

University of Washington Chief of Police

The University of Washington is seeking a Chief of the UWPD. UW's Seattle campus communities require a forward-looking chief who understands and embraces evolutions in policing, engagement with communities, and collaboration.

The Chief of the UWPD will serve a vital role in the safety, security and success of the University of Washington. This position requires an individual with significant law enforcement leadership experience who is adept at building trust through relationships, and understands and values working with students, faculty, staff, and other constituents at the University. Importantly, this top professional will also provide leadership to UWPD officers and staff as the University reimagines approaches to public and campus safety. The new chief will also be able to anticipate future challenges and inspire others with a collaborative and engaging style.

Desired Qualification: Completion of advanced Law Enforcement Leadership training from: The FBI National Academy, Northwest Command College, FBI LEEDA, or similar programs.

Minimum Education: Bachelor's degree in administration of justice, public administration, business administration, or a related field as well as completion of executive law enforcement training or equivalent graduate work.

Minimum Work Experience: Fifteen years of progressively responsible experience in law enforcement with at least five years of experience at the command level, and experience as a commissioned law enforcement officer. Equivalent education/experience can substitute for all minimum qualifications except where there are legal requirements, such as license/certification/registration.

Salary will be competitive and commensurate with qualifications and experience with an anticipated salary range of \$175,000 to \$220,000. A listing of benefits and other offerings by the UW can be found at hr.uw.edu/benefits/ and hr.uw.edu/jobs/perks-and-benefits/.

Interested candidates should **apply immediately prior to May 20, 2022**. Electronic submittals are required to apply@ralphandersen.com, and should include a compelling cover letter, comprehensive resume, and ***diversity statement (no more than 2 pages relaying efforts to engage and work with diverse communities; foster diversity competence and understanding; and other efforts related to diversity in professional, volunteer, or civic work)***. Ideally, the new Chief of the UWPD will join the University in July/August 2022 or upon a mutually agreed upon date.

Confidential inquiries and questions regarding this career opportunity should be directed to Ms. Heather Renschler, Project Director or Chief Daniel Hahn (ret.), Co-Project Director at (916) 630-4900. Alternatively, a specific appointment may be requested by sending an email to scheduling@ralphandersen.com. Denote UW PC in the subject line.

COVID-19 VACCINATION REQUIREMENT: Governor Inslee's [Proclamation 21-14.2](#) requires employees of higher education and healthcare institutions to be fully vaccinated against COVID-19 unless a medical or religious exemption is approved. Being fully vaccinated means that an individual is at least two weeks past their final dose of an authorized COVID-19 vaccine regimen. As a condition of employment, newly hired employees will be required to provide proof of their COVID-19 vaccination. View the [Final candidate guide to COVID-19 vaccination requirement webpage](#) for information about the medical or religious exemption process for final candidates.

Detailed brochure available at: www.ralphandersen.com/jobs/police-chief-university-of-washington/.

UNIVERSITY of WASHINGTON



The University of Washington

*invites applications
for the position of:*

Chief of UWPD



CHIEF OF THE UNIVERSITY OF WASHINGTON POLICE DEPARTMENT

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ABOUT THE REGION

The University of Washington is located in the [University District](#) neighborhood of Seattle, Washington. Seattle is bordered by the salt waters of Puget Sound to the west and the fresh waters of Lake Washington to the east with two rugged mountain ranges, the Olympics and the Cascades, visible in the distance. Its mild marine climate encourages abundant vegetation and natural resources. The city is built on Indigenous land, the traditional territory of Coast Salish peoples, specifically the Suquamish and Duwamish Tribes. The name Seattle honors the Duwamish Indian leader Chief Sealth.

