

**College of San Mateo – Administration of Justice  
Advisory Board Meeting Agenda**

**Thursday, April 25, 2024 – 2:00 pm**

[Zoom Meeting](#)

**Committee Invitees:** **Ed Barberini**, San Mateo Chief of Police, CSM ADMJ adjunct faculty  
**Jim Dudley**, Retired San Francisco Police Deputy, currently a professor at San Francisco State, podcast host  
**Francisco Gamez**, EdD, Dean of Business & Technology College of San Mateo  
**Linda Vaughn**, M.Ed, Regional Director - Public Safety Sector, AB89 expert/resource, program development  
**Rani Singh**, JD, Former San Francisco Prosecutor, Lead Counsel for San Francisco Sheriff's Department  
**Morris Maya**, JD, Assistant District Attorney, County of San Mateo  
**Alex Kramer**, MPA, College of San Mateo Director of Work Force Development  
**Arianna Avendano**, CSM Program Services Coordinator ADMJ/FIRE

- I. Welcome – Larry McDevitt welcomes the group and meeting is called to order
- II. Introductions
- III. Topics
  - a. Explanation of Advisory Board
  - b. AB89 – Modern Policing Degree (explanation and update)
  - c. Industry trends, staffing shortages, educational requirements
  - d. College of San Mateo, Career and Technical Education (CTE)
  - e. AS/T trends, Transfer to 4 years schools
- IV. Round Table (Open discussion)
- V. Closing/Adjournment
  - a. Schedule next meeting (Fall 2024 lunch meeting at CSM on Tue, Sept. 24<sup>th</sup> @ 12:30 pm)

Administration of Justice Advisory Committee  
College of San Mateo  
Thursday, April 25, 2024  
2:00 pm – 3:00 pm

Committee Members Present: Arianna Avendano (ADMJ/FIRE Program Services Coordinator), Ed Barberini (San Mateo Chief of Police, CSM ADMJ Adjunct Faculty), Jim Dudley (SF State Professor, Podcast Host), Francisco Gamez (EdD, Dean of Business & Technology), Morris Maya (JD, Assistant District Attorney San Mateo County), Larry McDevitt (CSM ADMJ Faculty), Rani Singh (JD, Chief Counsel SF Sheriff's), Lee Violet (Retired San Bruno PD).

Committee Members Absent: Alex Kramer (CSM Director of Workforce Development), Linda Vaughn (M. Ed, Regional Director – Public Safety Sector).

I. Welcome – Larry welcomed the group and meeting was called to order. Larry shared that the ultimate goal of the program is to improve the ADMJ program and provide students with an advantage to pursue various positions within the criminal justice system.

II. Introductions

III. Topics

In the wake of the George Floyd incident, there has been a stigma surrounding criminal justice and police, resulting in a decline in numbers. SF Police department numbers are down over 600 people, with 429 in field positions alone. CSM Students don't want to openly admit their desire to be police officers to their classmates. Other students are interested in forensic or roles where a uniform is not required. The division team is currently discussing intelligence-based policing, community-led policing, forensics, including roles such as fingerprint technicians.

Larry mentioned wanting to enhance the marketability of the program by including photos and a biography of everyone on the committee. It is important prospective students to see the breadth of expertise and experience that the faculty possess.

- a. AB89 Taskforce Recommendations (Modern Policing Degree)
  - i. CA Legislature passed in 2023. There is currently no outline for this.
  - ii. AA/AS in Policing shall be completed prior to obtaining a POST Basic Certificate or within 24 months of initial employment. A bachelor's degree will also be required.

California Community Colleges will need to develop curriculum for the modern policing degree. Many departments are having a hard time recruiting, which has

added more to their plate. Required course topics will include psychology, communications, history, ethnic studies, and other recommended courses. Many of these courses are not currently offered at CSM. There is a wide variety of courses expected to be taught for the degree and implemented by October 2025. A trailer bill part of the budget process is going in front of the Governor in May 2024. This bill outlines having a modern policing degree from a community college or a bachelor's degree. We do not know what will happen, and this may backlog things. There will be 22 to 24 units offered for students to complete the police academy, as well as credit for continued professional learning. Advocacy for getting credit for things individuals have already done will be emphasized. Current students respond to different stimuli and perform well with asynchronous learning.

