

A NATIONAL SEARCH is underway for a new

# Chief of Police

California State University, San Bernardino

*An Exciting Opportunity in Higher Education*

California State University, San Bernardino (CSUSB) 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 university police department at one of California's most desirable public universities. CSUSB invites interest from police leaders who can significantly impact the culture and effectiveness of the police department to support the University's mission.



**BOB MURRAY  
& ASSOCIATES**

Experts In Executive Search

# THE CALIFORNIA STATE UNIVERSITY (CSU) SYSTEM

The twenty-two 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. The CSU System is a vital economic engine for the State of California; roughly 1 out of 10 employees in California attended a CSU college.

Each CSU campus 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 community policing and crime prevention-related programs. In June 2020, the police chiefs of the CSU's 22 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 CSU campus police have adopted the Final Report of the task force as a working guide for instituting meaningful change and improvements across the CSU system.

## Mission

**CSUSB ensures student learning and success, conducts research, scholarly and creative activities, and is actively engaged in the vitality of our region. We cultivate the professional, ethical, and intellectual development of our students, faculty and staff so they thrive and contribute to a globally connected society.**

**California State University, San Bernardino (CSUSB) is a preeminent center of intellectual and cultural activity in Southern California.**

Opened in 1965 and set at the foothills of the beautiful San Bernardino Mountains, the university with two Campuses in San Bernardino and Palm Desert serves more than 18,000 students each year and graduates about 4,000 students annually. CSUSB reflects the dynamic diversity of the region and has the most diverse student population of any university in the area. Seventy percent of those who graduate are the first in their families to do so.

## THE COMMUNITY

**San Bernardino is located in the heart of Southern California in between Los Angeles and Palm Springs.**

The City is nestled at the base of local mountain resorts and the crossroads of the I-215, I-210, and I-10 freeways. Visitors will find that San Bernardino is a historic city with exciting year-round events, cultural activities, and entertainment. The City of San Bernardino is the county seat of San Bernardino County, encompassing approximately 60 square miles, and has an estimated population of 198,464. San Bernardino is part of the Riverside-San Bernardino-Ontario Metropolitan Area, which is the 14th largest in the nation and is commonly referred to as the "Inland Empire."



# THE POLICE DEPARTMENT

**The CSUSB University Police Department (UPD) was established on Jan. 23, 1974, and is a full-service, California POST certified law enforcement agency that employs 17 sworn police officers and active support staff for the service and protection of the campus community. In 2025, the UPD was accredited by the International Association of Campus Law Enforcement Administrators (IACLEA)**

The department is responsible for the 471-acre northern San Bernardino campus as well as the Palm Desert Campus in Palm Desert, CA, including the campus and outlying residential, canyon, and foothills. The sworn staff are peace officers with statewide police authority and are vested with law enforcement powers and responsibilities, identical to the municipal police or sheriff's departments in our community. The University Police Department (UPD) strives to provide "Quality Service" by providing professional service with honor, integrity, and a commitment to excellence to the community. They perform their mission through diligent crime prevention, victim assistance, and emergency response preparedness. The department strives to embrace the campus community to form partnerships and address public safety issues that arise. UPD strives daily to live by the department motto, "Campus Safety through Service."

UPD has a newly remodeled Regional Communications Center, with several hardware and software upgrades, and a number of new training procedures, tools and equipment intended to improve officer and public safety. The Communications Center serves several other area college and university law enforcement agencies by contract. In addition, CSUSB Police Department has revived its community service programs, specifically the Police Citizen Volunteer Program and the University Police Explorer program.

## CAMPUS POLICE ADVISORY COUNCIL

**The Campus Police Advisory Council was formed in 2021, based on recommendations from the Police Advisory Task Force, to ensure UPD aligns with both the University's mission and values of inclusivity, community engagement, and social and environmental responsibility.**

The Campus Police Advisory Council actively looks for the advice and counsel of a diverse group of community members regarding issues that impact the safety

and quality of life of the students, faculty, staff and visitors to the CSUSB Campus

In addition, it serves as a voice for the stakeholders it represents (students, faculty, staff, and UPD). The Chief of Police (or designee) will serve as a committee member and play a central role in advancing this committee's work, goals, and priorities.

## UNIVERSITY POLICE

### Mission

The University Police Department strives to provide "Quality Service" by providing professional service with honor, integrity, and a commitment to excellence to the community. We perform our mission through diligent crime prevention, victim assistance and emergency response preparedness. We believe campus safety is a community effort and embrace a community partnership and problem-oriented policing philosophy. UPD strives daily to live by our department motto, "Campus Safety through Service."

## THE POSITION

**The Chief of Police advises the President and campus leadership on how to improve campus safety, emergency management, and risk mitigation by aligning campus and departmental policies with effective and innovative policing practices.**

The Chief of Police partners with other administrators, department managers, and colleagues across the campus, reports to the Vice President for Finance, Technology & Operations, and works closely with the Vice President for Student Affairs on matters relating to student safety, well-being, and conduct. The Chief of Police is responsible for planning, organizing, and directing all police and public safety services, including comprehensive crime prevention and community policing strategies. As a visible campus leader, the Chief of Police will demonstrate and uphold the fundamental tenets of community policing – that is, "policing with and within the community," as opposed to just "policing the community."