This region offers incredible opportunities for outdoor recreation, including over 700 miles of hiking trails. Seattle has over 200 miles of fresh and saltwater shoreline. With easy access to water, greater Seattle is a haven for aquatic activities like kayaking, swimming, sailing, boating, windsurfing, and paddle boarding. For snow sports enthusiasts, there are three ski resorts within a two-hour drive. Seattle features historic icons including Pike Place Market and the Space Needle as well as an abundance of local venues for visual and performing arts, sports, poetry, and music. Seattle is home to several major league sports teams including the Seahawks, Mariners, Storm, Sounders FC, OL Reign, Seawolves, and Kraken.

ABOUT THE UNIVERSITY OF WASHINGTON

The University of Washington is one of the world's preeminent public universities. Its impact on individuals, the region, and the world is profound — whether launching young people into a boundless future or confronting the grand challenges of our time through undaunted research and scholarship. Ranked No. 7 in the world on the [U.S. News & World Report's Best Global Universities rankings](#), the UW educates more than 60,000 students annually. Under President Ana Mari Cauce's leadership, the UW is advancing all areas of its educational, research, and service missions, with initiatives focused on [innovation, race and equity](#), and [population health](#). Through this work, the UW turns ideas into impact, transforming lives and our world. For more about our impact, visit [UW News](#).

Comprising three campuses in Seattle, Bothell, and Tacoma, along with an expanding presence in Spokane, a world-class academic medical center, and a global network of programs and outreach, the UW employs more than 40,000 faculty and staff across all three campuses. UWPD serves the UW's Seattle campus and nearby UW buildings in Seattle's University District.



ABOUT THE UNIVERSITY OF WASHINGTON CONTINUED

What defines the UW's students, faculty, staff, and community members? Above all, it's our belief in possibility and our unshakable optimism. It's a connection to others near and far. It's a hunger that pushes us to tackle challenges and pursue progress. It's the conviction that together we can create a world of good.

MISSION & VISION OF UWPD

MISSION: The University of Washington Police Department actively collaborates with our community to create a safe and secure campus through education, problem solving and enforcement. We use innovative practices, continuing training, and partnerships to provide professional public safety services, thereby reducing crime and the fear of crime. In doing so, we foster and maintain an environment that supports the well-being of our students, staff, faculty and visitors.

VISION: The University of Washington Police Department aspires to be a world leader in innovative campus public safety practices. Our commitment to excellence supports the campus community's pursuit of academic and research goals in an environment free of crime and the fear of crime.

POSITION OVERVIEW

Currently reporting to the Vice President for Student Life – with a planned reporting line transfer to a newly established position of Vice President for Campus Community Safety – the Chief of the University of Washington Police Department will serve a vital role in the safety, security, and success of the University of Washington.

The Chief of the UWPD directs a workforce which includes approximately 30 civilian staff and 34 commissioned officers. The UWPD is very proud to be nationally accredited by both the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the Washington Association of Sheriffs & Police Chiefs (WASPC). The UWPD is one of only eight police agencies in the state of Washington that has achieved national accreditation.



POSITION OVERVIEW CONTINUED

The UWPD focuses on traditional law enforcement activities, including uniformed patrol response, traffic control and enforcement, criminal investigations, crowd control and event management, facilities security, emergency management, victim advocacy, apprehension, evidence collection, crime prevention, 911 dispatch center and related duties. The urban and public nature of the Seattle campus results in a range of issues and concerns common to cities, but being based on a campus also provides opportunities for public engagement in a community-centered approach to safety. The chief oversees prompt and thorough investigations of all crimes and traffic accidents reported within the University's jurisdiction and ensures the preparation of evidence for transmittal to proper authorities.

The University of Washington is a member of the Pac-12 conference and holds athletic events on the Seattle campus. UWPD provides security, crowd control, and traffic control at large events held at UW Husky Stadium and Alaska Airlines Arena. The Seattle campus is also occasionally the location for rallies, marches and protests by members of the UW community and/or by members of the public, necessitating a response that promotes the safety of all.

The position requires the chief to be involved with various stakeholders. Successful candidates will have a strong background in establishing and employing effective communication methods within and external to the department. The chief will maintain relationships and cooperative working efforts with surrounding law enforcement agencies (local, county, state, and federal), and will place emphasis on developing comprehensive campus community-oriented policing strategies.

