

# 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.

## GOAL:

The primary goal 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.

## OBJECTIVES:

1. SUPD sworn members participate in recruitment activities throughout the year;
2. Recruit candidates to ensure the SUPD's level of diversity is consistent with community demographics;
3. Recruit candidates for both Security Officer and Campus Police Officer positions; and
4. Recruit candidates through all available activities which are consistent with department written directives and laws of the State of New Jersey.

## ACTIVITIES:

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 C.O.P.S. Program and Stockton University Criminal Justice Club.
- Sworn members actively participate in the 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 towards future employment in law enforcement.
- Recruitment through posting on the [NJCS website](#) for open positions and intergovernmental transfers.
- Recruitment through Assembly/Senate Bill No. [A5122/S3220](#) – Title 11A:4-1.3 which allows exemption from examination requirement for certain entry-level law enforcement applicants.

## EVALUATION OF RECRUITMENT PLAN:

This plan shall be reviewed annually to evaluate the SUPD's goal of achieving the most qualified sworn work force that is representative of Stockton University's campus community.

The Director of Campus Public Safety shall revise the recruitment plan when necessary.