



EXECUTIVE RECRUITMENT FOR
DIRECTOR
CAMPUS SAFETY SERVICES
(CHIEF OF POLICE)



EXECUTIVE SUMMARY

The University of California, Riverside (UCR) seeks a highly qualified, dynamic, innovative and forward-thinking leader to become its Director of Campus Safety Services. Campus Safety Services is part of UCR's new Division of Health, Well-Being and Safety (HWS), which includes the following departments: Student Health Services (SHS), Counseling and Psychological Services (CAPS), Basic Needs, Campus Advocacy, Resources, and Education (CARE), Student Affairs Case Management, Student Disability Resources Center, Health Education and Promotion (The Well), and Student Well-being, Intervention, and Follow-up Team (SWIFT). This new structure will provide a multi-tiered, comprehensive framework of services, resources, and programs for members of the UCR campus community that supports a holistic approach to diversity and success through an integrated culture of wellness.

As UCR's head law enforcement official (i.e., Chief of Police), the Director will lead integration of the UCR Police Department into the more comprehensive Campus Safety Division that will ensure a safe and secure environment for all members of the campus community to support the university's tripartite mission of teaching, research, and public service. The Director will provide leadership to Campus Safety officers and staff as UCR reimagines and reshapes approaches to public and campus safety. Reporting to the Associate Vice Chancellor for the Division of Health, Safety, and Wellness, the Director will inspire confidence throughout the campus community and within the Department by demonstrating exemplary leadership in terms of integrity, honesty, transparency, collaboration, and accountability.

For information on how to apply or to submit nominations, please refer to the section, "Application Procedures" at the end of this document.



The University of California puts the highest priority on the safety and security of its students, faculty, staff and surrounding communities.

– UC Presidential Task Force on University wide Policing



[We aim] to redefine safety on UCR's campus as inclusive, compassionate, resourceful, purposeful, preventative, and rehabilitative, combined with the requisite resources to support this new definition ... [and] includes collaboration with the City and County of Riverside to provide and enhance resources for the region.

– UC Riverside Campus Safety Task Force

OVERVIEW OF POSITION AND RESPONSIBILITIES

Reporting to the Associate Vice Chancellor for the Division of Health, Safety, and Wellness, the Director of Campus Safety Services will serve an essential role in the safety, well-being, and success of the UCR campus community. The ideal candidate will possess significant law enforcement leadership experience at a senior level, and the skills necessary to build and sustain relationships of trust with the diverse internal and external stakeholders at UCR and the Riverside community. This individual should possess knowledge and experience of campus safety in the context of an open campus at a large and diverse public university. This individual must possess outstanding communication skills and a proven track record for establishing and maintaining crucial relationships and strategic partnerships with local community groups and other law enforcement organizations. This individual will provide leadership by example in terms of integrity, transparency, collaboration, and accountability. The Director will also provide leadership to Campus Safety officers and staff as UCR reimagines and implements innovative approaches to public and campus safety.

UCPD was established in 1954, in connection with the founding of the Riverside campus. Current permanent funding for the unit is \$9M/yr. UCPD currently employs 46 staff members of which 23 positions are held by sworn officers. Among UCPD's sworn personnel, eight percent have earned a master's degree and 52 percent have earned a bachelor's degree. Forty-four percent are UCR graduates.

The remaining 17 positions are non-sworn positions, with additional support from approximately 25 qualified student safety staff. UCPD includes the following five (5) specialized units: (1) Corporal, (2) Detective, (3) Field Training, (4) System-wide Response Team (SRT), and (5) Community Resource Officers.