The chief is responsible for recruiting, selecting, training, and evaluating departmental staff and taking necessary corrective actions when warranted. The chief coordinates the work of the UWPD with other law enforcement agencies in the area and partners with University administration, faculty, and students to gather feedback and promote safety on the Seattle Campus.

The chief receives direction from the Vice President for Student Life – with a planned reporting line transfer to a newly established position of Vice President for Campus Community Safety – and in emergency conditions, from the president of the University.

MAIN RESPONSIBILITIES

BUILDING RELATIONSHIPS: The UWPD has jurisdiction over the UW's Seattle campus that includes a uniquely diverse service population of about 75,000. The chief must spend the time necessary to form working relationships with a broad array of constituencies, including the staff of the University Police Department, student leaders, UW faculty and staff, administrative leadership, Seattle Police Department liaisons and leadership, and other Police Chiefs and public safety leaders throughout King County and the state of Washington.

PUBLIC EDUCATION & AWARENESS: The University of Washington's Seattle campus is home to a diverse community in an urban setting. New students arrive on a quarterly basis, and the employee base can change rapidly. On-going communications and public education are challenges given the nature of the service population at the University level in this environment. The chief will lead efforts that enhance the UWPD's programs to better engage and educate the community about services provided by the UWPD.

COMMUNICATION: The UWPD is a dynamic organization of sworn officers and civilian employees. The chief will be responsible for ensuring that all employees are provided with consistent and timely information about the mission, vision, needs, changes, and successes of the UWPD. Further, the chief is responsible for ensuring compliance and communication of Timely Warnings and Clery statistics.

CAMPUS COMMUNITY ORIENTED POLICING: Given the population served by the UWPD, combined with the unique environment (a University campus), this department represents Campus Community Oriented Policing at its most fundamental level. The chief will oversee public safety efforts for special events on campus, including, but not limited to, major sporting events, campus/community rallies, marches and protests, speakers, commencement and convocation. Additionally, the department is not "call driven" like most other law enforcement agencies. Therefore, the chief will have an exceptional opportunity to further the department's efforts toward connecting with the community, taking a comprehensive approach to resolving problems and issues around campus, and providing long-term solutions to enhance the quality of life for all students, faculty, staff, and visitors.

POSITION OVERVIEW CONTINUED

LABOR RELATIONS: The Chief of the UWPD plays a key role in labor relations, including collective bargaining agreement negotiations. As such, the chief must be knowledgeable on existing contracts, the history of grievances, and any other labor issues, in order to serve as a fully informed participant of the negotiating team.

STAFFING & ORGANIZATIONAL DEVELOPMENT: The chief will be expected to design and implement a comprehensive staffing, recruiting, retention, and professional development plan designed to meet the immediate needs of the department, provide a clear, understandable career path and promotional process for sworn and civilian employees, and develop the leadership talent needed to take the agency into the future.

POLICIES AND PROCEDURES: The chief will approve all policies and procedures within the UWPD.

STRATEGIC PLANNING & VISIONING: The Chief of the UWPD will be expected to lead the department through periodic comprehensive strategic planning and visioning processes, then articulate a shared vision to the entire department. Additionally, the chief will conduct the business of the department in a manner consistent with the vision and values identified.