Rani suggested intersecting some of the courses into a semester and having students take the required course topics. This could involve merging subjects, such as social justice with racial cultural diversity. If there is space to include sub-majors within this new major, it may alleviate some of the workload. Sub-majors can exist in the curriculum as a way to intersect various courses. UCs provide examples of how areas of emphasis can be integrated for students to take courses on the required topics. Larry discussed the medication of learning domains already underway at police academies. Additional research on grant funding towards this is currently in progress. Colleges affiliated with police academies have been feeling more pressure more than non-affiliated campuses.

Larry believes this will allow for more adjuncts to be hired, increasing the level of expertise for the program. Police departments may be able to fund these new programs, and Jim Dudley offered his support in this area.

Larry asked what can CSM do to assist with logistics outside of affiliated partners.

#### IV. Round Table

**Ed Barberini (San Mateo Chief of Police, CSM ADMJ Adjunct Faculty)** – Currently teaching Dual Enrollment at Hillsdale High School, engaging students as early as sophomore year. Received a briefing on AB89, with the sentiment expressed that its implementation will likely be delayed until 2029. It was acknowledged that a mistake was made with the AA and BA, and there's confidence that this will be rectified. San Mateo Police Department is presently fully staffed, thanks to ongoing recruitment efforts. A noted area for improvement would be to provide students with more information on dispatcher positions. It takes about a year to train someone for this role, which involves more than just filling out an application. The blueprint and educational pathway can be offered to prospective students interested in pursuing careers in dispatch.

**Lee Violet (Retired San Bruno PD)** – Lee applauds Ed for his efforts at SMPD and stated that dispatchers are often undervalued. Lee acknowledges that some agencies are down in dispatchers and notes that certain agencies are offering signing bonuses for these positions.

**Francisco Gamez (EdD, Dean of Business & Technology)** – Exploring the dispatch field, there's a keen interest in understanding the training requirements from discipline experts. Questions arise regarding how community college will get the clearance to offer bachelor's degrees at community colleges. There's curiosity about the potential lifting of restrictions if a bachelors degree will be required for a modern policing degree.

**Rani Singh (JD, Chief Counsel SF Sheriff's)** – The SF Sheriff's Office is currently experiencing retention and recruitment issues exacerbated by numerous assaults on deputies that are not great for recruitment. Despite this, there is a resurgence of interest in the realm of law and criminal justice, particularly within the social justice sphere. However, the shift in passion for this line of work presents recruitment difficulties. Opportunities exist in various sectors such as nonprofits, probation, court systems, TAY (Transitional Age Youth) programs, and other areas where criminal justice involvement occurs. There is a lot of space to discuss career paths for students who are interested in criminal justice.

**Jim Dudley (SF State Professor, Podcast Host)** – Currently in 12<sup>th</sup> year of teaching at SF State and have observed two distinct issues with criminal justice career pathways. Some students express interest in roles in the periphery of criminal justice, while others aspire to become police officers. It is beneficial to immerse young people in the culture of policing and public safety and hopes to see more initiatives in this direction. Programs collaborating with community colleges to mentor youth and offer internships serve as excellent incentives for them to pursue this career path. Jim also offers his support to Larry in reviewing applications or collaborating with POST.

**Morris Maya (JD, Assistant District Attorney San Mateo County)** – Morris stresses the importance of emphasizing report writing skills in police training. Despite not being commonly associated with police work, developing strong skills in report writing and documentation is crucial. The quality of work significantly impacts public service compliance with the law. The skills of observation are also important in looking at the details when out in the field. Successful prosecution is a collaborative effort that mirrors activities outside the courtroom. There is a need to maintain police ethnics as the guiding principle throughout all processed and classrooms should serve as platforms to discuss essential issues, impart valuable lessons on becoming better police officers, and demonstrate the significance of their work. He suggests making a career an identity to underscore the character element in police work.

**Lee Violet (Retired San Bruno PD)** – Behavior on and off duty should be the consistent, and more work needs to be done on the ethics side.

**Ed Barberini (San Mateo Chief of Police, CSM ADMJ Adjunct Faculty)** – To engage the current generation, it's essential to make the job appealing offer courses that incorporate new technology, such as drones and digital forensic evidence. There's a desire among young people to be involved in innovative and exciting initiatives.

V. Closing

- a. Next meeting scheduled for Tuesday, September 24<sup>th</sup> at 12:30pm.