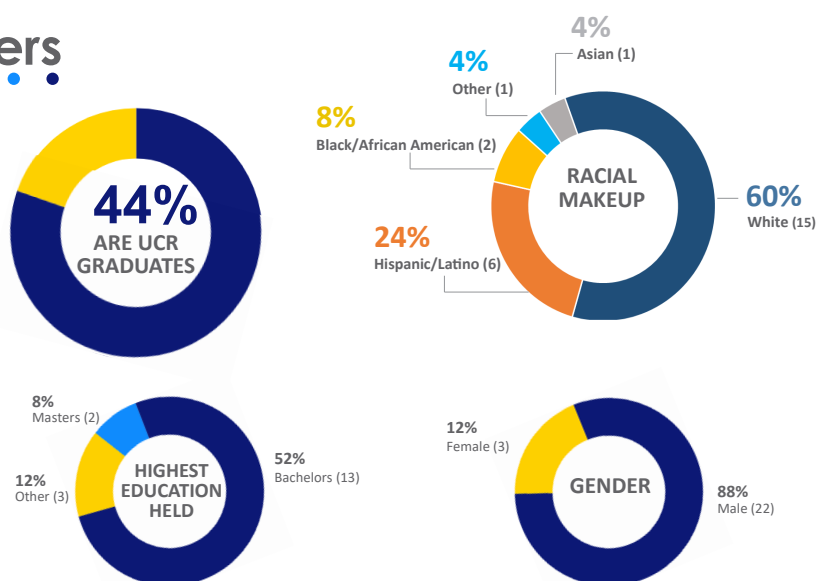
YOUR OFFICERS

By the Numbers

WHO WE ARE

At the University of California, Riverside (UCR), we are committed to supporting a community that fosters equity of experience and opportunity for students, faculty, and staff of all backgrounds to feel safe, welcome and empowered.

We are equity-minded officers committed to supporting the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds present in our Highlander community.



Updated 03/09/22



BACKGROUND AND CONTEXT

In April 2018 the UC Office of the President (UCOP) convened a Task Force to conduct a holistic, environmental scan and review of campus policing policies, and in 2019 issued its [Report on Universitywide Policing](#). In June 2020, UCOP issued its [implementation report](#) identifying recommendations for action in the areas of community engagement, training, protocols and policies regarding use of force, independent advisory boards, the citizen complaint process and transparency.

While these changes were underway at UC campuses, nation-wide calls to address police brutality and systemic racism were intensified by the murder of George Floyd on May 25, 2020. In response, UC leadership issued multiple campus statements voicing unequivocal support for diversity, equity,

and inclusion, along with calls for police reform and campus transformation, which hastened UCR's efforts to implement reforms throughout UCR's campus community.

In September 2020, UCR Chancellor Kim A. Wilcox introduced the formation of a [Campus Safety Task Force](#) to redefine safety on UCR's campus. In March 2021, the Task Force issued its [Report and Recommendations](#), with the guiding principle that campus safety should encompass protecting and advancing the overall physical and mental well-being of the entire UCR community by providing an array of coordinated services, resources, and structures to serve this purpose. The Task Force concluded that reimagining UCPD's traditional scope and integrating the unit into a more comprehensive Campus Safety Services Department will enhance campus safety writ-large, and signal the intended shift from law enforcement and "policing" – toward a broader focus on supporting the safety and well-being of UCR's highly diverse campus community. In August 2021, the UC Office of the President (UCOP) released the final version of its [UC Community Safety Plan](#) along with a [letter](#) and [video message](#) to the university community from UC President Michael V. Drake. The Community Safety Plan offers a new, welcome vision for the provision of campus and community safety.

Campus Safety Services is now part of the Division of Health, Well-Being and Safety, which provides a comprehensive framework of services, resources and programs to support a holistic approach to diversity and success through an integrated culture of wellness. UCR's commitment goes beyond providing a quality education to include student well-being. This transition has included the expansion of counselors within the Campus Safety Division to serve on crisis response teams and other measures; an important step in enhancing UCR's culture of safety and well-being.



