

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

Stockton University Police Department (SUPD) is a fully sworn New Jersey Civil Service Commission (NJCS) law enforcement agency. One of the many challenges with maintaining a balance of diversity within our agency to directly represent our community is our hiring and recruitment practices. The SUPD's hiring and recruiting process is designed to ensure an equal employment opportunity to all and recognizes a diverse police force that is representative of Stockton University's demographics may best serve its campus community.

GOALS AND OBJECTIVES

The primary goals of the SUPD's recruitment activities will be to attract the most qualified candidates for employment with emphasis on recruiting underrepresented demographics of Stockton University's campus community in accordance with the New Jersey Attorney General Guidelines, "[Promoting Diversity in Law Enforcement Recruiting and Hiring](#)", N.J.S.A. 52:17B-4.10 et seq. (the Act"). The objectives of the SUPD to achieve their goals include, but may not be limited to: (1) SUPD sworn members participating in recruitment activities throughout the year; (2) Recruiting candidates to ensure the SUPD's level of diversity is consistent with community demographics; (3) Recruiting candidates for both Security Officer and Campus Police Officer positions; and (4) Recruiting candidates through all available activities which are consistent with department written directives and laws of the State of New Jersey.

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

DEMOGRAPHICS

The below race and ethnicity resident population information for the [State of New Jersey](#), [Atlantic County](#), [Atlantic City](#), and [Galloway Township](#) was copied from the United States Population Census (2020). The below race and ethnicity data for Stockton University, which is fluid from semester to semester was obtained by requesting institutional data via the Stockton University [Institutional Research Data Request Form](#). More specifically, the race and ethnicity data for the total “student population” that resides on a Stockton University campus, and the total Stockton University “community” which is made up of all Stockton University residential students and commuting students was requested for calendar year January 1, 2023, through December 31, 2023.

The below Annual Summary of Law Enforcement (LE) Diversity Applicant Demographic Data and Current Officers Summary was copied from the completed 2023 Annual Summary of Law Enforcement Diversity Form as submitted in accordance with the New Jersey Attorney General Guidelines, “[Promoting Diversity in Law Enforcement Recruiting and Hiring](#)”, N.J.S.A. 52:17B-4.10 et seq. (the Act”).

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

RACE

| | State of New Jersey | | Atlantic County | | Atlantic City | | Galloway Township | | * Stockton University | | | | | |
|--|-------------------------------------|--------|---------------------------------|--------|-------------------------------|--------|-----------------------------------|--------|---------------------------------------|--------|---------|--------|-------|--------|
| Total Population: | 9, 288,994 | | 274,534 | | 38,497 | | 37,813 | | 11,335 | | | | | |
| | | | | | | | | | Commutes | | Resides | | Both | |
| White alone | 5,112,280 | 55.04% | 156,796 | 57.11% | 7,409 | 19.25% | 23,931 | 63.29% | 4,709 | 50.92% | 1,966 | 21.26% | 6,675 | 72.18% |
| Black or African American alone | 1,219,770 | 13.13% | 41,519 | 15.12% | 13,717 | 35.63% | 4,634 | 12.26% | 660 | 7.14% | 516 | 5.58% | 1,176 | 12.72% |
| American Indian and Alaska Native alone | 51,186 | 0.55% | 1,253 | 0.46% | 257 | 0.067% | 98 | 0.26% | 9 | 0.097% | 1 | 0.01% | 10 | 0.11% |
| Asian alone | 950,090 | 10.23% | 21,784 | 7.93% | 6,244 | 16.22% | 3,848 | 10.18% | 678 | 7.33% | 120 | 1.30% | 798 | 8.63% |
| Native Hawaiian and Other Pacific Islander alone | 3,533 | 0.04% | 342 | 0.12% | 226 | 0.59% | 14 | 0.04% | 4 | 0.04% | 2 | 0.02% | 6 | 0.06% |
| Some Other Race alone | 1,048,641 | 11.29% | 27,192 | 9.90% | 6,567 | 17.06% | 2,065 | 5.46% | | | | | | |

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

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|---------------------------------|-------------------|-------|----------------|-------|---------------|--------|---------------|-------|--------------|---------------|--------------|---------------|--------------|----------------|
| Two or More Races | 903,494 | 9.73% | 25,648 | 9.34% | 4,077 | 10.59% | 3,223 | 8.52% | 276 | 2.98% | 136 | 1.47% | 412 | 4.46% |
| Race Unknown or Not Specified | | | | | | | | | 57 | 0.62% | 18 | 0.19% | 75 | 0.81% |
| Non-Resident (non-U.S. Citizen) | | | | | | | | | 51 | 0.55% | 45 | 0.49% | 96 | 1.04% |
| Total | 9, 288,994 | | 274,534 | | 38,497 | | 37,813 | | 6,444 | 69.68% | 2,804 | 30.32% | 9,248 | 100.01% |

* Information provided by Stockton University Institutional Research is unduplicated. Therefore, the 2,087 Hispanic or Latino students are not counted within the above Race Table or the Total Population of 11,335.

