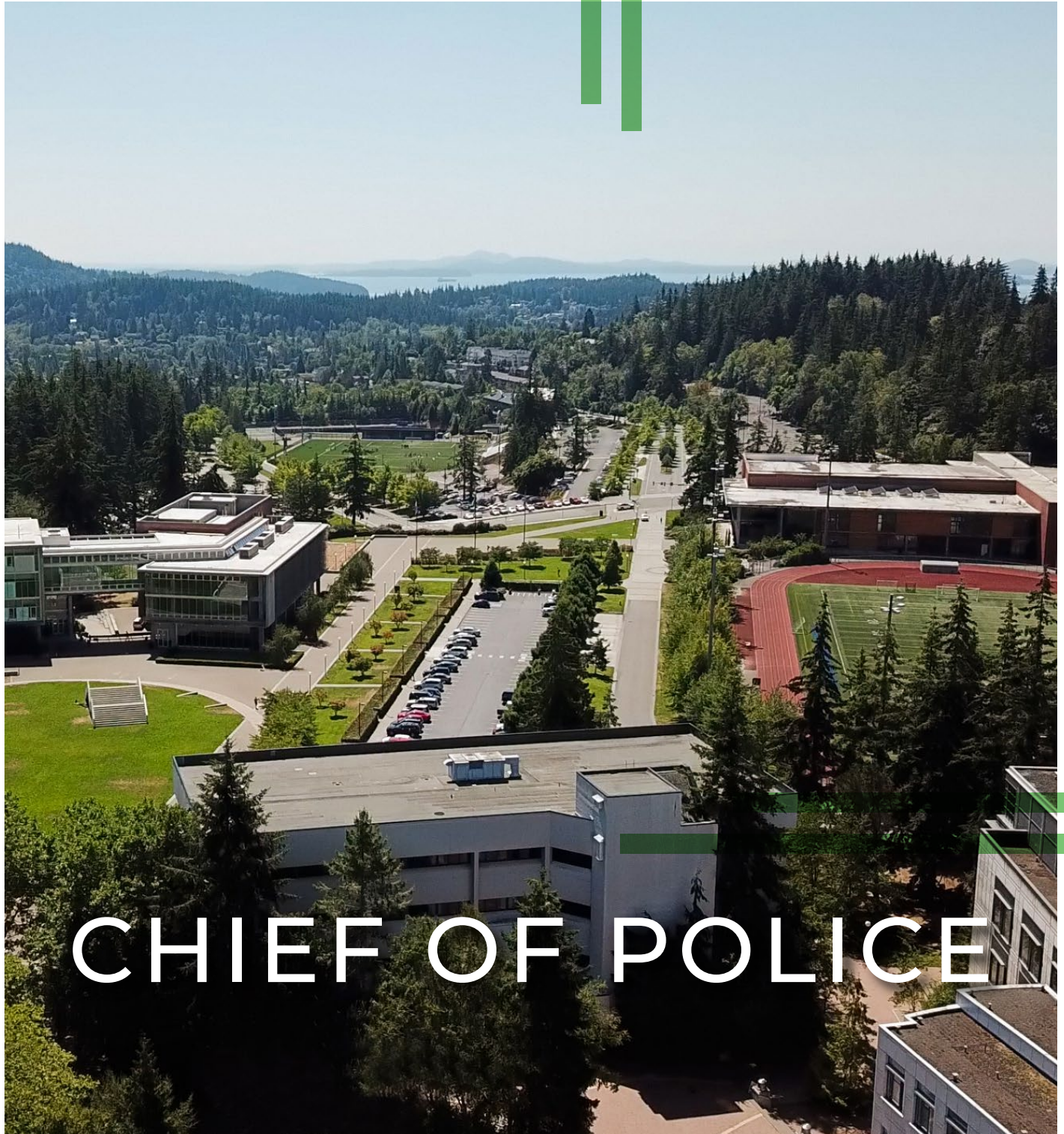


## A NATIONAL SEARCH

is underway for a new Chief of Police

## Western Washington University

Bellingham, WA



# CHIEF OF POLICE



A wide-angle photograph of a university campus in Bellingham, WA. In the foreground, a large green lawn is dotted with students. A group of about 15 students is sitting in a circle on the grass, engaged in conversation. To their right, a path leads through a line of trees towards a large, multi-story brick building. The trees have vibrant autumn foliage in shades of red, orange, and yellow. In the background, a body of water and distant hills are visible under a cloudy sky.

BELLINGHAM, WA

# THE 01. OPPORTUNITY



**Western Washington University (Western) is conducting a national search for its next Chief of Police.**

This is an extraordinary opportunity for an accomplished law enforcement professional to lead a university police department at one of Washington's most desirable public universities. Western is located in the City of Bellingham, a coastal community of 90,000 overlooking Bellingham Bay, the San Juan Islands, and the North Cascades Mountain range. The city lies 90 miles north of Seattle, 60 miles south of Vancouver, British Columbia, and an hour's drive from 10,778-foot Mount Baker. Western invites interest from police leaders who can significantly impact the culture and effectiveness of the police department to support the [University's mission](#).



