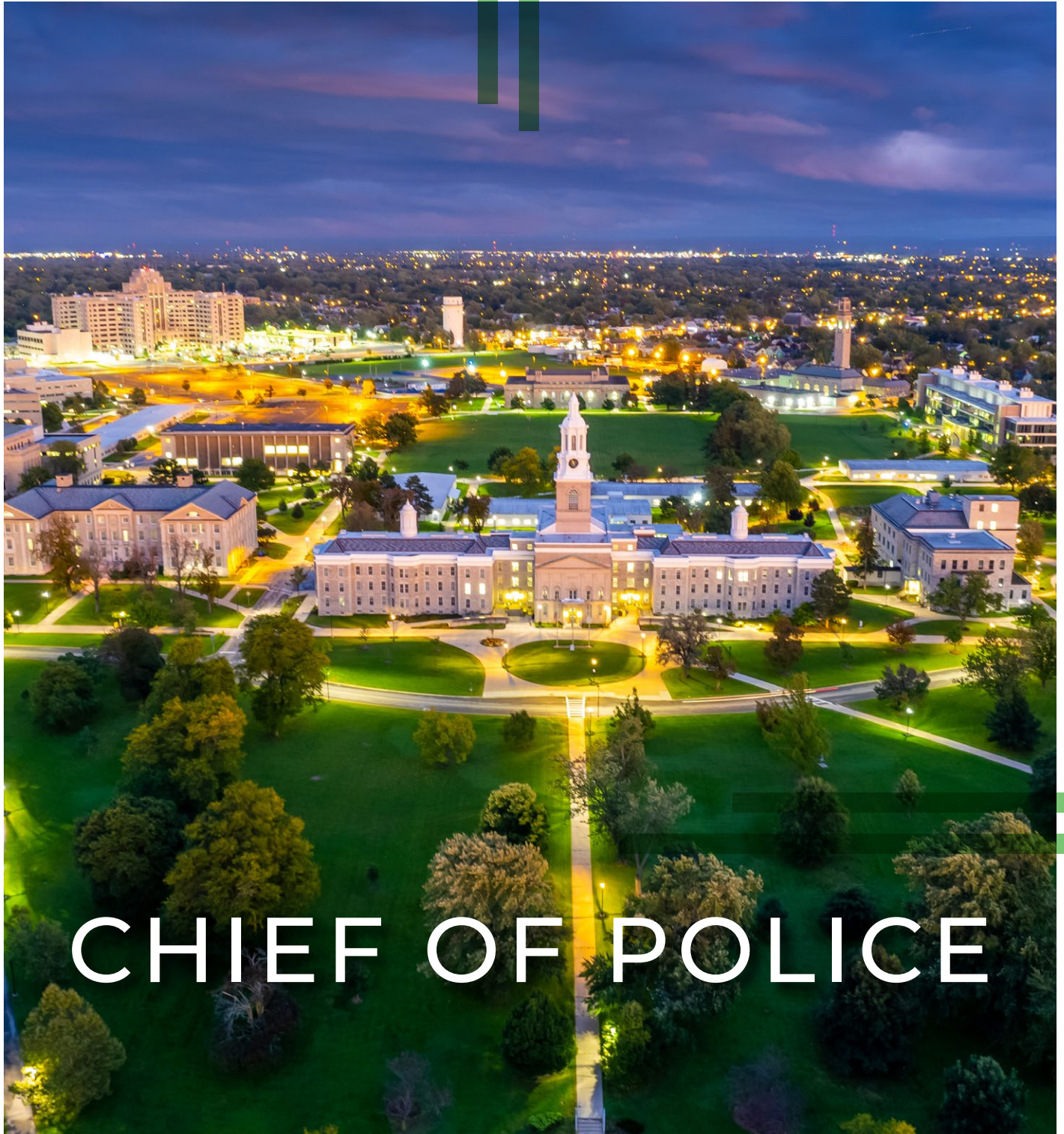
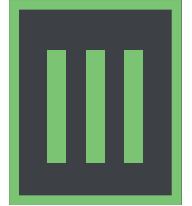
