

## *Position Announcement*

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### **University of Georgia Chief of Police**

UGA is currently ranked 16<sup>th</sup> among the top public research universities in *U.S. News & World Report*. The University's main campus is located in Athens, approximately 65 miles northeast of Atlanta, with extended campuses in Atlanta, Griffin, Gwinnett, and Tifton.

Chartered by the state of Georgia in 1785, the University of Georgia is the birthplace of public higher education in America — launching our nation's great tradition of world-class education for all. What began as a commitment to inspire the next generation grows stronger today through global research, hands-on experiential learning, and extensive outreach. One of America's "Public Ivies" and a top 10 best value in public higher education, the University of Georgia tackles some of the world's grand challenges — from combating infectious disease and securing the world's food supply to advancing economic growth and analyzing the environment. UGA employs approximately 1,800 full-time instructional faculty and more than 7,600 full-time staff. The University's enrollment exceeds 37,000 students including over 27,500 undergraduates and over 8,500 graduate and professional students. Academic programs reside in 17 schools and colleges, as well as a medical partnership with Augusta University housed on the UGA Health Sciences Campus in Athens.

The Chief of Police position reports directly to the Vice President for Finance & Administration and will have direct managerial and supervisory responsibilities over all operational areas of the University of Georgia Police Department. The Chief of Police will provide advice and support to the University's extended campuses, and will work collaboratively with local and state law enforcement agencies to enhance public safety operations across the University and the local community. The Chief of Police will advise the President and other campus leaders on public safety matters and will provide reports and information as required to the University System of Georgia's Police Chief.

The successful candidate will be well-rounded with experience in a wide array of public safety functions, including the planning and management of police, traffic, and other safety activities surrounding major sporting and other University events (i.e., NCAA football games in Sanford Stadium which has a 93,000 seat capacity), and must be able to demonstrate the ability to facilitate the public safety activities of a large and diverse institution of higher education with a student body of approximately 37,000. The candidate must have familiarity with Federal and State laws applicable to campus public safety including, but not limited to FERPA, the Clery Act, and Title IX laws and regulations. Related best practices will be critical to the success of this position. The successful candidate will have the ability to maintain cooperative and effective working relationships with others and will possess excellent communication skills and the ability to relate easily and comfortably with widely diverse groups and individuals in a university environment.

The Chief will possess proven critical thinking and analytical skills; demonstrated organizational acumen and the ability to initiate and advance organizational growth and change while fostering a collaborative, inclusive, and supportive work environment; outstanding management and leadership with excellent communication and interpersonal skills; and, extensive experience in crisis management, innovation, supervision, and employee development. In addition, the successful candidate will demonstrate a commitment to diversity and inclusion; have knowledge of best practices in higher education law enforcement, emergency response, and risk management; keep a focus on personal growth and development for themselves as well as their team; maintain a service-oriented approach to working with

colleagues, students, faculty, and staff, and other community stakeholders; and possess a willingness to embrace the University's mission and values.

- Plans, organizes, and directs the programs and activities of the police department.
- Supervises directly or through subordinate supervisors a large size staff of law enforcement and clerical employees.
- Consults with University officials and top-level state, city, and county officials in the development of overall policies and procedures to govern the activities of the Department.
- Directs and participates in the preparation of the annual departmental budget and in the control and expenditure of appropriations.
- Formulates and prescribes work methods and procedures to be followed by the Department; appraises work conditions and takes necessary steps to improve police operations; assumes overall responsibility for ensuring optimum training programs.
- Cooperates with city, state, and federal officers in the apprehension and detention of wanted persons and with University administrative and other personnel as necessary to carry out police operations.
- Advises and assists subordinates in highly complex criminal or other investigations.
- Assumes responsibility for ensuring close, effective liaison relationships with local, state, and federal law enforcement agencies.
- Attends civic club and other community organization meetings on campus as well as off campus to explain and promote the activities and functions of the department and to establish favorable public relations.
- Performs related work as required.

Minimum qualifications are a Bachelor's degree in Criminal Justice, Public, or Business Administration, or a related field, and at least 10 years of progressively responsible management experience in law enforcement. Master's degree is preferred. Advanced management level training through the F.B.I. National Academy, Southern or Northwest Police Institute, or Georgia Law Enforcement Command College is required.

The successful candidate must possess Georgia Peace Officers Standards & Training law enforcement certification or attain certification as a condition of employment within one year from date of employment. Applicants should be prepared for a background check that includes: fingerprint/criminal history check via GCIC, driver's license check via DMVS, polygraph, and credit history check; psychological assessment; medical exam with drug screening and a complete POST review. Law enforcement experience in a research university environment as well as experience proactively performing risk assessment and mitigation is preferred.

Review of applications will begin February 4, 2018 and continue until the position is filled. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at [www.spelmanandjohnson.com/open-positions](http://www.spelmanandjohnson.com/open-positions). Nominations for this position may be emailed to Heather J. Larabee at [hjl@spelmanjohnson.com](mailto:hjl@spelmanjohnson.com). Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895.

### **Spelman Johnson**

University of Georgia – Chief of Police  
Heather J. Larabee – Search Associate

**Visit the University of Georgia website at [www.uga.edu](http://www.uga.edu)**

*The University of Georgia is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, gender identity, sexual orientation or protected veteran status. As such, the University of Georgia is especially interested in candidates who can contribute to the diversity and excellence of the academic community. We not only strongly encourage women, minorities and other diverse candidates to consider applying for this position, but we also maintain that all candidates should share our commitment to diversity and inclusion. Persons needing accommodations or assistance with the accessibility of materials related*

*to this search are encouraged to contact Central HR ([facultyjobs@uga.edu](mailto:facultyjobs@uga.edu)). Please do not contact the hiring unit or search committee with such requests.*