REQUIRED QUALIFICATIONS

- ❖ Must be dedicated to maintaining the safety and security of the University of Washington community. The University of Washington is a large, densely populated, and uniquely diverse organization in the middle of the Pacific Northwest's largest urban population center.
- ❖ Possess the certification(s), ability, and willingness to discharge the responsibilities and obligations of a peace officer in the state of Washington. Must be a commissioned State of Washington law enforcement officer or have the ability to become commissioned within six months of employment.
- ❖ Must possess budgetary experience and an ability to adapt to changing financial situations, including the ability to develop, manage, and interpret budgets, contracts, and financial reports. Must also be able to creatively identify sources of revenue for the department while carefully managing limited resources.
- ❖ Must be flexible, adaptable, respectful, and exhibit professional composure at all times in a highly visible role in a dynamic, often rapidly changing environment.
- ❖ Must be a veteran law enforcement executive, with familiarity and knowledge of all aspects of police department operations, including crime prevention, internal affairs, patrol, support services, and dispatch.
- ❖ Must be a skilled manager of people, leading by example, and demonstrating a personal philosophy that is congruent with the University's overall educational mission.
- ❖ Must be decisive but also have the ability to delegate appropriately and empower staff to carry out work consistent with department and University objectives.



POSITION OVERVIEW CONTINUED

- ❖ Must have a strong commitment to diversity and inclusion.
- ❖ Strong leadership, interpersonal, and communication skills.
- ❖ Be accessible, fair, and exhibit unquestioned integrity.
- ❖ Be a tireless advocate for and representative of the department and the University and be comfortable moving between constituencies easily and confidently.
- ❖ A demonstrated commitment to community outreach and partnerships, with an understanding of, and demonstrated success in practicing community-oriented policing and problem-oriented policing.
- ❖ Strong knowledge of the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act.

DESIRED QUALIFICATION

- ❖ Completion of advanced Law Enforcement Leadership training from: The FBI National Academy, Northwest Command College, FBI LEEDA, or similar programs.

MINIMUM EDUCATION

- ❖ Bachelor's degree in administration of justice, public administration, business administration, or a related field as well as completion of executive law enforcement training or equivalent graduate work.

MINIMUM WORK EXPERIENCE

- ❖ Fifteen years of progressively responsible experience in law enforcement with at least five years of experience at the command level, and experience as a commissioned law enforcement officer.
- ❖ Equivalent education/experience can substitute for all minimum qualifications except where there are legal requirements, such as license/certification/registration.



CONDITIONS OF EMPLOYMENT

- ❖ Possess a valid Washington State driver’s license (within 30 days of date of hire).
- ❖ No felony convictions.
- ❖ U.S. citizenship at time of examination or a lawful permanent resident who can read and write the English language.
- ❖ No convictions for child abuse.
- ❖ No convictions for domestic violence.
- ❖ A background investigation, polygraph, and medical and psychological examination are required of candidates for this position.
- ❖ Law enforcement candidates from outside the State of Washington will be required to attend and complete the Basic Law Enforcement Equivalency Academy.
- ❖ Provide proof of COVID-19 vaccination.
- ❖ Applicants considered for this position will be required to disclose if they are the subject of any substantiated findings or current investigations related to sexual misconduct at their current employment and past employment. Disclosure is required under Washington state law.
- ❖ Reapplication is permitted at any time, except for candidates disqualified for reasons of prior felony convictions or non-correctable selection.
- ❖ Please note: It may take 4 to 6 months to successfully complete all phases of the selection process from Oral Boards to Official Offer of Employment. Be sure to check back periodically for updated recruitment information.

IDEAL CANDIDATE

The successful candidate will be one who embraces the prevention of violent and nonviolent offenses and scale-appropriate, innovative intervention options. The ideal candidate should be able to articulate a department vision that centers positive relationship building; one that values the diverse populations and opinions of a university community; prioritizes de-escalation; and works toward creating a safe community for all. Embracing collaboration with other teams working in planning, prevention, and response to crises is a must.

Importantly, the ideal candidate will enthusiastically embrace and convey through day-to-day actions and communications, the following key vital and key focus areas that are common among all stakeholder groups:

- ❖ Demonstrated commitment, understanding, and a proven track record of career success in addressing diversity, equity, and inclusion;
- ❖ Genuine interest in taking an active role in leading the re-imagining of public safety and justice at the University of Washington;
- ❖ Understanding of the unique public safety and justice environment of a college campus and the ability to work collaboratively in a highly diverse environment; and
- ❖ Commitment to build an inclusive, collaborative, and innovative environment within in the UWPD, among the UW community and the larger Seattle community.



