

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

Monday, September 23, 2024 – 1:30 pm
Buffet lunch served in Building 10, Room 468

Committee Invitees:

Ed Barberini	San Mateo Chief of Police, CSM ADMJ adjunct faculty
Jim Dudley	Retired San Francisco Deputy Chief, currently a professor at San Francisco State, podcast host
Francisco Gámez, Ed.D.	Dean of Business & Technology, College of San Mateo
Larry McDevitt	CSM ADMJ Faculty/Program Lead
Lee Violette	Retired Chief of Police, Consultant on Law Enforcement Leadership
Linda Vaughn, M.Ed.	Regional Director - Public Safety Sector, Legislative Expert
Rani Singh, J.D.	Former San Francisco Prosecutor, Lead Counsel for San Francisco Sheriff's Department
Morris Maya, J.D.	Senior Assistant District Attorney, County of San Mateo
Arianna Avendano	CSM Program Services Coordinator ADMJ/FIRE

- I. Welcome – Larry
- II. Topics
 - a. State of the ADMJ program update
- III. Linda Vaughn
 - a. California Legislature Updates
- IV. Jim Dudley
 - a. Presents his new book
 - b. State of college/police recruitment
- V. Roundtable (Open discussion)
- VI. Closing/Adjournment
 - a. Schedule the next meeting (TBD)

**Administration of Justice
Executive Advisory Committee
College of San Mateo**
Monday, September 23, 2024
2:00 pm – 3:00 pm

Committee Members Present: Arianna Avendano (ADMJ/FIRE Program Services Coordinator), Jim Dudley (Faculty at San Francisco State University, Podcaster, Police Practices Consultant, Retired Law Enforcement), Morris Maya (Assistant District Attorney at San Mateo County), Larry McDevitt (CSM ADMJ Faculty), Rani Singh (Chief Counsel SF Sheriff's Office, former San Francisco Prosecutor), Linda Vaughn (Regional Director Public Safety Sector), Lee Violet (Consultant, Retired San Bruno Police Department).

Committee Members Absent: Ed Barberini (San Mateo Chief of Police, CSM ADMJ Adjunct Faculty), Francisco Gamez (Dean of Business & Technology).

I. Meeting called to order by Larry McDevitt

II. Introductions

III. Larry McDevitt's Report:

Enrollment is up, reflecting a renewed interest in criminal justice. ADMJ has launched a new Instagram account, CSMADMJ, which is intended to increase engagement and share information with prospective students. A live exercise is planned as part of a class activity, with a photographer present to capture the event. The guest speaker series takes place periodically, bringing valuable insights to students. Interest in dispatch careers is high, and we're exploring industry related certificate tracks to meet many of the ADMJ demands. We are working to expand the faculty, depending on enrollment, and currently have three faculty members in ADMJ.

Student tutoring is available in the Learning Center for ADMJ courses, and recently, one of our students won a scholarship. We are setting up internship opportunities with industry partners in the area, including the San Mateo Coroner's Office to provide students, particularly those closer to San Francisco, with relevant experiences. Many students are seeking recommendations and looking for post-undergrad opportunities in the field.

a. AB 89 Taskforce Recommendations for Modern Policing Degree provided by Linda Vaughn:

Proposed legislation, AB 852, officially failed. The current legislation specifies that changes should be implemented two years after legislators receive the recommendations. In response, a small core group developed the Modern Policing Degree, using standardized, state-approved courses. We ultimately designed a prescriptive degree with specific general education courses chosen to enhance critical thinking, problem-solving, emotional intelligence, and cultural competencies, all essential elements of the recommendations. The perception is that things haven't been done right, which is why we need to engage subject matter experts in areas such as, sociology and psychology. The concept is to have these experts teach key concepts and be part of the solution. This was the intent, and it's how we approached building the program.

The degree itself requires 45 units, with 24 of those double-counting for general education. Students may only need an additional 10 general education units and 5 elective units. By using standardized courses, most colleges will already have these courses in their catalogs. This means they won't need to develop new courses—an even longer process—and can instead package existing courses and submit the degree to their curriculum committees. Also, colleges may have flexibility in choosing equivalent courses, provided they meet the required learning objectives.

The Chancellor's Office was hopeful this plan would pass, which would give us until the 2029 legislative cycle to change the language from "and" to "or." However, one issue that emerged was extending the degree completion time to 36 months, which conflicted with POST's requirements for issuing a basic degree. This conflict may have been the deciding factor in its rejection. The legislation's timeline now requires colleges to have this degree in their catalogs by Fall 2025, likely going to print by March. The Chancellor's Office is on standby, anticipating a high volume of submissions, though processing is expected to be slow.

