THE UNIVERSITY
As one of the nation’s most elite research universities, and one of the largest and oldest of the 12 institutions of higher learning in the State University System of Florida, FSU offers a distinctive academic environment built on its cherished values and unique heritage. With nearly 44,000 students, approximately 6,600 employees and an operating budget of $2.2 billion, FSU provides a welcoming campus environment on the oldest continuous site of higher education in Florida with a prime location in the heart of the state capital in Tallahassee, along with satellite campuses in Panama City and Sarasota. Underlying the educational experience at FSU is the development of new generations of citizen leaders, based on the concepts inscribed in the University’s seal: Vires, Artes, Mores — Strength, Skill and Character.

Combining traditional strengths in the arts and humanities with internationally recognized leadership in the sciences, FSU provides unmatched opportunities for students and faculty through challenging academics, cultural discovery, and community interaction. FSU’s 18 colleges and its Graduate School offer more than 276 undergraduate, graduate, doctoral, professional, and specialist degree programs, including medicine and law. The University awards over 3,000 graduate and professional degrees each year. With an impressive breadth of leading graduate, professional and undergraduate programs, FSU is a demanding, intellectually stimulating, yet warm and caring environment for students and faculty.

FSU is ranked No. 19 in U.S. News & World Report’s Best Colleges 2021 guidebook. The College of Criminology & Criminal Justice consistently leads national and international rankings for academic excellence and reputation, value, faculty productivity, and veteran friendliness. Recognized nationally for its strong commitment to diversity, FSU is also a national leader in the number of doctorates awarded to African American students and in the graduation rate of African American undergraduates. The College of Medicine and College of Law are ranked in the nation’s Top 10 for Hispanic students.

The University also has over 60 years of experience in international education and is a leader in the field of study-abroad programs, ranking 11th in the nation in providing students with extraordinary study abroad experiences through its permanent study centers in London, England, Florence, Italy, Valencia, Spain, Panama City, Panama and summer-specific programs in various locations around the world.

For more information about FSU: https://www.fsu.edu

ASSISTANT VICE PRESIDENT FOR SAFETY & CHIEF OF POLICE DESCRIPTION (“Chief of Police”)
The Chief of Police is entrusted with the leadership and day-to-day management of all law enforcement, public safety and security operations for Florida State University. They will have ultimate authority over all law enforcement operations and public safety services throughout the University and the satellite campus in Panama City, Florida.
The Chief of Police will provide strategic direction for all administrative and financial operations of the Police Department, to include Security Services, Transportation Services, Records, Communications, Investigations, Accreditation, Training, Support Services, Special Operations, Emergency Management, and Campus Access. The Chief of Police is also responsible for oversight of the University’s compliance with the Clery Act and its reporting requirements.

The Chief of Police will embrace and exemplify the tenets of 21st Century Policing:

- Building Trust and Legitimacy
- Developing Policies Reflective of Community Values, with Oversight Mechanisms
- Ensuring Appropriate Use of Technology/Social Media for Transparency & Accountability
- Supporting a Culture of Respect for All
- Emphasizing Training and Education
- Maintaining a Focus on Officer Wellness & Safety

**Primary Responsibilities**

**The Chief of Police is a Dynamic Leader:** They will lead and manage subordinate managers and unionized employees, including providing oversight and approval of all staffing decisions within the department. They will evaluate the performance of administrative and professional staff, while ensuring professional development opportunities for those in the department. As needed, the Chief of Police will coach, mentor, counsel and advise subordinate managers. They will be responsible for the Department’s hiring process, including staff recruitment and development, with a particular emphasis on ensuring equity, diversity and inclusion.

**The Chief of Police is a Strategist:** They will lead strategic planning and vision execution that addresses ongoing growth and continuous improvements within the Police Department to ensure that it aligns with an ever-evolving public safety, security, law enforcement and emergency management landscape, while meeting the needs of a large, diverse academic community.

**The Chief of Police is a Standard Bearer:** They will develop, implement and monitor the effectiveness, thoroughness, and suitability of Police Department policies and procedures that impact students, faculty, staff, visitors and service providers, as well as the reputation of the University. They will ensure high standards for performance and adherence to best practices. The Chief of Police will ensure compliance with accreditation standards and ongoing accreditation of the department.

