



*Position Announcement*

# Syracuse University

**Associate Vice President and Chief, Campus Safety & Emergency Management Services**

Syracuse University was founded in 1870 as a private, coeducational institution offering programs in the physical sciences and modern languages. By 1934, the University’s academic divisions had grown to comprise 13 schools and colleges that persist to the present day. Syracuse aspires to be a pre-eminent and inclusive student-focused research university, preparing engaged citizens, scholars, and leaders for participation in a changing global society through a clearly articulated vision and mission. The University has nationally recognized programs in information studies and library science, architecture, communications, business administration, sports management, public administration, engineering, humanities, and the natural and social sciences.

Syracuse is a university of national stature and international opportunity, known for its professional programs, investment in research and innovation, and undeniable school spirit. Ranked #58 among the Best National Universities by *U.S. News & World Report*, Syracuse University was named, in 2021, a top producer of Fulbright Scholars.

Syracuse University’s total enrollment for fall 2021 was 21,722, which includes 14,778 undergraduate students, 6,275 graduate students and 719 law students. The student population represents all 50 U.S. states and 1275 countries. Students of color represent approximately 28 percent of the total student population, and approximately 19 percent of the University’s undergraduate students are first-generation college students. The University employs 935 tenured and tenure-track faculty, 808 non-tenure track faculty, and 3,835 staff members.

In 2019-20 Syracuse University completed an intensive, independent review of the Department of Public Safety (DPS). This review, along with guidance from the Board of Trustees Special Committee on University Climate, Diversity and Inclusion and results from the Campus Climate Pulse Survey, provide a foundation from which the Associate Vice President and Chief, Campus Safety & Emergency Management Services (AVP/Chief) in their role as the unit leader of the Campus Safety and Emergency Management Services (CSEMS) will refine and implement new initiatives, services, and training opportunities while also developing stronger and positive relationships with students and departments across campus. This position will lead a strategic, thoughtful, and holistic transformation of CSEMS, ultimately resulting in enhanced community-oriented policing practices, strengthened student engagement, deeper campus partnerships, innovative updates to services, and improved communication, accountability, and transparency.

Reporting directly to the Interim Senior Vice President for Business, Finance and Administrative Services (BFAS) and Chief Financial Officer, the AVP/Chief will be responsible for planning and directing the administrative, operational, and financial aspects of the DPS, Emergency Management, Global Safety and Support, and CSEMS Administrative and Technical Services. CSEMS serves the entire Syracuse University campus area, comprised of over 900 acres, including North Campus, South Campus, and University-controlled properties in the city of Syracuse. The new AVP/Chief will join the University after DPS recently earned accreditation from CALEA (Commission on Accreditation for Law Enforcement Agencies), one of only 11 law enforcement agencies in New York State to meet the highest professional standards in law enforcement. Along with previous accreditation from the International Association of Campus Law Enforcement Administrators (IACLEA), DPS is one of only 27 dual CALEA/IACLEA accredited campus public safety agencies nationwide and the only one in New York State.

As a senior leader in the BFAS division, the AVP/Chief will help bring to life the vision of the division’s strategic plan, [The Orange Standard,](https://bfas.syr.edu/wp-content/uploads/2019/02/Accessible_StrategicPlan.pdf) which calls for creating a signature experience unparalleled in practice and a commitment to continuous improvement in order to power the success of the University as a whole. The AVP/Chief will ensure operational excellence and a unified approach to safety, law enforcement, fire and life safety, and emergency management through exemplary service and support of a diverse campus community in which all members feel valued, respected, safe, and positioned to thrive.

This position will lead CSEMS’s interactions and collaborations with other campus divisions and departments, providing consultation, guidance, and information to support the various functions of the University, including an important partnership with Enrollment and the Student Experience. As the University’s senior law enforcement officer, the AVP/Chief provides the Interim Senior Vice President and Chief Financial Officer, the Chancellor, all executive teams/councils, and members of the Board of Trustees, with guidance related to safety, investigations, and emergency and crisis-related matters on campus and, as necessary, globally. The AVP/Chief will also serve as the primary liaison with local, state, and federal law enforcement, fire, and emergency management agencies.

Overseeing approximately 230 full- and part-time employees, including approximately 79 union members, and 180 student workers, the AVP/Chief will maintain a high level of professionalism, continued professional development, commitment to diversity and inclusion, and unwavering dedication to social justice, and the safety of Syracuse University’s students, faculty, staff, and visitors.

The successful candidate will have a bachelor’s degree from an accredited college or university and a minimum of ten years of significant responsibility and experience in law enforcement, safety and security, and/or as an emergency first-responder, with four years at an upper management level with supervision or an equivalent combination of education and experience (master’s degree preferred). It is imperative that the new AVP/Chief have a demonstrated commitment to, and track record of success related to issues of diversity, equity, inclusion, and social justice and have effectively infused these values into the ethos of their staff/department. Further, candidates must be authentic communicators with outstanding interpersonal skills; possess an ability to thrive within a decentralized, complex work environment; possess excellent analytical, organizational, and time management skills; have experience successfully mentoring and professionally developing staff; and possess expert knowledge, interpretation, and application of Clery and the collection of applicable crime statistics. This AVP/Chief will have experience overseeing police operations for large scale special events, dignitary visits, and protests/demonstrations; possess the ability to foster collaborative working relationships across campus and with local, state, and federal law enforcement and first- responder agencies; and possess a track record of promoting an environment of accountability and continuous performance improvement by establishing and monitoring concrete performance measures to drive achievement of targeted outcomes. Lastly, the AVP/Chief must maintain a New York State Bureau of Municipal Police Officer or Campus Public Safety Peace Officer (with firearms) certification (approved through the Municipal Police Training Council pursuant to Education Law §6435), or, if certified as a police officers in another state, must be eligible for certification as a New York State Campus Peace Officer (with firearms) through the New York State Division of Criminal Justice Services and achieve such certification within one year of appointment. Law experience within a higher education environment and training certifications in emergency management from FEMA or related agencies are both preferred qualifications for the AVP/Chief.

Review of applications will begin November 18, 2021 and continue until the position is filled. A resume with an accompanying cover letter may be submitted via the Spelman Johnson website at [www.spelmanjohnson.com/open-positions](http://www.spelmanjohnson.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.

# Visit the Syracuse University website at [https://www.syracuse.edu](https://www.syracuse.edu/)

*Syracuse University is an equal-opportunity, affirmative-action institution. The University prohibits discrimination and harassment based on race, color, creed, religion, sex, gender, national origin, citizenship, ethnicity, marital status, age, disability, sexual orientation, gender identity and gender expression, veteran status, or any other status protected by applicable law to the extent prohibited by law. This nondiscrimination policy covers admissions, employment, and access to and treatment in University programs, services, and activities.*