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

ETHNICITY

| | State of New Jersey | | Atlantic County | | Atlantic City | | Galloway Township | | *Stockton University | | | | | |
|------------------------------------|-------------------------------------|--------|---------------------------------|--------|-------------------------------|--------|-----------------------------------|--------|--------------------------------------|--------|---------|--------|--------|--------|
| Total Population: | 9, 288,994 | | 274,534 | | 38,497 | | 37,813 | | *11,335 | | | | | |
| | | | | | | | | | Commutes | | Resides | | Both | |
| Hispanic or Latino of any race | 2,002,575 | 21.56% | 53,713 | 19.57% | 11,513 | 29.91% | 5,005 | 13.24% | 1,501 | 13.45% | 586 | 5.25% | 2,087 | 18.69% |
| Not Hispanic or Latino of any race | 7,286,419 | 78.44% | 220,821 | 80.43% | 26,984 | 70.09% | 32,808 | 86.76% | 6,336 | 56.75% | 2,741 | 24.55% | 9077 | 81.31% |
| Total (Ethnicity) | | 100% | | 100% | | 100% | | 100% | 7,837 | 70.20% | 3,327 | 29.80% | 11,164 | 100% |

* Information provided by Stockton University Institutional Research is unduplicated. Therefore, the 96 non-U.S. resident students and the 75 unknown or not specified students do not appear within the above Ethnicity Table or the Total Population of 11,335.

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

ANNUAL SUMMARY OF LE DIVERSITY: APPLICANT DEMOGRAPHIC DATA

| Year | 1/1/2023-12/31/2023 | Total Applicants | % of Total Applicants | Direct Hire Applicants | Transfer Applicants | Waiver Applicants | Appointed Applicants |
|--------------------|---|------------------|-----------------------|------------------------|---------------------|-------------------|----------------------|
| Gender | Total Male | 70 | 85% | 65 | 0 | 1 | 2 |
| | Total Female | 12 | 15% | 12 | 0 | 0 | 3 |
| | Total X or Non-Binary | 0 | 0% | 0 | 0 | 0 | 0 |
| Sexual Orientation | LGBTQ+ | 0 | 0% | 0 | 0 | 0 | 0 |
| | Not LGBTQ+ | 0 | 0% | 0 | 0 | 0 | 0 |
| Race/Ethnicity | Total American Indian or Alaska Native alone | 0 | 0% | 0 | 0 | 0 | 0 |
| | Total Asian alone | 4 | 5% | 4 | 0 | 0 | 0 |
| | Total Black or African American alone | 22 | 27% | 22 | 0 | 0 | 0 |
| | Total Native Hawaiian or other Pacific Islander alone | 0 | 0 | 0 | 0 | 0 | 0 |
| | Total White alone | 31 | 38% | 28 | 0 | 1 | 5 |
| | Total Two or more races alone | 2 | 2% | 2 | 0 | 0 | 0 |
| | Total Other alone | 1 | 1% | 1 | 0 | 0 | 0 |
| | Total Hispanic or Latino | 22 | 27% | 20 | 0 | 0 | 1 |
| | Total 18-29 | * | * | * | * | * | * |

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

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|-----|-------------|---|---|---|---|---|---|
| Age | Total 30-39 | * | * | * | * | * | * |
| | Total 40-49 | * | * | * | * | * | * |
| | Total 50-59 | * | * | * | * | * | * |
| | Total 60-69 | * | * | * | * | * | * |
| | Total 70+ | * | * | * | * | * | * |

* Not supplied within [Annual Law Enforcement Diversity Reporting Form](#).

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

ANNUAL SUMMARY OF LE DIVERSITY: CURRENT OFFICERS SUMMARY

| Year | 1/1/2023-12/31/2023 | # | % |
|----------------|---|----|-----|
| Gender | Total Male | 13 | 72% |
| | Total Female | 4 | 22% |
| | Total X or Non-Binary | 0 | 0% |
| Race/Ethnicity | Total American Indian or Alaska Native alone | 0 | 0% |
| | Total Asian alone | 0 | 0% |
| | Total Black or African American alone | 1 | 6% |
| | Total Native Hawaiian or other Pacific Islander alone | 0 | 0% |
| | Total White alone | 11 | 72% |
| | Total Two or more races alone | 0 | 0% |
| | Total Other alone | 1 | 6% |
| | Total Hispanic or Latino | 4 | 22% |
| Age | Total 18-29 | 8 | 56% |
| | Total 30-39 | 5 | 28% |
| | Total 40-49 | 1 | 6% |
| | Total 50-59 | 2 | 11% |

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

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|--|-------------|---|----|
| | Total 60-69 | 0 | 0% |
| | Total 70+ | 0 | 0% |

ACTIVITIES TO ACHIEVE GOALS AND OBJECTIVES

In order to maintain the level of diversity consistent with our community demographics and to ensure equal employment opportunity for all, SUPD utilizes several recruiting activities.