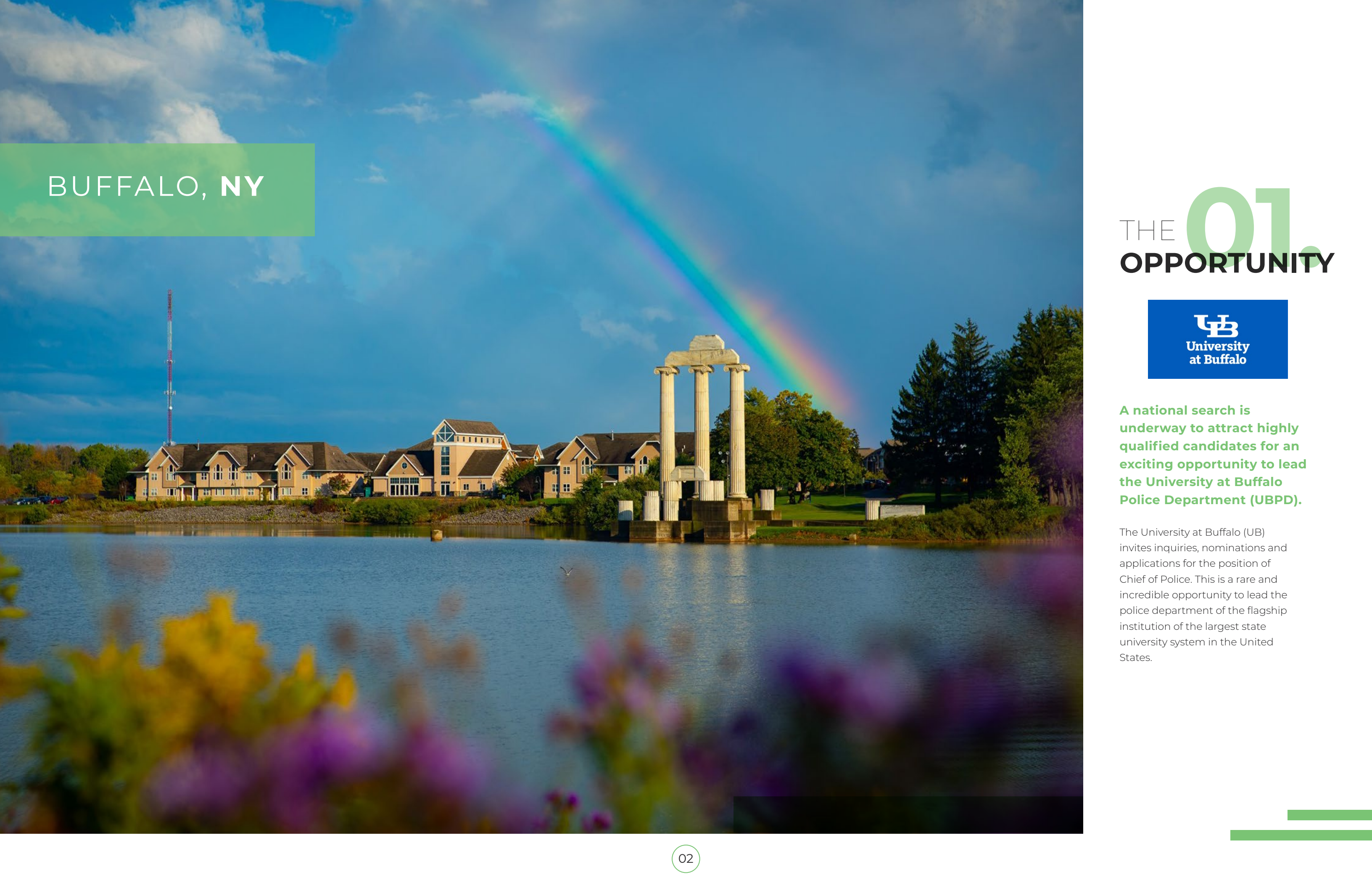


