

**NJIT POLICE DEPARTMENT RECRUITMENT PLAN
2022-23**

GOALS and OBJECTIVES:

The NJIT Police Department is committed to attracting a qualified and diversified applicant pool. It is the intent and policy of the department to attract and employ qualified applicants who represent the racial and gender demographics of the residents of the City of Newark and New Jersey Institute of Technology. To that end, this agency will endeavor to set and meet specific goals to promote demographic consistency throughout the hiring process, as provided for in N.J.S.A. 52:17B-4.10 et seq. and corresponding New Jersey Attorney General Guidelines “Promoting Diversity in Law Enforcement Recruiting and Hiring” issued December 7, 2021. This department will make a good faith effort to meet specific goals for recruiting a demographically diverse workforce. Additionally, as an active member of the 30x30 Pledge we will continue working towards having 30 percent diverse and qualified female representation at every rank within the department by 2030.

GENERAL:

The NJIT Police Department is subject to the provisions of New Jersey Statutes Annotated Title 18A, specifically 18A:6-4.2 and 18A:6-4.5 gives the NJIT Police Department the authority to appoint persons to act as police officers for the institution, and gives those so appointed and commissioned the authority to act as police officers and constables in criminal cases and offenses against the law anywhere in the State of New Jersey, pursuant to any limitations as may be imposed by the appointing authority of the institution (Board of Trustees). NJIT Police Department hires from a candidate pool open to all New Jersey residents.

The NJIT Police Department is an equal opportunity employer in all facets of the personnel process.

CURRENT DEMOGRAPHICS:

The demographics composition of the service area and agency are represented in the following table:

Data is Based on 2020 Census	Newark Service Population		NJIT Service Population		Median Population NJIT/Newark		Current Sworn Officers Male		Current Sworn Officers Female	
	#	%	#	%	#	%	#	%	#	%
White	24,916	7.99	4,196	30.95	14,556	8.95	15	44.12	0	0
Black or African American	147,905	47.5	1,353	9.98	74,629	45.91	9	26.47	1	2.94
Hispanic – Any Race	113,374	36.39	2,677	19.75	58,026	35.70	5	14.71	3	8.82
American Indian or Alaska Native	572	0.18	12	0.09	292	0.18	0	0	0	0
Asian	4,871	1.56	2,632	19.42	3,752	2.31	1	2.94	0	0
Native Hawaiian or Pacific Islander	63	0.02	3	0.02	33	0.02	0	0	0	0
Some Other Race Alone	7,379	2.36	0	0	3,690	2.27	0	0	0	0
Unknown Race/Ethnicity	0	0	250	1.84	125	0.08	0	0	0	0
Non-US Resident (NJIT)	0	0	2,415	17.82	1,208	0.74	0	0	0	0
Two or More Races	12,469	4	16	0.12	6,243	3.84	0	0	0	0
Total	311,549	100	13,554	100	162,552	100	30	88.24	4	11.76

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I. RECRUITMENT ACTIVITIES

- A. The best law enforcement recruiters are personnel currently serving in sworn positions. Therefore, every member is charged with actively recruiting individuals they feel are qualified with the potential to be an asset to the police department. The Chief of Police is responsible for the review of the administration of the Recruitment Plan.
- B. This agency will take a proactive role in programs intended to attract qualified people to view and apply for the Police Officer Vacancy Announcement. These programs include but are not limited to:
 - Establishing and maintaining contacts with police academies, community organizations and educational institutions and providing recruitment materials for display and distribution.
 - Participation in career fairs at educational institutions and other public places and events.
 - Posting hiring announcements on the Institute website, hiring websites, and on social media.
- C. Particular attention should be paid to attracting candidates in approximate proportion to the racial, ethnic, and gender composition of the available workforce for the median of NJIT and Newark residents.
- D. Personnel assigned to recruitment activities at career fairs and similar events or programs will be provided with information so that they are knowledgeable in those matters as they pertain to agency management and operation. Those topics include, but are not limited to:
 - Career opportunities
 - Salaries, benefits, and training
 - State hiring guidelines
 - Community information
 - Cultural diversity
 - Cultural change initiatives
 - Qualification and selection process
 - Physical and academic requirements
 - Demographic data
 - Police Officer Hiring Announcement
 - General Employment Applications

II. REVIEW & EVALUATION

- A. The Chief of Police shall conduct an annual review of the Recruitment Plan.
- B. As a result of the annual review, if necessary, the Recruitment Plan shall be revised if the goals and objectives are not achieved.