At this point, our recommendation is clear. We understand what the forces need to accomplish, and we have a model that's accessible to everyone. We're awarding at least 12 units of credit for prior learning to students. We're preparing a major, hour-long presentation for the entire state to introduce our recommendations. If colleges find it challenging to push this through in time, we suggest assembling a package that counselors can use to guide students. Since the courses are already in place, students can begin taking the required courses and, once the degree is officially approved, apply those credits toward the degree. This law applies to all new candidates. If someone is already enrolled in a police academy as of November 1, 2025, they must comply with AB 89. This legislation applies only to specific peace officers—like those bound by Penal Codes 832, 830, and CHP—while it does not impact correctional or probation officers.

Additionally, we've aligned this program with transfer requirements to the CSUs and UCs. This means a student can, by taking the appropriate courses and adding one or two Administration of Justice courses, graduate with both a Modern Policing degree and an ADT. This program complements existing degrees without replacing any current offerings.

Another part of the recommendations is the development of a bachelor's degree. Bakersfield College has already led the way, with an approved bachelor's degree in Modern Policing. So now, we need to determine how to integrate this new structure with the existing programs. This applies to the bachelor's degree level, specifically the two-year college level for bachelor's programs. Our working group's consensus is that any specific courses we develop should be designed at the bachelor's level rather than the associate's level.

For many, this change could significantly impact recruitment, especially for candidates with limited college experience. For example, some in Kern County are recruiting individuals with technical skills but without college units. All indications confirm that it's an 'and' requirement, meaning both a modern policing associate degree and a bachelor's degree are required. We're hopeful that additional legislative proposals will help streamline these requirements. I've discussed this with Assemblymember Jones-Sawyer, and his initial intent wasn't to make these dual requirements mandatory for everyone. However, due to the focus on age requirements, some aspects of the discussions may have been overlooked.

Ideally, we want to encourage students to start these courses in high school, earning community college credits that will apply toward either their policing degree or other fields they may choose. The chancellor's vision is for every high school student to graduate with at least 12 units of community college credit. This approach not only prepares them for a potential future in criminal justice but also provides flexibility if they choose a different path.

In summary, those with bachelor's degrees still need the Modern Policing Associate degree, though they may petition for GE credits that align with prior learning objectives. For example, a student with a criminal justice bachelors may already satisfy many AJ requirements. Additionally, within 24 months of appointment, you will have students who are supposed to receive their Basic POST certificate, but may not meet the degree requirements, essentially qualifying them as a peace officer without fulfilling the minimum standards. This may also require extended probationary periods.

The real concern is, how can we justify allowing someone to serve as a police officer in a city or county without meeting the required qualifications? What happens to the validity of their actions, such as arrests, if they don't complete the degree and we have to terminate them? POST would then need a way to rescind their certificate. Without a degree, they could theoretically finish later, get rehired, and be re-certified, which complicates the de-certification process. Despite these

challenges, there is a positive takeaway: we can use this as a recruiting tool by encouraging early engagement in the right classes, positioning candidates for success. Moving forward, we just need to ensure candidates begin the necessary coursework, setting them up to meet the requirements. This also benefits colleges.

b. AB 255 update provided by Linda Vaughn:

One positive development is that AB 255 passed, which allows priority enrollment for students currently employed in public safety careers, including allied health fields. This will help individuals already working as EMTs or in other allied health roles to enroll in necessary courses to complete their degrees. Previously, some EMTs and others struggled to access paramedic and similar programs, so this change aims to support their career advancement. Another key update is that educational institutions are now required to publish detailed course material costs. We have a couple of years to comply with this, but it's something we'll need to prepare for.

c. AB 255 update provided by Linda Vaughn:

AB 2193, this new anti-hazing legislation directly affects our police academy. This law extends beyond campus groups to any college-recognized group, including off-campus organizations. This bill was presented to the governor last week, and we're awaiting his decision.

d. AB 2277 update provided by Linda Vaughn:

AB 2277, proposes increasing the maximum hours for adjunct faculty to 80-85%, up from the current 67% cap. Many are closely watching to see if this bill passes.

e. AB 2096 update provided by Linda Vaughn:

This new law allows educational institutions to petition for temporary restraining orders (TROs) on behalf of students, a responsibility typically assigned to individuals. As mandatory reporters, we're already required to report issues affecting minors. However, this new provision adds stipulations and potential liability if institutions are expected to file TROs on behalf of students, and potentially employees. We're waiting to see how this will be implemented, but raises liability concerns.

f. Book Presentation for Recruitment & Retention of Gen-Z Law Enforcement Officers by Jim Dudley

Larry asked me to talk a bit about my book. I thought I'd share how it came about: I started here at CSM right out of high school. My instructor, Tom Montague, who was also a CHP officer, inspired me to pursue a career in law enforcement. Over the years, I worked as a reserve cadet, joined SFPD at 21, and spent 32 years there, eventually teaching at San Francisco State. Now, I host a podcast called Policing Matters and have been working with Janay Gasparini to address some of the biggest challenges in law enforcement training. We're now making the transition from teaching college students, who learn through a variety of pedagogical methods—such as visualization, hands-on activities, small groups, videos, and even VR—to adapting that training for police officers. We've realized that we need to bring these learning styles into law enforcement training. We identified two major issues in policing today—recruitment and training. These are the areas where we can have the biggest impact. The decline in law enforcement recruitment has been evident for years.