- Sworn members actively recruiting and communicating with members of our community organizations, including but shall not be limited to: SUPD [2.10.1](#) Community Oriented Patrols for Students (C.O.P.S.) Program and Stockton University [Criminal Justice Society](#).
- Sworn members actively participate in career fair(s), student orientation, and class presentations to provide [recruitment information](#) and information regarding careers in law enforcement.
- Maintaining the C.O.P.S. Program has allowed SUPD the opportunity to train and evaluate students at Stockton University who have an interest in law enforcement. Given the entry level position of this program, it provides SUPD and the student an opportunity to develop a relationship toward future employment in law enforcement.
- Recruitment through posting on the Stockton University employment website: <https://employment.stockton.edu/jobs/search>.
- Recruitment through posting on the [NJCS](#) website for open positions and intergovernmental transfers.
- Recruitment through NJCS [11A:4-1.3](#) which allows exemption from examination requirement for certain entry-level law enforcement applicants
- Recruit candidates through all available activities which are consistent with department written directives and laws of the State of New Jersey.

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

EVALUATION AND REVISION OF RECRUITMENT PLAN

This plan and the SUPD's submitted [Annual Law Enforcement Diversity Reporting Form](#) shall be reviewed annually to evaluate the primary goal of the SUPD's recruitment activities to attract the most qualified candidates for employment with emphasis on recruiting underrepresented demographics of Stockton University's "community" in accordance with the New Jersey Attorney General Guidelines, "[Promoting Diversity in Law Enforcement Recruiting and Hiring](#)", N.J.S.A. 52:17B-4.10 et seq. (the Act").

The Chief of Police shall revise the recruitment plan when necessary.

REFERENCES

United States Census Bureau:

1. New Jersey Race and Ethnicity
 - a. Race: <https://data.census.gov/table/DECENNIALPL2020.P1?q=040XX00US34>
 - b. Ethnicity: <https://data.census.gov/table?q=new%20jersey%20race>
2. Atlantic County Race and Ethnicity
 - a. Race: <https://data.census.gov/table/DECENNIALPL2020.P1?q=050XX00US34001>
 - b. Ethnicity: <https://data.census.gov/table?q=atlantic%20county%20new%20jersey%20race>
3. Atlantic City Race and Ethnicity
 - a. Race: <https://data.census.gov/table?q=atlantic%20city>
 - b. Ethnicity: <https://data.census.gov/table?q=atlantic%20city%20new%20jersey%20race>
4. Galloway Township Race and Ethnicity
 - a. Race: <https://data.census.gov/table?q=galloway%20township>
 - b. Ethnicity: <https://data.census.gov/table?q=galloway%20new%20jersey%20race>

STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

New Jersey:

1. Promoting Diversity in Law Enforcement Recruiting and Hiring
 - a. <https://www.nj.gov/oag/dcj/agguide/directives/ag-Guidelines-Diversity-in-LE-Recruiting-and-Hiring.pdf>
2. DCJ Diversity in Law Enforcement Recruitment & Hiring Plan
 - a. <https://www.nj.gov/oag/dcj/pdfs/Division-of-Criminal-Justice-Diversity-in-Law-Enforcement-Recruitment-and-Hiring-Plan.pdf>
3. [Civil Service Commission](#); and
 - a. [11A:4-1.3](#)

Atlantic County Prosecutor's Office:

1. [PD-01661-22](#) (ACPO) Promoting Diversity in Law Enforcement Recruitment and Hiring
2. [AX-01649-21](#) (ACPO) Promoting Diversity in Law Enforcement Recruiting and Hiring NJAG Guidelines
3. [MM-01843-23](#) (ACPO) NJAG's Diversity in Law Enforcement Recruiting & Hiring Guidelines
4. [MM-01939-24](#) (ACPO) NJAG Annual Report - Promoting Law Enforcement Diversity Reporting Form – Appendix A

Stockton University Police Department:

1. [2.10.1](#) Community Oriented Patrols for Students Program
2. [3.3](#) Hiring Procedures
3. [3.4](#) Selection and Recruitment
4. [Annual Law Enforcement Diversity Reporting Form](#)
5. [Recruitment Information](#)

Stockton University

1. [Criminal Justice Society](#)
2. Employment website: <https://employment.stockton.edu/jobs/search>
3. Institutional Research Data Request Form: https://stockton.co1.qualtrics.com/jfe/form/SV_4OuxGRTfZzdLnAF