A NATIONAL SEARCH
is underway for a new Police Chief

University at Buffalo
Buffalo, NY



CHIEF OF POLICE



BUFFALO, NY

THE 01. OPPORTUNITY



A national search is underway to attract highly qualified candidates for an exciting opportunity to lead the University at Buffalo Police Department (UBPD).

The University at Buffalo (UB) invites inquiries, nominations and applications for the position of Chief of Police. This is a rare and incredible opportunity to lead the police department of the flagship institution of the largest state university system in the United States.

UNIVERSITY AT BUFFALO

02.

Impactful research, scholarly distinction, transformative student experiences and far-reaching service to local, state, national and international communities define UB's mission as one of the nation's leading public research universities.

UB was founded in 1846 as a private medical college located in downtown Buffalo and joined the SUNY network in 1962. SUNY is the largest state university system in the United States, and UB is a flagship campus and the largest and most comprehensive public research university within the system. In 1989, UB was among the first public universities in the

Northeast to be admitted into the Association of American Universities. Over the years, UB's scope and mission have expanded significantly as it has grown into a world-renowned research university that is the thriving heart of the regional community, a national leader in public higher education, and a global hub for excellence in research and education.



UB enrolls more than 32,000 students (approximately two-thirds undergraduate and one-third graduate and professional students) and offers more than 500 degree programs at the baccalaureate, master's, professional and doctoral levels across its 12 decanal units. UB is a global community of scholars, ranking among the nation's top 30 universities for the enrollment of international students in the Open Doors census for two decades. International students currently represent 16% of total enrollment

at UB. The university enjoys a strong presence abroad, maintaining affiliation agreements with 100 universities in Asia, Europe, Latin America and Africa. UB's more than 293,000 alumni live in 150 countries worldwide.

UB has a distinguished faculty of over 1,500 full-time members. UB is currently undertaking its largest faculty-hiring initiative in recent history, Advancing Top 25: UB Faculty Hiring, with plans to recruit upward of 200 full-time faculty over the next two years.

UNIVERSITY AT BUFFALO: Mission

The University at Buffalo is a diverse, inclusive scholarly community dedicated to bringing the benefits of our research, scholarship, creative activities and educational excellence to local and global communities in ways that impact and positively change the world.

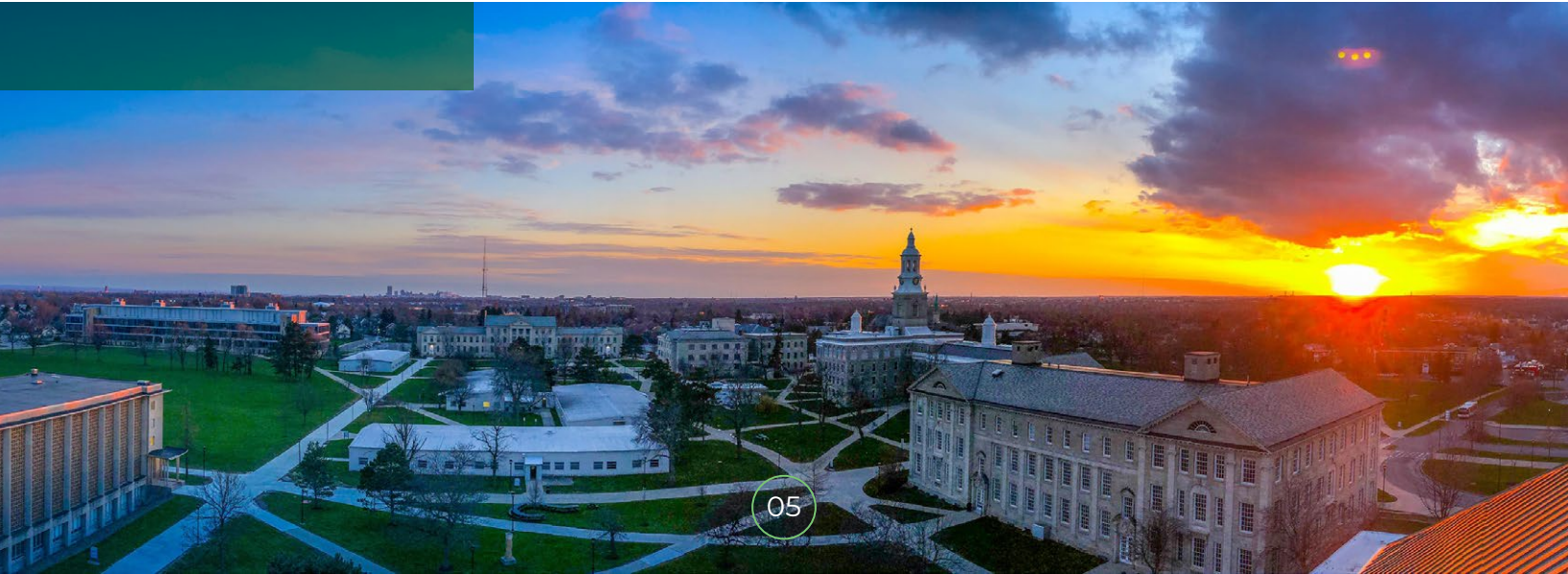
We view the three traditional pillars of the public higher education mission—research, education and service—as interdependent endeavors that continually enrich and inform each other. Groundbreaking research, transformative educational experiences and deeply engaged service to our communities define the University at Buffalo's mission as a premier, research-intensive public university.





