

Bowie State University Police Department
General Order



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| <i>Subject:</i> Promotions | <i>Number:</i> 21 |
| <i>Effective Date:</i> January 1, 1996 Effective Date: June 10, 2008 | <i>Rescinds:</i> Art. 4.3 Revised: 21.1.1, 21.1.2 |
| <i>Approved:</i> | |

- 21.1.1** The Director of Campus Safety in consultation with Senior Director of Human Resources, shall promote such members as are deemed necessary.
- 21.1.2** Promotions to the ranks of Lieutenant, Sergeant and Corporal shall occur as follows:
- a. Lieutenant, U.P.O. V:
- (1) Promotion to Police Officer V (Lieutenant) shall be the responsibility of Director of Public Safety in conjunction with the Office of Human Resources.
 - (2) Each candidate shall meet the minimum qualifications as set forth in the job specifications announcement posted by the Office of Human Resources.
 - (3) The selection procedure will consist of:
 - (a) Campus posting and/or external recruitment,
 - (b) Certification by the Office of Human Resources,
 - (c) Performance Management Process (PMP), if applicable.
 - (d) Resume
 - (c) Oral review panel, (written assessment)
 - (d) Candidate selection by the Director.

b. Sergeant, U.P.O. IV:

- (1) Promotions to UPO IV (Sergeant) shall be the responsibility of the Director of Public Safety in conjunction with the Office of Human Resources.
- (2) Each candidate shall meet the minimum qualifications as set forth in the job specifications announcement posted by the Office of Human Resources.
- (3) The selection procedure shall consist of:
 - (a) Campus posting/advertising and/or external recruitment,
 - (b) Certification by the Office of Human Resources,
 - (c) Performance Management Process (PMP), if applicable.
 - (d) Resume
 - (c) Oral review panel (written assessment),
 - (g) Candidate selection by the Director.

C. Corporal, UPO III

- (1) The rank of Corporal will be appointed at the discretion of the Director of Campus Safety based on:
 - (a) Performance Management Process (PMP)
 - (b) Resume
 - (c) Oral review panel (written assessment)
 - (d) Candidate selection by the Director