

BGSU Police Department
Recruitment and Retention Plan
Analysis 2015



The selection process started in May 2015 and was concluded in November of 2015. We were tasked with filling two vacancies. The team made a plan to contact a variety of groups that would receive direct and personal contact about the upcoming selection process.

The leadership of the following organizations was contacted by the recruitment team and a position vacancy announcement was sent to them:

Africana Faculty/Staff Caucus
Criminal Justice faculty and students
Wood County Sheriff's Office
Office of Human Resources

Office of Multicultural Affairs
Owens Community College Police Academy
Bowling Green Police Division
Ohio Department of Public Safety (LESO)

For recruitment purposes we also participated in a job fair at the University of Toledo in February of 2015, the BGSU Graduate Student Resource Fair in August 2015, and the BGSU Wellness Fair in October 2015.

Officers have made an ongoing effort to identify and recruit potential candidates and their efforts have contributed to the diverse pool of applicants that we received. We received 108 applications for the position of police officer. Of this number, the minority and female applicants that attended the initial written exam were fairly representative of the community.

We allowed all applicants who passed the written exam to advance to the physical fitness test. This improves our opportunities for diverse candidates to progress in the process. (Local municipal agencies often receive a set number of candidates passing the written test from their Civil Service Board, limiting the opportunities of some candidates that successfully pass the test.) Our efforts were successful and we hired two highly qualified persons as officers in 2015 who each had a bachelor's degree and prior experience in law enforcement. One of them was a woman, thereby increasing the diversity of our officer ranks.

The Administrative Assistant, Chief of Police and both Captains met to review the recruitment and retention plan, and no revisions were deemed necessary at this time.

Analysis completed by:
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