**The Chief of Police is a Communicator:** They will actively and meaningfully engage with all stakeholders, including students, faculty, staff, parents, visitors, service providers, University leadership, the Board of Trustees, community groups, local, state and federal law enforcement agencies, government and social service agencies, the media, special interest groups, the public, and peers in academia. They will build relationships, partnerships, and communication channels to foster understanding, cooperation, new initiatives, and the advancement of the overall mission of the Police Department.

**The Chief of Police is a Financial Steward:** They will administer a sizeable annual budget for the Police Department, Emergency Management, and Transportation Services. The Chief of Police will look for
efficiencies and measure effectiveness while pursuing grants and other sources of external funding for initiatives and operations.

**The Chief of Police is a Problem Solver:** They will bring pragmatic, and sometimes creative, approaches to complex problems while ensuring adherence to applicable federal, state, and local laws, ordinances, rules and regulations.

**The Chief of Police is Accountable and Transparent:** They will be data driven, collecting and analyzing information to guide decision making and responses, and to keep key partners informed. The Chief of Police will communicate trends and emerging threats to University leadership in a timely and proactive fashion. They will share information with other stakeholders as appropriate and when beneficial to the overall mission.

**The Chief of Police is a Person of Integrity:** They will hold highly sensitive information confidentially while ensuring adherence to ethical practices and ethical behavior on and off-duty, including adhere nce and compliance with Florida’s public records and open government Sunshine laws.

**The Chief of Police is Forward Thinking:** They will be naturally inquisitive and attentive to emerging trends and developing issues. They will be well versed in innovative security approaches and technologies. The Chief of Police will ensure that communication channels and modes are resilient, and cooperation is assured. They will plan ahead while working closely with all partners. They will oversee departmental drills, tabletop exercises, and training for crises and emergencies, ensuring all necessary training for the department.

**The Chief of Police is Caring:** They will seek always to serve and care for students while embracing mental health and wellness initiatives and responses for the benefit of the department, as well as the larger campus community. The Chief of Police will embrace the deployment of de-escalation training, conflict resolution tactics, and mental health responses, as opposed to law enforcement responses, as circumstances warrant.

**The Chief of Police is Resourceful:** They will engage with researchers, experts, peers and others who are developing novel and successful new approaches to 21st Century law enforcement, public safety and security issues. The Chief of Police will facilitate iterative improvement of the department.

**The Chief of Police Protects Free Speech:** They will embrace dialogue with and constructive criticism by internal and external stakeholders, demonstrating support for open communication and freedom of expression in an academic community.

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**Technical Requirements**

Previous experience in a law enforcement leadership role, preferably as Chief of Police in a large, public research university;

Must have at a minimum a Bachelor’s degree from an accredited university or college;

Must have at least eight (8) years of senior level leadership experience in a law enforcement or public safety organization, or academic institution;
Knowledge of, and the ability to interpret and apply, relevant laws, ordinances, rules and regulations that relate to the functioning of a law enforcement agency in the State of Florida;

Knowledge of emergency communication and emergency management protocols, practices and procedures;

Competency with standard computer applications and software systems;

Must possess, or be able to obtain, a Florida driver’s license;

Must be a Certified Florida Law Enforcement Officer or be certified in another state and become certified in Florida within a year of hire;

Must meet the requirements of Section 943.13, Florida Statutes. This position requires completion of a supplemental employment questionnaire and a post-offer employment physical exam, drug screening, psychological evaluation, police background check, and Federal Bureau of Investigations (FBI)/Florida Department of Law Enforcement (FDLE) fingerprinting.

**APPLICATION AND NOMINATION PROCESS**

The Search Committee will begin reviewing applications shortly and will accept applications and nominations until the position is filled. Applications must consist of a current resume and a letter describing relevant experience and why there is an interest in the position. Email submission is encouraged. Nomination letters should include the name and contact information of the nominee.

In accordance with the State of Florida’s open records laws, all nominations, applications, and letters of interest will be made public.

Application materials should be submitted to:

**SI|PLACEMENT**

Attention of Glenn Bass: gbass@siplacement.com

Inquiries: 301-461-3352

*FSU is an Equal Opportunity/Access/Affirmative Action/Pro Disabled & Veteran Employer. FSU’s Equal Opportunity Statement can be viewed at: [hr.fsu.edu/PDF/Publications/diversity/EEO_Statement.pdf](http://hr.fsu.edu/PDF/Publications/diversity/EEO_Statement.pdf)*