

Elon University Chief of Police

Chief of Campus Safety and Police

If you are a law enforcement executive who:

- appreciates and values the developmental experiences of young adults;
- enjoys the vibrant interchange of ideas that make up a thriving academic community;
- sees yourself as a collaborator and change agent; and,
- recognizes the opportunity for designing a community policing model that engages the campus and broader public for mutual learning about law enforcement, cultural competency, and equity...

...then becoming Elon University's next Chief of Police may be the career move for you.

Elon University is seeking a community-focused, collaborative Chief of Police and Director of Campus Safety (Chief) to lead an accredited department. The next Chief will be a leader who is energetic, focused on community engagement, understands 21st-century policing strategies, and is committed to providing a secure and safe environment where students, faculty, and staff have maximum opportunity to be successful in meeting their academic and professional goals.

About the University and Community: Founded in 1889, Elon University has held its core values constant throughout its history: close working relationships between faculty and students, a culture that supports constant innovation, and a strong sense of community. Elon is a selective, mid-sized private university renowned as a national model for engaged and experiential learning. Students work closely with faculty who are dedicated to excellent teaching and scholarship. The curriculum is grounded in the traditional liberal arts and sciences and complemented by nationally accredited professional and graduate programs. Elon University's success can be attributed to a stable team of strong leaders working within a collaborative, entrepreneurial culture in which new ideas are welcomed and frequently realized. Change is a constant, rooted in the university's core commitments to excellence, student success through engaged learning, the teacher-scholar model, wise use of resources, and rigorous, flexible planning.

Today, Elon has just over 7,100 students – 6,291 undergraduates and 826 graduate students – from 46 states, the District of Columbia and 3 U.S. territories, and 49 countries. Global engagement is central to Elon's experience and the Institute of International Education has ranked Elon #1 in the nation for study abroad for 15 straight years. Elon is ranked among the top-100 National Universities by U.S. News & World Report, with a #2 ranking for excellence in undergraduate teaching and #10 for innovation. In addition, Elon is the leader in the "Focus on Student Success" feature – the only college or university ranked in the top-20 in all eight categories of high-impact academic programs. Elon employs more than 560 full- and part-time faculty and 1,000 full- and-part-time staff.

Elon University's strong trajectory as a leader in innovation in higher education is a direct result of a rich tradition of thoughtful and systematic strategic planning and execution. The university has a history of creating campus- and constituent-wide participation in creative strategic planning processes that lead to the creation of 10-year strategic plans. The execution of those plans has resulted in several decades of Elon's upward trend, a broadening of its academic offerings, the enhancement of its campus, the

expansion of its geographic footprint, and ever-increasing national and international recognition and rankings

Elon's location, in the beautiful Piedmont region of North Carolina, gives you the best of both worlds—a friendly campus surrounded by large metropolitan areas that offer plenty of opportunities for having fun, living healthy, and taking advantage of cultural attractions.

The university is located in the Town of Elon, which has a downtown filled with locally owned businesses, conveniently located parks, and is the third safest city in North Carolina. Elon is adjacent to Burlington, a city of about 50,000 residents, and offers shopping centers, restaurants, parks, historic sites, and more, all accessible in under 10 minutes. Greensboro is located 20 minutes west of the university. This city's eco-friendly innovations and outdoor amenities are often covered by state and national media. Winston-Salem, Durham, Chapel Hill, and Raleigh, all centers for entertainment, sports, the arts, museums, and many other attractions, are within an hour's drive. A three-hour drive takes you to the beach and a 2 1/2-hour drive takes you to the mountains—perfect for weekend adventures.

Duties/Responsibilities:

About the Elon University Campus Safety and Police Department: Fewer than 60 university police departments nationwide are accredited and the Elon University Campus Safety and Police Department earned accreditation in 2018 by the International Association of Campus Law Enforcement Administrators.