THE IDEAL CANDIDATE

The Director of Campus Safety Services should possess extensive knowledge and leadership experience in university law enforcement operations, community-based policing, data-driven decision-making, tiered responses, and organizational design, and change management. The ideal candidate will be an experienced leader and community builder who is able to build and maintain relationships of trust with a diverse array of internal and external members of the UCR campus community. The ideal candidate will possess superlative communication skills, with the ability to modulate messages as needed to suit the circumstances. This individual will inspire confidence, excellence, and accountability among the Campus Safety organization, and will promote and support the leadership and dedication of his/her employees. The ideal candidate will be able to promote, uplift, and develop the Campus Safety Services staff/team, prioritize/streamline/improve departmental processes and procedures, and systematically build trust. This individual will prioritize accountability across all levels of the Campus Safety organization. This individual will be a steady, patient, committed servant-leader, who understands and respects all members of the community, the value of diversity and inclusion, and the importance of cultural context. This individual will be a role model for Campus Safety Services, whose decisions and actions increase the overall sense of safety for all members of the campus community. This individual must prioritize building trust within the UCR campus community – especially with students – and work proactively with the student body, campus administration, faculty, staff, the local community, internal staff, and surrounding law enforcement agencies to collaboratively improve the overall sense of safety, health, and well-being for the campus community.

LEADERSHIP OPPORTUNITIES

- The Director will instill confidence to build and sustain relationships of trust with internal and external stakeholders throughout the campus community.
- The Director will be able to anticipate future challenges and inspire others through collaboration and engagement.
- The Director will be expected to work collaboratively with Riverside County, the City of Riverside, and departments and stakeholders across the Health, Well-being, and Safety Division (including Counseling and Psychological Services (CAPS) and Student Well-being Intervention and Follow-up Team (SWIFT)) to develop and implement innovative regional partnerships to address mental health issues, and work with UCR's Student Affairs Division and Governmental and Community Relations Office to improve and invest in services related to basic human services needs.

EXPECTATIONS

The incoming Director will be expected to:

- Integrate the UCPD into Campus Safety Services to increase engagement with, and responsiveness toward UCR's highly diverse campus community – especially its student body; improve coordination with university partners; and provide a new accountability structure outside of UCPD that will strengthen public accountability measures.
- Enhance practices related to recruitment, training, and retention efforts to diminish issues related to implicit bias and related infractions or misconduct.
- Integrate campus safety activities with existing campus-based programs that address issues such as mental health, domestic violence, sexual harassment, and substance abuse, with units with Student Affairs, Human Resources, and Title IX, and pursue innovative models to pair and cross-train public safety personnel with campus practitioners.
- Represent the campus in campus-wide and systemwide meetings and discussions.
- Make final decisions for Campus Safety Services, and ensure achievement of objectives.
- Conduct a comprehensive assessment of campus public safety needs, including homelessness.

QUALIFICATIONS

EDUCATION:

- Bachelor's degree in the field of administration of justice, psychology, sociology or related field;
- Advanced degree preferred.

EXPERIENCE:

Required

- 10-15 years' experience as a sworn law enforcement officer.
- Highly experienced in performing all aspects of police officer, sergeant, or lieutenant of police functions.
- Advanced knowledge of law, regulation and policy regarding public safety and law enforcement functions. Advanced knowledge of modern policing issues, philosophies, practices and trends as applied within the University or similar environment. Advanced knowledge of current law enforcement management theory and administrative standards. Advanced knowledge of supervisory, management, administrative, and command leadership principles.
- Extensive experience in community policing, including developing community partnership, engaging in problem solving, and implementing community policing organizational features. Proven ability in fostering partnerships on the implementation of a distributed model of safety services.
- Ability to evaluate departmental policies and practices to align with the needs and values of a diverse community and adapt as needed.
- Highly experienced ability to communicate effectively in person and in writing.
- Ability to develop and maintain effective, cooperative, and collaborative partnerships

and relationships with students, staff, faculty, management, and external constituents and stakeholders. Advanced skill in resolving conflict situations and in recognizing politically sensitive situations.

- Highly experienced ability to take decisive action based upon sound judgment.
- Highly experienced ability to independently manage a complex organization with multiple priorities and limited resources. Highly experienced ability to effectively orchestrate the ongoing deployment of multiple employees and resources. Ability to take command in emergency situations including the ability to provide leadership to the campus community as needed. Knowledge and ability to apply principles and concepts of organizational emergency management. Ability to apply all elements of incident command, emergency operations, center operations and emergency planning.
- Proven ability to supervise and train staff in the relevant and necessary aspects of their duties.
- Advanced knowledge of use and legal application of firearms and other police weapons, equipment or tools.
- Highly experienced ability to credibly represent UCR in an official capacity. Highly experienced ability to maintain a professional demeanor in all situations and to speak before varied audiences and to conduct productive meetings, interviews, and interrogations.
- Ability to safely operate motor vehicles and possess a valid California Driver License.
- Ability to evaluate data and feedback regarding departmental performance.
- Experience managing an accredited agency.