# 02. WESTERN WASHINGTON UNIVERSITY

**Western Washington University is a public institution with more than 15,000 students in seven academic colleges, plus an Honors College and a graduate school.**

Western is nationally recognized for the quality of its academic programs and emphasis on social mobility, research, and public service.

Western Washington University is committed to achieving excellence through advancing inclusive success, increasing their Washington impact, and focusing on transformational education grounded in the liberal arts and sciences and based on innovative scholarship,

research and creative activity. Western's greatest strength is the outstanding students, faculty, staff, and alumni/ae who make up their community.

Western supports an inclusive governance structure and provides a learning and working environment in which everyone can thrive.

In pursuit of this excellence, individual employees are expected to establish and maintain productive and effective inclusive





working relationships amongst diverse populations, including staff, faculty, administration, student, and external constituents. Further, individual employees are expected to have the ability to operationalize sustainability concepts (economic, societal, environmental) into all aspects of their job duties. Western ranked 16th in the 2022 edition of Best Colleges in Regional Universities West.

Western views equity, justice, and inclusion as fundamental principles integral to their success. WWU values diverse experiences and perspectives and strives to create learning, living, and working environments that promote respect, access, opportunity, and equity for all.

## WESTERN WASHINGTON UNIVERSITY:

### Vision

Western Washington University prepares and inspires individuals to explore widely, think critically, communicate clearly, and connect ideas creatively to address our most challenging needs, problems, and questions.



# 03. THE WESTERN WASHINGTON UNIVERSITY POLICE DEPARTMENT

**Western's police officers embody the university's values and work hard to ensure everybody they contact is treated fairly and professionally.**

The Western Washington University Police Department employs 15 sworn peace officers, including a chief, assistant chief, three sergeants, one corporal, and nine officers. Each sworn officer is required to attend the Washington State Criminal Justice Training Commission's Basic Law Enforcement Academy or Equivalency Academy. Officers are commissioned by Western Washington University and certified by Washington State as [General Authority Peace Officers](#).

The department operates 24-hours a day, year-round to provide public safety to students, staff, and visitors. The department is in the process of becoming accredited and holds itself to the highest standards of professionalism and adheres to smart practices in policing. Many of Western's officers and dispatchers have earned a bachelor's degree in criminal justice, sociology, psychology, community relations or other public service-related field.

The department continues to focus on professionalism and has increased diversity in its ranks, including top administrative positions. In the winter of 2021, body-worn cameras were issued to all officers, reflecting a commitment to accountability and transparency.







## THE POSITION.

**The Chief of Police provides expertise and leadership on improving university safety by aligning campus and departmental policies with effective and innovative policing practices.**

The Chief of Police partners with other administrators, department managers, and colleagues across the university. The Chief of Police reports to the Vice President for Business and Financial Affairs and is responsible for strategic planning and administrative direction for Western's full-service police department.

The Chief manages resources to promote a safe, secure, and unbiased educational environment for the students, faculty, staff and visitors. This includes responsibility for the preservation of peace, protection of life and property, and the enforcement of laws and regulations in a manner that is consistent with best practices and that embodies the values,



mission, goals, and philosophy of the university's administration and the Board of Trustees.

As with any university police chief, this position involves significant discretionary decision-making and planning to ensure a positive impact on the well-being of the university community and safety of their students, faculty, staff, and visitors. In this highly visible position, the Chief of Police represents the university's public safety efforts to the university community. The Chief of Police also represents the university when interacting with law enforcement and other allied agencies, community groups, students, parents, and university visitors.

The complete job description can be [found here](#).





# 05.

## THE IDEAL CANDIDATE

The Chief of Police is required to function autonomously and serves as a key leader and advisor on university safety, during emergencies, times of crisis, or disaster.

### Core Attitudes and Values:

- Unwavering integrity and firm ethical foundation
- Approachable, visible, and engaged in all facets of university life
- Compassionate with strong interpersonal skills
- Equity-minded
- Genuine in their commitment to open communication, collaboration, protection of civil rights, and service excellence

### Core Knowledge, Skills, and Abilities:

- Strong change leadership skills and the capacity to function as an effective change agent
- Ability to influence at all levels within the university
- Service-oriented delivery of public safety
- Strong negotiation skills
- Well-versed in community centered law enforcement

- Visionary who brings best and most-promising practices to the issues related to university policing and safety
- Ability to foster a workplace that supports and respects accessibility, diversity, equity, and inclusion
- Demonstrated ability to affect transformative organizational change while elevating employee morale
- Documented record of cultivating an equitable workplace that is inclusive of faculty, staff, students, and internal and external stakeholders, with advocacy on behalf of those holding diverse cultural backgrounds and social identities
- Outstanding interpersonal and community relations skills and the ability to communicate and work effectively within a diverse community

### Required Qualifications

- Bachelor's degree and ten years' experience in law enforcement with three years of management experience at lieutenant or above