UB is home to more than 120 research centers and institutes; its current annual research expenditures, including those in affiliated institutions, exceed \$425 million. The University Libraries hold more than four million volumes and provide access to an exceptionally wide array of digital information resources. The Architecture and Planning Library, located in Abbott Hall on UB's South Campus, contains more than 32,000 books and 100 journal titles covering architecture, design, urban planning, zoning, landscape architecture, urban and environmental studies, and more. The library also includes a special collection of materials on Buffalo and Western New York planning and architecture, with emphasis on such distinguished contributors as Frank Lloyd Wright and Frederick Law Olmsted.

UB's academic programs and facilities are located on three distinct campuses in the Buffalo metropolitan area. UB's North Campus, located in the suburb of Amherst, is the university's main undergraduate campus and home to the university's primary athletics and cultural facilities. Three miles to the south, on the northern edge of the city of Buffalo, is the university's historic South Campus, home to many of the university's professional schools including the School of Architecture and Planning. The focal point of UB's third, downtown campus center is the Buffalo Niagara Medical Campus, on which UB's Jacobs School of Medicine and Biomedical Sciences is located in proximity to the university's health and life science partners.



Recognizing the key role that a vibrant 21st-century physical campus environment plays in enhancing education, research and learning, UB is realizing a long-range Master Plan for enhancing its North, South and Downtown campus spaces and connecting them more effectively to their surrounding communities.

With an annual operating revenue of \$810 million, UB and its affiliated entities generate an estimated economic impact of \$2.1 billion annually in New York State. The university's total workforce of over 9,000 full-time equivalent employees makes it one of the region's largest employers. UB is also a leader and an active partner with more than 20 public and private colleges and universities in the Buffalo-Niagara region.





BUFFALO-NIAGARA REGION

As a world-renowned research university, UB's intellectual capital and innovation are playing a vital role in Buffalo's resurgence as a thriving city that is a magnet for talented professionals, artists, entrepreneurs, and innovators who recognize the tremendous energy and momentum gathering here.

Home to one of the nation's fastest-growing populations of college graduates, the Buffalo-Niagara region, with 1.2 million residents, is the state's second-largest major metropolitan area, exceeded only by New York City. The region includes a diverse blend of communities, each with its own distinct personality, yet commonly characterized by a distinctly neighborly way of life, an unpretentious nature and spirited loyalty among residents. Buffalo's own strong sense of community, easy lifestyle and affordability regularly place it in the top ten lists from a variety of national publications for its overall quality of life.

Rich in natural resources and beauty, Buffalo-Niagara is a four-season region that offers the best for seasonal sports enthusiasts. University at Buffalo fans enjoy a full complement of NCAA Division I sports with the UB Bulls, as well as the NFL's Buffalo Bills, the NHL's Buffalo Sabres, Triple-A baseball's Buffalo Bisons, and the National Lacrosse League's Buffalo Bandits.

Less than a two-hour drive from Buffalo across the United States-Canada border is Toronto, the cultural, entertainment and financial capital of Canada. Buffalo is also ideally located for easy access to many of America's major cities. The Buffalo-Niagara International Airport offers direct flights to more than 20 cities, including New York, Boston, Philadelphia, Chicago, and Washington, DC, all only an hour's flight away.