## THE 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 a philosophy that promotes organizational strategies which support collaboration, partnership, and problem-solving to proactively address public safety issues in a campus setting.

**The successful candidate will be:**

### A Strategic Thinker Who

- Embraces community-oriented policing and the Pillars of 21st Century Policing, recognizing the value of adopting and promoting these tenets in a campus environment
- Reviews UPD's operations and policies in light of best practices in policing and public safety
- Builds trust and a strong connection with the community, through openness and communication, while maintaining a high sense of morale among current staff through visibility and availability
- Understands and values the differences between traditional law enforcement work and policing in a complex academic setting
- Is a capable manager who can make sound business and operational decisions in a dynamic environment



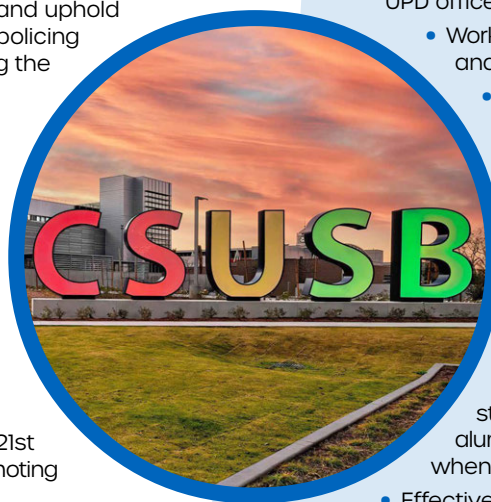
SAN BERNARDINO  
POLICE DEPARTMENT

### An Effective Communicator Who

- Promotes opportunities for officers and community members to have friendly social interactions to build trust and understanding
- Is highly visible and accessible to students, faculty, staff, and members of the UPD
- Effectively communicates and humbly collaborates with stakeholders at all levels of the University and establishes and maintains productive and effective working relationships amongst diverse populations, including staff, faculty, administration, students, and other internal and external constituents
- Demonstrates cultural competence and builds trust and strong relationships by collaborating with diverse groups to reach beyond cultural barriers
- Is a transparent, approachable, personable, and genuine leader of impeccable character
- Manages fairly and equitably, consistently holding all officers and staff members accountable for competency, performance, behavior, and conduct
- Represents CSUSB to law enforcement agencies in the surrounding area

### And A Thoughtful Leader Who

- Understands the complexities of policing in the current climate and who is committed to serving the CSUSB community
- Maintains a high-level of positive engagement and satisfaction among UPD officers and staff
  - Works collaboratively with unions and union representatives
  - Develops an environment of trust among management and represented staff
  - Becomes rooted in the community
  - Has a deep commitment to public safety and service
  - Is prepared to lead and engage in difficult conversations with UPD, faculty, staff, students, administration, alumni, and the local community, when needed
- Effectively coordinates campus public safety awareness and crime prevention programs, and oversees compliance with CSUSB and CSU directives, orders, and guidelines, as well as federal, state, and local laws, rules, and regulations
- Embraces emerging technologies, welcomes innovation, and adopts best practices that enhance safety



- Understands complex budgets and explores innovative solutions to overcome financial challenges

### Minimum Requirements:

- Ten years of progressively responsible sworn law enforcement experience, including at least three years of management experience
- Policing experience in a university, college or K-12 School environment, especially in a leadership role
- 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
- Satisfaction of California POST minimum employment standards for a sworn police officer
- Meets all other requirements for peace officers and rank of Chief of Police as established by law and the California POST at time of appointment
- 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
- Experience with budget planning and development
- Experience with applying, or demonstrated ability to apply, knowledge of shared governance, committee leadership, and CSU managerial and governance processes
- Experience with preparing or assisting with reports related to compliance regulations including, without limitation, the Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act (Clery Act), California Education Code section 67380, the Higher Education Opportunity Act (HEOA) including The Campus Fire Safety Right-to-Know Act, The Violence Against Women Reauthorization Act of 2013, including the Campus Sexual Violence Elimination Act (Campus SaVE), the Kristin Smart Campus Safety Act of 1998, and Sexual Offender Registration including Megan's Law
- University will not hire officers or any campus safety personnel with any sustained findings of misconduct related to moral turpitude, sexual harassment, bias, discrimination, or any other finding determined to be inconsistent with the University's principles and values, or who resigned while under investigation

### Preferred Qualifications:

- Master's Degree in Criminal Justice, Social Sciences, Leadership, Public Administration, Business Administration, or related field
- Familiarity and/or experience with IACLEA accreditation process
- Prior policing experience within the California State University System
- Possession of a POST Management Certificate or ability to obtain a Management Certificate



- 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
- Experience with collective bargaining agreements and labor-management relations

## COMPENSATION AND BENEFITS

Compensation will be competitive and commensurate with the selected candidate's experience and credentials. The salary range is \$180,000 to \$198,000 per year based on qualifications and experience and 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 new Chief of Police 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 CSU Benefits Summary located [here](#).

## TO APPLY

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

[www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)

**Filing Deadline:  
May 8, 2026**

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 CSU San Bernardino. Candidates will be advised of the status of the recruitment following the selection of the Chief of Police.

If you have any questions, please do not hesitate to call Mr. Jon Lewis or Mr. Mike Ishii at:

(916) 784-9080

