehension and court presentations, as well as crime prevention and suppression.
- Collaborating with constituent groups, departments, mental health agencies, and other stakeholders to address mental health issues and assist in connecting students and employees with mental health resources and crisis support.
- Facilitating and overseeing campus event crowd control.
- Administering, supervising, and maintaining security of Records Unit and Evidence Control.
- Maintaining close liaison with federal, state, local public safety agencies of the Tri-county area and CSU Chancellors' Office, including interacting with the general public and facilitating positive community relations.
- Initiating agreements and understandings between the Public Safety Department and local agencies within the scope of the public safety program.
- Preparing, administering, and monitoring Department budget allocations for law enforcement, parking, and emergency management.
- Facilitating training of campus employees in crisis intervention and de-escalation strategies.
- Maintaining and submitting reports and records as required by state and federal agencies, as well as the Chancellor's Office and the campus.
- Planning, developing, exercising, and evaluating the UPD emergency management plan; responsibility for all law enforcement, fire, movement, and search and rescue operations during disasters; assisting and participating in campus-wide planning and evaluation of the campus emergency management plan.



- Serving on the campus Emergency Response Team and fulfilling duties as the Operations Coordinator/Incident Commander for the Emergency Operations Center on a 7-day per week/24-hour basis.

THE IDEAL CANDIDATE

CSUMB is seeking a confident, diplomatic, and proven leader capable of inspiring, mentoring, and building relationships and committed to the tenets of the Founding Vision Statement to serve as the next Associate VP for Public Safety/Chief of Police. The Chief is the public face of the Department and must be comfortable communicating effectively with a diverse student body, faculty, staff, campus, and local community. The ideal candidate is collaborative and forward-facing with a desire to work cohesively toward the Department and University goals. Successful candidates will have demonstrated experience in restorative justice practices, community policing, and the ability to effectively collaborate with campus stakeholders and city and county law enforcement for the safety and well-being of the campus community.

The candidate must demonstrate the ability to manage a complex organization and should have a track record of success with managing external funding for departmental initiatives. The ideal candidate should also have exceptional writing, speaking, analytical, and organizational skills with the ability to foster a climate that welcomes, celebrates, and promotes respect for the contributions of all students, faculty, and staff regardless of their identity. Consideration for this position requires the equivalent



to a Bachelor's degree from an accredited institution and five (5) years of progressively responsible law enforcement experience in a management capacity at the rank of Lieutenant or above. Additional education or experience in a related field that has demonstrated the acquisition and successful application of required knowledge, skills, and abilities may be substituted for the required education and/or experience on a year-for-year basis. The incumbent must be California POST certified, or equivalent, and possess a California POST Management Certificate with the ability to obtain a California POST Executive certificate within two (2) years from the date of hire. The preferred candidate will have higher education campus experience (preferably at a Minority Serving Institution), demonstrated sensitivity in working with diverse populations (e.g., cultural, disability, gender identity, sexual orientation, and ethnic backgrounds), multilingual ability (preferably Spanish), , and knowledge of the Tri-county region. Technical fluency with Microsoft Office Professional Suite and Google mail and calendaring programs.

COMPENSATION

The annual salary range for the Associate VP for Public Safety/Chief of Police is \$177,312 to \$211,680; placement is dependent on experience and qualifications. CSUMB also offers an attractive benefits package, which includes:

- Vacation accrual rate of 16 hours per month
- Excellent choice of medical, dental, and vision insurance
- Long-term disability coverage
- Life insurance
- Educational incentives
- Membership in the California Public Employees Retirement System (CalPERS)
- 14 paid holidays per year

For further information, please visit the Employee Benefits Summary page. As a perk, the University Corporation at CSU Monterey Bay provides access to affordable campus housing based on availability; visit Schoonover Employee Housing for more information.



TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
July 14, 2024**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the University. Candidates will be advised of the status of the recruitment following selection of the Associate VP for Public Safety/Chief of Police.

If you have any questions, please do not hesitate to call Mr. Jon Lewis of Bob Murray & Associates at:

(916) 784-9080

