

# **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

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## 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”).

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## RACE

	<a href="#">State of New Jersey</a>		<a href="#">Atlantic County</a>		<a href="#">Atlantic City</a>		<a href="#">Galloway Township</a>		* <a href="#">Stockton University</a>					
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%						

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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%
<b>Total</b>	<b>9, 288,994</b>		<b>274,534</b>		<b>38,497</b>		<b>37,813</b>		<b>6,444</b>	<b>69.68%</b>	<b>2,804</b>	<b>30.32%</b>	<b>9,248</b>	<b>100.01%</b>

\* 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.

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## ETHNICITY

	<a href="#">State of New Jersey</a>		<a href="#">Atlantic County</a>		<a href="#">Atlantic City</a>		<a href="#">Galloway Township</a>		<a href="#">*Stockton University</a>					
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%

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**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
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## STOCKTON UNIVERSITY POLICE DEPARTMENT RECRUITMENT PLAN

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

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





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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.

- x 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](#).
- x Sworn members actively participate in career fair(s), student orientation, and class presentations to provide [recruitment information](#) and information regarding careers in law enforcement.
- x 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



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### 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](https://stockton.co1.qualtrics.com/jfe/form/SV_4OuxGRTfZzdLnAF)