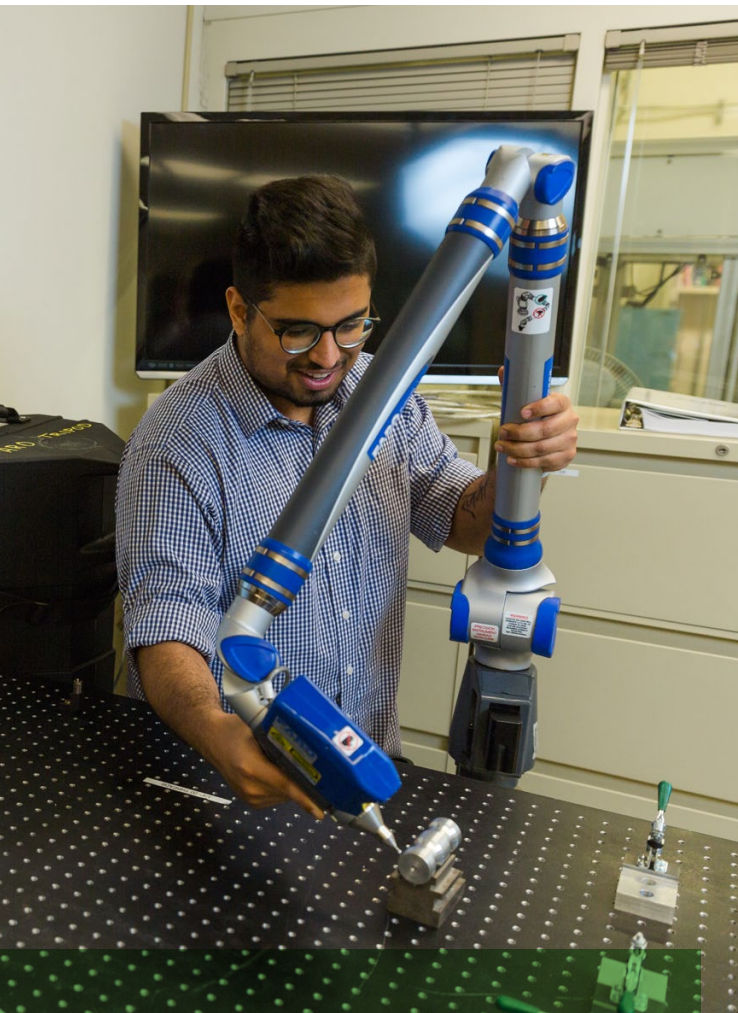




- Broad knowledge and understanding of the public safety and security issues of a major academic, research, and/or public service institution
- Strategic knowledge and appreciation of state-of-the-art industrial access control and intrusion detection systems and programs
- Demonstrated knowledge of policy, legal issues, and crisis management
- Ability to use independent judgment and to manage and impart information to a range of clientele and/or media sources
- Must be able to secure and maintain the appropriate level of Federal security clearance

### Preferred Qualifications

- Advanced degree
- Experience as a law enforcement officer in a university setting
- Functional knowledge of Equal Opportunity, Title IX, and the Clery Act as it pertains to university policing
- Advanced leadership courses, such as FBI National Academy Associates (FBINA), Southern Police Institute, Northwestern Command College, Harvard Kennedy School, or other similar recognized police programs





# 06. COMPENSATION & BENEFITS

This at-will position has a competitive salary for the region. The anticipated hiring range for this position is \$140,000 - \$160,000/year, depending on qualifications and

experience. An excellent benefits package augments the salary. [2022 Benefits Overview for Administrative Professional Position.](#)







# NOMINATION AND APPLICATION PROCEDURES

# 07.



## TO APPLY

Please send a compelling cover letter and comprehensive resume that addresses your experience related to the position responsibilities and the required and preferred qualifications to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com).

Please include the names and contact information of three professional references. References will not be contacted until mutual interest has been established. The position closes on September 12, 2022. Candidates are strongly encouraged to apply early for optimal consideration.

Only the most highly qualified candidates will be invited to participate in virtual interviews with the university's Search Committee in late September 2022. Western's strategic plan places Access, Diversity, Equity, and Inclusion (ADEI) as a core value and a core goal of the institution. Candidates advanced to initial video interviews will be required to provide a diversity statement addressing your role in advancing ADEI.

Finalists will be invited to participate in an on-campus process in early October 2022, with an appointment anticipated in late October 2022.

Employment is contingent on completing a detailed Washington State background investigation including a post-offer, pre-employment physical examination including drug scan and psychological evaluation, polygraph, and other POST certification and university requirements.

## APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity are welcomed and should be directed to the search consultants:

### Public Sector Search & Consulting, Inc.

**Gary Peterson, Chief of Police (ret.), CEO/President**

(916) 789-9990 (office) | (916) 622-5323 (cell)

[gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)

or

**Sylvia Moir, Chief of Police (ret.), Senior Consultant**

(916) 802-3004 (cell)

[sylvia@publicsectorsearch.com](mailto:sylvia@publicsectorsearch.com)

### Equal Opportunity Guidelines

Western Washington University (WWU) is an equal opportunity and affirmative action employer committed to assembling a diverse, broadly trained faculty and staff. [\[Complete Guidelines\]](#)





# Raising the bar for Public Sector Search

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