**Associate Vice Chancellor and Chief of Campus Safety**

The University of Denver, a private, doctoral-granting university in Denver, Colorado, invites inquiries, nominations, and applications for its next associate vice chancellor and chief of campus safety. This is an on-site leadership role; the anticipated start date is late fall 2025.

The University of Denver (DU) enrolls nearly 13,000 students from all regions of the United States and the world in its distinguished undergraduate liberal arts and sciences, graduate, and professional programs dedicated to the public good. Since January 2022, DU has been classified as a Research 1 (R1) university in the Carnegie Classification of Institutions of Higher Education.

Reporting to the chief risk and compliance officer, the associate vice chancellor and chief of campus safety (chief) directs the work of the department of campus safety (DCS). The chief leads the university’s incident management team, acting as the incident commander, and serves as the university’s primary liaison with the City of Denver police, fire, emergency medical services, and emergency preparedness departments, as well as with other external law enforcement, government, and public safety entities. DCS comprises 40 unsworn and unarmed team members who provide services in campus security, fire and life safety, emergency preparedness, electronic security systems, patrol operations, investigations, community outreach/crime prevention, recruitment efforts, accreditation and compliance, and communications. The chief directly supervises six command staff members and oversees a $3.5 million budget.

The salary range for this position is $158,000‑$175,000. The University of Denver has provided a compensation range that represents its good-faith estimate of what the university may pay for the position at the time of posting. The university may ultimately pay more or less than the posted compensation range. The salary offered to the selected candidate will be determined based on factors such as the qualifications of the selected candidate, departmental budget availability, internal salary equity considerations, and available market information, but not based on a candidate’s sex or any other protected status. A final offer of employment at the University of Denver is contingent on successfully completing a comprehensive criminal history background check.

**Qualifications**

A bachelor’s degree; a minimum of five years of progressively increasing responsibility in managing a multi-department operation, including management of personnel and budgets; and demonstrated knowledge of relevant laws and current issues of public safety and private security functions are required. Command experience in a higher education environment is strongly preferred.

In addition to the above qualifications, the chief must meet the following requirements:

• Possess and maintain a valid Colorado driver’s license, or obtain a valid Colorado driver’s license within the required first six months, and be insurable under university guidelines.

• Complete and maintain Basic First Aid/CPR/AED, defensive driving, and PPCT (Pressure Point and Control Tactics) certifications.

• Pass a physical, drug screen, and human performance evaluation administered by a university-approved physician.

• Maintain physical fitness standards to ensure the ability to perform the duties of the role.

• Possess or obtain a City and County of Denver security guard license.

• Pass all psychological evaluations and training required to credibly lead and implement an access to arms program.

**Application and Nomination**

The University of Denver has selected Spelman Johnson, a leading executive search firm, to assist with conducting this search. Review of applications will begin on Monday, August 11, 2025, and continue until the position is filled. Submit a resume and cover letter via https://apptrkr.com/6370707

• Contact Michel R. Frendian, senior consultant and practice leader, at mrf@spelmanandjohnson.com for confidential inquiries.

• Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895 or email info@spelmanjohnson.com.

**Visit the Denver University website at https://www.du.edu/**

**The University of Denver prohibits discrimination and does not discriminate on the basis of an individual’s actual or perceived race, color, national origin (including shared ancestry or ethnic characteristics), ancestry, age, religion, creed, disability, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, childbirth and related medical conditions (in employment), genetic information (in employment), citizenship or immigration status (in employment), military enlistment, or veteran status, and any other class of individuals protected from discrimination under federal, state, or local law, regulation, or ordinance (each a Protected Status) in any of the university’s educational programs and activities, and in the employment (including application for employment) and admissions (including application for admission), as required by Title IX of the Education Amendments of 1972; the Americans with Disabilities Act; Section 504 of the Rehabilitation Act of 1973; Title VI and Title VII of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967; the Equal Pay Act; the Colorado Equal Pay for Equal Work Act; the Colorado Protecting Opportunities and Workers’ Rights (“POWR”) Act; and any other federal, state, and local laws, regulations, or ordinances that prohibit discrimination, harassment, and/or retaliation.**