While conducting workshops, it's clear that there are so many different ways to approach the stumbling blocks for field officer training. We've even done presentations in places like Tennessee and St. Louis, discussing Gen Z's learning preferences and the importance of applying academic pedagogies to training practices. This generation, in particular, tends to be visual learners, favoring

small group work, hands-on experiences, and gamification. They also tend to fear failure, so we focus on low-risk assignments and activities to build confidence. We were well-received.

One approach used was integrating videos and gamification. In my criminal justice courses at San Francisco State, I use a Jeopardy game to review material. The students have fun with it, and though I joke that the winners get A's and the second-place group gets B's, the truth is they enjoy the collaborative, low-stakes nature of the game. Janay and I have explored the idea of teaching recruits through academic principles, introducing visual aids, videos, and gamified elements into police training. We also saw that recruits value being part of the community fabric—something that motivated them more than the dramatic "SWAT team" imagery sometimes seen in media.

Moreover, we've been collaborating with organizations like the Law Enforcement Public Safety Education Network (LAPSEN), which functions like a trade school for law enforcement. Through LAPSEN, young recruits can connect with mentors, which has been incredibly effective in attracting and supporting new officers. We've also focused on expanding our efforts into the digital space, creating YouTube content discussing police recruiting and training strategies. We've spoken to experts across the country and gathered insights on how agencies are tackling these issues. We've developed a set of best practices based on research and our own experiences. By understanding the unique needs of Gen Z recruits, we've been able to propose solutions to both recruitment and retention challenges in law enforcement.

When it comes to salaries, it's clear that there's a regional disparity. For instance, in the Bay Area, the cost of living is high, but law enforcement salaries often don't match. In contrast, regions like Tennessee or Kentucky offer lower salaries but also have different cost-of-living dynamics.

Leadership is another key factor in recruitment. Agencies with strong, supportive leadership—like the sheriff's department near El Paso—tend to have waiting lists of recruits. In contrast, leadership failures, such as during the 2020 protests, can drive candidates away. The morale of officers is deeply influenced by leadership decisions. Finally, we're trying to raise awareness of the long-term benefits of a career in law enforcement, including pensions and health benefits, which Gen Z may not fully appreciate in today's gig economy.

To address the recruiting dilemma, we recently spoke with the team at LAPSEN. So many young people are encouraged to join the profession—they've logged on, taken courses, and connected with mentors. Mentorship plays a huge role, benefiting both mentors and mentees, as it should be a symbiotic relationship. Then there's the International Association of Directors of Law Enforcement Standards and Training. I believe we can learn a lot from them for this group. Additionally, we've been focusing on the podcast. Over the last nine months, we've also started uploading content on YouTube. Through this, we're addressing police recruitment across the country, including in our nation's capital, where we've discovered some successful strategies. We spoke to leaders in South Dakota's training academy program about their crawl-walk-run, problem-based learning approach for new recruits. This program is focused on reimagining police recruitment and training, and there's so much more we're uncovering.

All this work led us to think, why not get together and adapt our approach for Gen Z recruits? We conducted a survey, collected best practices, and reviewed literature from other initiatives. Our own anecdotal and empirical experiences are also shaping our insights into reaching Gen Z students. I'm incredibly grateful to be part of this group. Larry recently mentioned Skydio, which is located nearby. I did a podcast with them and will attend their conference tomorrow. I even discussed the possibility of paid internships with them, which they're currently evaluating. Plus, they allowed me to tour their facility and even fly a high-end drone. It was a unique and exciting experience. We will continue working on advancing best practices for recruiting, training, mentoring, and retaining talent, and I see Larry's vision of this group becoming a hub for the entire county. Interest in forensics, for instance, is growing, especially among students who prefer investigative roles over traditional law enforcement.

The book we published has received positive feedback. Although we're just starting to look at larger distribution options, like Amazon, it's been an engaging journey. I even have some QR-coded cards for anyone interested. On a personal note, both my sons are sergeants with SFPD. I guess they saw the passion I had for the field and decided to follow in my footsteps. Teaching at San Francisco State has been incredibly rewarding, too. One of my IT contacts mentioned his girlfriend, a former student of mine, who enjoyed my classes. It's those connections that make this work so meaningful.

Thank you for allowing me to be a part of this conversation and share my insights.

g. **Other business:**

- Discussed law enforcement salary constraints in the Bay Area and commuting.
- The best places doing recruiting are focused on leadership.
- Issues in Border Patrol and Politics.
- Young recruits may not fully grasp the long-term benefits—pensions, healthcare—that law enforcement offers compared to other careers.
- Prop 47 may be repealed as a high percentage are in favor of Prop 36

IV. **Meeting adjourned**

- a. Next meeting scheduled for Fall 2025
- b. Minutes submitted by Arianna Avendano