IDEAL CANDIDATE CONTINUED

Important attributes valued in this position include:

- ❖ Strong leadership
- ❖ Highly collaborative
- ❖ Lead with honesty, integrity, and genuine appreciation for campus life
- ❖ Embrace transparency in all communications
- ❖ Ability to create a new definition of public safety at UW
- ❖ Guide and lead the UWPD in alignment with the UW's core values
- ❖ Build trust internal and external to UWPD across a broad spectrum of stakeholders and in particular with a diverse student body
- ❖ Understanding of policing in higher education environment
- ❖ Keen understanding of financial and budgetary issues facing UWPD



The ideal candidate will address the following opportunities and challenges:

- ❖ Instill a sense of safety and security for students, faculty, and staff
- ❖ Build and re-build trust among students, stakeholders, and UWPD officers/staff
- ❖ Re-evaluate and create a new mission / vision / values for UWPD
- ❖ Lean in and actively collaborate in furthering goals for the new Division of Campus Community Safety
- ❖ Be an active participant in building community safety and emergency preparedness, as well as an advisor on trends and advances in both policing and alternatives to armed responders
- ❖ Evaluate the department through a diversity and equity lens
- ❖ Set the new direction for any remaining or unknown UWPD diversity issues
- ❖ Increase collaboration with various campus interests, affinity and stakeholder groups
- ❖ Address recruitment issues / retention / succession planning within UWPD



SALARY AND BENEFITS

Salary will be competitive and commensurate with qualifications and experience with an anticipated salary range of \$175,000 to \$220,000. A listing of benefits and other offerings by the UW can be found at hr.uw.edu/benefits/ and hr.uw.edu/jobs/perks-and-benefits/.

OVERVIEW OF THE PROCESS

This recruitment will be conducted under the guidance of a well-represented search committee facilitated by Ralph Andersen & Associates. The charge of the Search Committee will be to review, select, and interview a top tier of qualified candidates with final selection by UW President Cauce in June 2022.

This is a confidential process, specifically through the early stages, in order to solicit a broad and diverse pool of highly qualified applicants. During the final stages of this recruitment, the finalists (anticipated to be three top candidates) will be introduced to the UW community through a “job talk” video presentation or a campus visit (at the expense of the University and depending upon pandemic conditions). This step will be done to highlight the career experience of the finalists and will also encompass oral responses to a select set of questions.

Detailed background and verifications will be conducted by Ralph Andersen & Associates later in the process. References will be required and contacted in the final stages. Importantly, no references will be contacted until mutual interest has been established. Additionally, a State of Washington POST Background will be required.



TO APPLY

Electronic submittals are required to apply@ralphandersen.com and should include a compelling cover letter, comprehensive resume, and a diversity statement (no more than two pages relaying efforts to engage and work with diverse communities; foster diversity competence and understanding; and other efforts related to diversity in professional, volunteer, or civic work) by **May 20, 2022**.

Ideally, the new Chief of the UWPD will join the University in July/August 2022 or upon a mutually agreed upon date.

Confidential inquiries and questions regarding this career opportunity should be directed to Ms. Heather Renschler, Project Director or Chief Daniel Hahn (ret.), Co-Project Director at (916) 630-4900. Alternatively, a specific appointment may be requested by sending an email to scheduling@ralphandersen.com. Denote UW PC in the subject line.

Committed to attracting and retaining a diverse staff, the University of Washington will honor your experiences, perspectives, and unique identity. Together, our community strives to create and maintain working and learning environments that are inclusive, equitable, and welcoming.



The University of Washington is a leader in [environmental stewardship & sustainability](#), and committed to becoming climate neutral.

[The University of Washington is an affirmative action and equal opportunity employer.](#) All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, protected veteran or disabled status, or genetic information.

To request disability accommodation in the application process, contact the Disability Services Office at 206-543-6450 or dso@uw.edu.

COVID-19 VACCINATION REQUIREMENT

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