Preferred

- Experience working in a large, public, research university environment.
- Demonstrated track record for using data-driven approaches to improving campus safety effectiveness.
- Ability to adopt policies, practices, and strategies in alignment with the Presidential Campus Safety Plan including but not limited to: a) departmental hiring and promotion; b) a “tiered-response model”; c) Accountability and Independent Oversight; d) in-service training; e) Restorative Justice and community based alternatives to the criminal justice system; f) collection and publication of safety data.
- Highly experienced ability to operate computers and other relevant or specialized technology.
- Advanced knowledge of budgeting and financial practices applicable to law enforcement in a University environment.
- Ability to develop collaborative relationships and training opportunities with key campus offices including but not limited to; Student Affairs, Health Centers, and Title IX.
- Knowledge of labor issues and other employee development and disciplinary practices.

LICENSES AND CERTIFICATIONS

- Possess and maintain a valid California Driver License.
- Possess a POST Supervisory certificate and successful completion of the probationary period as a sergeant or equivalent.
- Ability to successfully earn the California POST Management certificate by completing a California POST-certified 104-hour Management course within one year of appointment and serving as Chief of Police for a period of two years.
- Ability to successfully earn the California POST Executive certificate by completing a California POST-certified 80-hour executive development course and serving as Chief of Police for a period of two years.



SPECIAL CONDITIONS

Background investigation required. Successful medical and psychological evaluation required. Candidates must be at least 21 years of age and a US citizen (or has permanent resident alien status and achieves citizenship within three years). Ability to work rotating shifts in all weather conditions and work at any time of day or night and in periods of disaster or civil disorder. No felony convictions or other legal restrictions on the ability to carry firearms or to perform other work responsibilities. Meets all other requirements for peace officers and the rank of [Chief of Police](#) as established by law and the [California Commission on Peace Officer Standards and Training](#). Must meet [CANRA](#) compliance requirement per “California Child Abuse and Neglect Reporting Act (“CANRA,” Penal Code sections 11164-11174.4)”.

SALARY AND BENEFITS

Salary will be competitive and commensurate with qualifications and experience, with an anticipated salary up to \$205,000.00 (under review). The University of California offers a full complement of benefits, including retirement. Additional information is available at [UCnet](#) and [UCR Human Resources Benefits](#).

ABOUT UC RIVERSIDE

UCR was originally founded as a citrus research station in 1907 and by 1954 had established a teaching-focused curriculum in the spirit of a small [liberal arts college](#). California's rapidly growing population made it necessary for the Riverside campus to become a full-fledged general campus of the UC system in 1959.



UCR is located in the 10th most populous county in the United States and California's fastest growing region. Situated on nearly 1,900 scenic acres in Southern California's Inland Empire with a 20-acre branch campus in Palm Desert, UCR is a public land-grant research university. Our welcoming, inclusive, and globally focused community has much to offer and reflects California's excellence, as well its cultural, intellectual, and economic diversity. UCR is creating a new model for what a great public research university can achieve.

As a member of the world's most prestigious public university system, UCR offers its students a premier, transformational educational experience. With more than 26,000 students and 1,100 faculty – including two Nobel Prize winners and 13 members of the National Academies of Science and Medicine – UCR pioneers research with economic, scientific, and social impact on the real-world challenges faced in California and beyond.



UCR's reputation stems from our commitment to continually create something better. With an enviable Southern California location and distinguished faculty and academics who pursue path-breaking research, UCR is generating visionary and practical solutions to some of the world's most challenging issues.

At UCR you'll find world-class genetics experts who are leading the global fight against mosquito-borne illness, as well as the nation's largest indoor atmospheric test chamber — rendering UCR a leader in air pollution and alternative fuels research.