Annual Summary of Law Enforcement Diversity: Current Officers & Promotions Entry Sheet

Annual Law Enforcement Diversity Reporting Form | N.J.S.A. 52:17B-4.10

In compliance with N.J.S.A. 52:17B-4.10 (the "Act") each law enforcement agency in New Jersey to establish a program designed to ensure every agency was "comprised of law enforcement officers who reflect the diversity of the population of the community the agency is charged with protecting." The Act requires the publication of annual reports detailing the age, gender, race, and ethnicity of law enforcement officers currently appointed to an agency and those promoted within the agency in the preceding calendar year. Additionally, the Act also requires an annual report compiling the age, gender, race, and ethnicity of applicants, applicants appointed, and applicants denied for a law enforcement officer position in the preceding calendar year.

DO NOT DELETE CELLS IN THIS DOCUMENT. TO REMOVE TEXT ENTERED, RIGHT CLICK AND SELECT "CLEAR CONTENTS".

Time period

JANUARY 1, 2023 - DECEMBER 31, 2023

Agency

NJ INSTITUTE OF TECHNOLOGY (NJIT) PD

County

Essex

No.	Officer Demographics					Current Year Promotion				
	Year of Birth	Age	Race	Hispanic Origin?	Gender	Eligible for Promotion	Applied for Promotion	Promoted	Old Rank	New Rank
1	1982	41	Black or African American	Not Hispanic or Lati	Male	No	No	No		
2	1991	32	White	Hispanic or Latino	Female	No	No	No		
3	1995	28	White	Not Hispanic or Lati	Male	Yes	Yes	No		
4	1989	34	White	Not Hispanic or Lati	Male	Yes	No	No		
5	1979	44	White	Hispanic or Latino	Female	Yes	Yes	No		
6	1977	46	Black or African American	Not Hispanic or Lati	Male	yes	Yes	Yes	Sergeant	Lieutenant
7	1972	51	White	Hispanic or Latino	Male	Yes	No	No		
8	1986	37	Black or African American	Not Hispanic or Lati	Male	No	No	No		
9	1980	43	White	Not Hispanic or Lati	Female	Yes	Yes	Yes	Lieutenant	Captain
10	1997	26	White	Hispanic or Latino	Female	No	No	No		
11	1967	56	White	Not Hispanic or Lati	Male	No	No	No		
12	1981	42	Black or African American	Not Hispanic or Lati	Male	Yes	Yes	No		
13	1981	42	White	Not Hispanic or Lati	Male	Yes	No	No		
14	1973	50	Black or African American	Not Hispanic or Lati	Male	No	No	No		
15	1999	24	Two or more races	Hispanic or Latino	Male	No	No	No		
16	1994	29	Black or African American	Not Hispanic or Lati	Male	No	No	No		

17	1981	42	White	Not Hispanic or Lati Male	No	No	No	
18	1979	44	Asian	Not Hispanic or Lati Male	No	No	No	
19	1990	33	White	Not Hispanic or Lati Male	Yes	Yes	No	
20	1969	54	White	Not Hispanic or Lati Male	No	No	No	
21	1975	48	Black or African American	Not Hispanic or Lati Male	No	No	No	
22	1983	40	White	Not Hispanic or Lati Male	Yes	Yes	Yes	Patrolman Sergeant
23	1997	26	White	Not Hispanic or Lati Female	No	No	No	
24	1998	26	Asian	Not Hispanic or Lati Male	No	No	No	
25	2004	19	Two or more races	Hispanic or Latino Male	No	No	No	
26	1995	28	White	Hispanic or Latino Male	No	No	No	
27	1986	37	White	Not Hispanic or Lati Female	No	No	No	
28	1990	33	White	Not Hispanic or Lati Male	No	No	No	
29	1975	48	White	Hispanic or Latino Male	Yes	No	No	
30	1994	29	White	Not Hispanic or Lati Male	No	No	No	
31	1974	49	Black or African American	Not Hispanic or Lati Male	Yes	Yes	Yes	Lieutenant Captain
32	1982	41	White	Hispanic or Latino Female	No	No	No	
33	1969	54	Black or African American	Not Hispanic or Lati Male	Yes	No	No	
34	2000	23	White	Hispanic or Latino Male	No	No	No	
35	1979	44	White	Not Hispanic or Lati Male	No	No	No	
36	1986	37	White	Not Hispanic or Lati Male	No	No	No	
37	1986	37	Black or African American	Not Hispanic or Lati Male	No	No	No	
38	1999	25	Black or African American	Not Hispanic or Lati Female	No	No	No	