The campus consists of 656 acres and is an open campus. The department works closely with administrators, students, faculty, and staff to create and maintain security. Its statutory arrest jurisdiction includes all University property, owned and leased, as well as streets and sidewalks adjacent to the property. In addition, it participates in a mutual aid agreement with several local law enforcement agencies.

The Position: Reporting to the Vice President of Business, Finance and Technology, the Chief leads a Department with a \$3.2M budget and with the divisions of Patrol, Community Services, Traffic, Dispatch, and Support Services. The Elon University Campus Safety and Police Department consists of 21 full-time sworn police officers and 16 non-sworn departmental personnel.

The Chief is responsible for organizing, directing, and supervising the day-to-day activities and operations of the University's police and public safety programs. The Chief is also responsible for administrating the University's compliance with the Clery Act and its requirements. More information about the department can be found here: <https://www.elon.edu/u/bft/police/>.

Key priorities of the next Chief include:

- educating the university community about the mission and services of the police department to ensure effective and collaborative partnerships;
- guiding the department in developing social justice and racial equity goals;
- leading proactively and promoting a culture of employee engagement to enhance morale and address challenges;
- responding strategically to current and emerging law enforcement concerns with 21st-century policing methods;

- balancing customer service and public safety delivery models that expect excellence from staff who are trained in cultural competencies, appreciate human differences and broad diversities, and are committed to the Department's mission of providing professional law enforcement, effective emergency response, innovative data-driven policing, and community outreach & education.

Qualifications:

Minimum Training and Experience: The successful candidate will have a bachelor's degree (master's preferred) with 10 years of experience with federal, state, municipal, or university police, including at least five (5) years of senior supervisory/management experience at the command staff level. Experience in a higher education public safety or campus police department is preferred. Must possess applicable certification from the North Carolina Criminal Justice Education and Training Commission or obtain such certification within one year. Please note that North Carolina law does not recognize or have a reciprocal relationship with Federal law enforcement certification but recognizes and gives partial credit for military police (MP) training, receipt of an MP occupational specialty classification, and performance of MP duties.

The successful candidate:

- Is an individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships to develop trust and to create opportunities for collaborative problem solving and partnerships;
- models courteous engagement and outstanding customer service with faculty staff, students, and visitors while ensuring clear and firm adherence to safety principles and laws;
- demonstrates a track record of public safety success that comes from a balance of engagement and enforcement;
- holds comprehensive knowledge of police methods, practices, and procedures; thorough knowledge of local, State, and Federal laws especially CLERY and Title IX;
- proactively leads, develops, and supports a well-seasoned and productive staff to achieve excellence through increased training, responsibility, productivity, morale, and retention;
- is experienced in cultivating and maintaining mutual aid relationships, serving as inter-agency liaison with law enforcement, fire and emergency agencies that provide support to all campus locations;
- skilled in budget development and management and maintenance of effective service levels despite resource constraints; and,
- an outstanding communicator who speaks clearly, assertively, and transparently with internal and external stakeholders.

Additional Information:

Salary and Benefits: A competitive salary will be offered, commensurate with qualifications. Elon University offers outstanding employee benefits, which can be view here: <https://www.elon.edu/u/bft/hr/benefits/>.

Special Instructions to Applicants: To apply, go to <https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the Elon

University – Chief of Police and Director of Campus Safety link. To learn more about the selection process, visit Client Openings (or copy and paste into your browser: <https://developmentalassociates.com/client-openings/>). All applications must be fully completed and submitted online via the Developmental Associates application portal – NOT the University portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters can be uploaded with the application. Application review begins November 9, 2020. Finalists will participate in virtual interviews and skill assessments on December 10-11, 2020. Interviews with the search committee will follow at a subsequent time. All inquiries should be emailed to [hiring@developmentalassociates.com](mailto: hiring@developmentalassociates.com). Elon University is an equal opportunity employer committed to a diverse faculty, staff, and student body and welcomes all applicants. Candidates who can contribute to Elon's commitment to inclusivity are encouraged to identify their experiences in their cover letter.