UCR provides a robust set of undergraduate, graduate, and professional degree programs to one of the most diverse student populations in the nation. UCR offers more than 80 undergraduate majors and more than 50 graduate programs in new and emerging disciplines that are housed within three colleges and four professional schools:

- [Marlan and Rosemary Bourns College of Engineering](#)
- [College of Humanities, Arts, and Social Sciences](#)
- [College of Natural and Agricultural Sciences](#)
- [School of Education](#)
- [School of Business](#)
- [School of Medicine](#)
- [School of Public Policy](#)

As a member of the [University Innovation Alliance](#), UCR is committed to improving the success of low-income, first-generation students, as well as students of color. In fact, of our more than 26,000 students, more than half are first generation, and we enroll more students who receive Pell Grants than nearly every university in the country — and more than the entire Ivy League combined.

Diversity is not an abstract concept at UCR. It is a source of strength and pride for its students, faculty, staff, alumni, administrators and community at large. Awareness of, and a focus on, inclusion is a deeply rooted campus value and reflects a historical commitment to the value of inclusive excellence and difference. In 2005, UCR became the first public university campus in the nation to offer a [gender-neutral housing option](#).

UC Riverside is one of the most ethnically diverse research universities in the nation. It holds the status of Hispanic Serving Institution (HSI) and has been named the third-best college for Hispanics in the country (BestColleges.com, 2016). UC Riverside was one of 10 institutions honored in 2021 with the Seal of Excelencia by Excelencia in Education for its efforts serving Latino students. It also holds the distinction of being an Asian-American, Native American, and Pacific Islander Serving Institution (AANAPISI). UCR works to attract and empower students of diverse backgrounds, because we believe diversity makes our university—and our nation's communities—stronger.



UCR is especially proud of its outstanding record for advancing social mobility by enrolling and graduating disadvantaged students. For the third consecutive year, UCR is the top university in the United States for [social mobility](#), as ranked by *U.S. News & World Report*. [Washington Monthly](#) ranked UCR 2nd in the United States in terms of social mobility, research and community service, while *U.S. News* ranks UCR as the fifth most ethnically diverse and, by the number of undergraduates receiving [Pell Grants](#) (42 percent), the 15th most economically diverse student body in the nation. Over 70% of all UCR students graduate within six years without regard to economic disparity. UCR's extensive outreach and retention programs have contributed to its reputation as a "university of choice" for minority students.

UCR is home to 17 men's and women's Division I teams. Each year, more than 300 student athletes enjoy a wide range of competitive sports, bringing pride to the Highlander family and gaining the skills they need to succeed at play and in life. A quick three-mile jaunt from campus, [UCR ARTS](#) in downtown Riverside is a great place to engage with provocative and timely art exhibitions, performances, screenings, and other programs. It's also home to the California Museum of Photography — the largest photographic center in the western United States that houses the region's most comprehensive public camera collection. Literary enthusiasts will delight in UCR's annual [Writers Week](#), the longest-running, free literary event in California.

Off campus, we're investing in the tomorrows of our neighbors who reside in and around the Riverside community. UCR medical students train in hospitals across Inland Southern California, [while UCR Health](#), an affiliate of our School of Medicine, rapidly expands access to health care across the region.

At [UCR Extension](#), we're providing lifelong learning opportunities and professional certificate programs to tens of thousands of students each year. [UCR Palm Desert](#), which opened in 2005, extends our reach specifically to the Coachella Valley, and offers a Master of Fine Arts degree, continuing education courses, and a Future Physician Leaders program.

RIVERSIDE AND THE INLAND EMPIRE

Sixty miles east of Los Angeles, Riverside is strategically located at the crossroads in Southern California offering a blend of small town charm and hospitality with the vision, energy and creativity of a rapidly developing metropolitan area. Riverside gave birth to the California citrus industry, an entire empire built around the sweet and zesty navel orange.

Ranked as the 6th largest city in Southern California and the 12th largest in California, Riverside is a hub of higher education with four internationally recognized universities and colleges located here serving more than 50,000 students.



The city's commitment to maintaining quality of life amenities is demonstrated by the variety of museums, theaters, fine dining options, array of festivals and markets, and unique shopping experiences for visitors and residents alike.

LEADERSHIP

CHANCELLOR KIM A. WILCOX



Kim A. Wilcox was appointed UC Riverside's ninth chancellor in August 2013.

As UC Riverside's chief executive officer, Wilcox oversees a campus of more than 26,000 students, 850 faculty members, and 4,700 academic and administrative staff members.

During his tenure, UC Riverside has seen historic growth across its education, research, and public service missions, including record improvements in student success, research funding, and philanthropic giving as well as the establishment of new schools of medicine and public policy.

Guided by UC Riverside's [long-term strategic plan](#), Wilcox has initiated an ambitious effort to grow the faculty and the campus's physical facilities. Over the last four years, UCR has grown its faculty by nearly 200, while increasing the racial, ethnic, and gender diversity among incoming faculty members. Likewise, UCR has added or renovated more than 100,000 square feet of building space on campus since 2013 with another \$1 billion in capital projects underway.

During Wilcox's tenure, UC Riverside has become a national model for achieving student success, particularly across socio-economic and ethnic categories. In the past five years, four-year graduation rates at UC Riverside have increased by 16 percentage points and six-year rates by 5 points. UC Riverside is one of the few institutions nationwide that has eliminated graduation-rate gaps across income levels and ethnicity. In 2016, the Association of Public and Land-grant Universities (APLU) recognized this achievement with their "Project Degree Completion Award," which goes to one university nationwide that has demonstrated innovation in student success. Under Wilcox's leadership, UC Riverside became a charter member of the [University Innovation Alliance](#), a collaboration of major public research universities in America seeking to improve student graduation rates and outcomes across all socio-economic and ethnic backgrounds.

Wilcox has been an active participant on a variety of higher education advisory boards and committees. He currently serves on the NCAA Presidential Forum and as a member of the board of directors for the [Coalition of Urban Serving Universities](#). He serves as a representative of the University as a member of the [Council on Competitiveness](#), a nonpartisan organization consisting of university presidents, CEOs, labor leaders, and national lab directors working to promote innovation and growth in the U.S. economy. In 2021, Chancellor Wilcox received the [Outstanding Senior Leadership Award](#) by the Council of University of California Staff Assemblies. The award recognizes senior-level leaders who are supportive and inclusive of UC staff, and encourage equity, diversity, inclusion, and community.

From 2005 to 2013, he served as provost at Michigan State. Previously, he was dean of the College of Liberal Arts and Sciences at the University of Kansas, from 2002 to 2005, and president and chief executive officer of the

Kansas Board of Regents from 1999 to 2002. He also spent ten years as the chair of the Department of Speech-Language-Hearing at the University of Kansas.

A first-generation college graduate, Wilcox attended Michigan State University, where he earned a Bachelor of Arts in audiology and speech sciences. He also holds master's and doctoral degrees in speech and hearing science from Purdue University. His research focuses on speech acoustics, and he has directed teaching, research, and service projects funded by the National Science Foundation and the U.S. Department of Education.

ASSOCIATE VICE CHANCELLOR DENISE WOODS



Denise Woods was appointed Associate Vice Chancellor for the new Division of Health, Well-being and Safety in July 2021. Dr. Woods is a national leader on basic needs and student well-being in higher education.

In her capacity as Associate Vice Chancellor, Dr. Woods is responsible for providing leadership and oversight for several departments including UCPD, CARE (Campus Advocacy, Resources & Education), Student Well-being, Intervention, and Follow-up Team (SWIFT), and those departments previously organized under Health, Counseling, and Wellness — Basic Needs, Student Health Services (SHS), Counseling and Psychological Services (CAPS), The Well (Health Education & Promotion), Student Affairs Case Management, and the Student Disability Resource Center (SDRC).

Woods joined UCR in 2019 after serving as director of Student Wellness and the Basic Needs Initiative at California State University, Office of the Chancellor. In that role, she provided oversight to health, wellness, mental health, food, and housing programs for 23 CSU campuses statewide. Prior to joining California State University in 2016, Woods served as senior manager for Beach Cities Health District where she directed health education and nutrition programs for 22 K-12 schools and 11 preschools. Woods' extensive work in wellness policies first emerged during her tenure at UCLA from 2007-14, where she began as a policy analyst, and later project manager of the *Racial and Ethnic Approaches to Community Health* (REACH) project through a Centers for Disease Control and Prevention (CDC) grant. This multi-year project focused on chronic disease prevention and community-based participatory research in 13 under-resourced communities across the country.

Woods leads a dedicated team of professionals committed to helping students and members of the university community navigate the COVID-19 pandemic. This included greater collaboration among students, faculty, and staff while creating an open and collegial environment through health and well-being efforts.

Woods earned a doctorate in public health from UCLA. She holds bachelor's and master's degrees in communications management from USC. She also received a basketball scholarship to USC and played professionally overseas after graduation. Woods is a published author, has been a keynote speaker, presenter, and expert witness at countless conferences, seminars, and legislative hearings.

APPLICATION INSTRUCTIONS

UCR has retained The Hawkins Company, a national executive search firm, to assist with this search. To be considered for this exciting opportunity, qualified applicants must submit the following items to UCR@thehawkinscompany.com by **Friday, July 22, 2022**:

- Letter of interest describing your qualifications for the position;
- Current resume or CV;
- Statement of Contributions to Diversity

To be in full compliance with a complete application applicants are required to submit a Statement of Contributions to Diversity. In a “Statement of Contributions to Diversity,” we ask applicants to describe their past and/or potential future contributions to promoting a diverse, equitable, and inclusive environment, which is a key requirement of the role of every faculty and staff member at UCR. There are numerous ways to contribute, and a commitment to this part of our mission can be reflected through research, teaching, supervision, mentoring, community engagement, service, and any of the other varied activities that are a part of an academic or administrative career.

Confidential inquiries may be made to any of the executive recruiters assigned to this search:

[Stella Marks](mailto:Stella@thehawkinscompany.com), Stella@thehawkinscompany.com, ph. (909) 615-5896

[Adrienne Montgomery](mailto:Adrienne@thehawkinscompany.com), Adrienne@thehawkinscompany.com, ph. (310) 995-3884

[Todd Hawkins](mailto:Todd@thehawkinscompany.com), Todd@thehawkinscompany.com, ph. (213) 300-9342

Please denote “UCR Campus Safety Director” in the subject line of all communications.

PRINCIPLES OF COMMUNITY

To foster the best possible working and learning environment, all staff at UC Riverside strive to cultivate a rich and diverse academic environment, inclusive of students, faculty, staff and visitors of varying social, economic, cultural, and ethnic backgrounds, and those with disabilities. For more information, please visit [UC Riverside Principles of Community](#).

EEO IS THE LAW

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, age, protected veteran status, gender identity or sexual orientation. For the complete University of California nondiscrimination and affirmative action policy please visit [UC Riverside – Office of Diversity, Equity, and Inclusion](#).

SMOKE AND TOBACCO FREE CAMPUS

UC Riverside is a smoke and tobacco free campus. Please visit [UC Riverside is Smoke/Tobacco free](#) for more information.

CAMPUS CRIME STATISTICS

The Clery Act requires universities to collect and publish information about safety and security-related policies and programs, as well as information about certain crimes reported on campus (or other Clery Act geography) and fire safety. The latest UCR [Annual Security and Fire Safety Report](#) is available for review at <https://compliance.ucr.edu/document/2021-annual-security-fire-safety-report>.

As a condition of employment, you will be required to comply with the [University of California SARS-CoV-2 \(COVID-19\) Vaccination Program Policy](#). All Covered Individuals under the policy must provide proof of Full Vaccination or, if applicable, submit a request for Exception (based on Medical Exemption, Disability, and/or Religious Objection) or Deferral (based on pregnancy) no later than the applicable deadline. For new University of California employees, the applicable deadline is eight weeks after their first date of employment.



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