UB has played a central role in the creation of a strong, sustainable knowledge economy and thriving entrepreneurial culture that are driving Buffalo's revitalization.

04. THE POLICE DEPARTMENT

The University at Buffalo Police Department (UPD) is recognized as a professional organization, accredited by the New York State Division of Criminal Justice Services (DCJS) Accreditation Council since 2007.

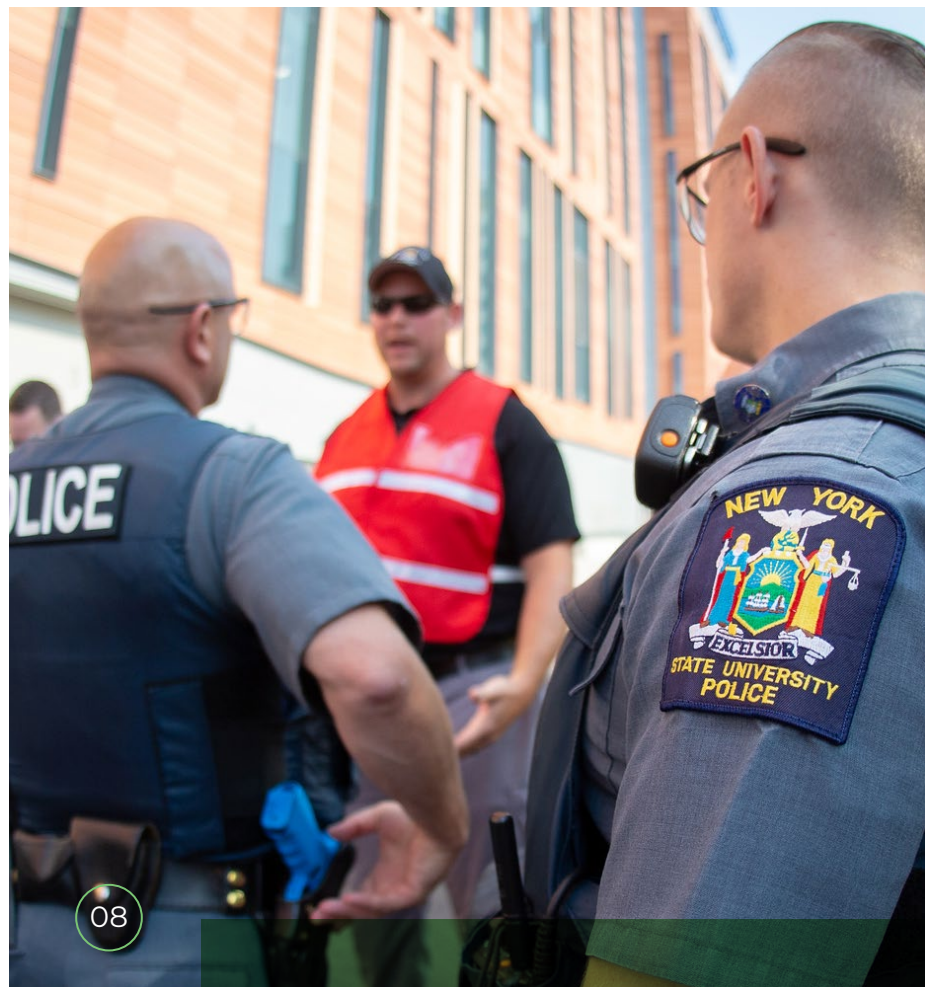
In 2015, the University Police Department was accredited by the International Association of Campus Law Enforcement Administrators (IACLEA). UPD is currently the only police department in the SUNY system to attain IACLEA accreditation.

The UPD operates under an active community-policing philosophy that encourages the entire campus community to promote crime prevention and safety awareness. The UPD enjoys strong relationships with its law enforcement partners and operates under active, endorsed Memorandums of Understanding detailing the cooperation between the UPD, the Buffalo Police Department, the Amherst Police Department and the New York State Police. UPD provides key services that include emergency response, crime prevention, criminal investigation, and personal safety education.

UNIVERSITY POLICE

Mission

The mission of the University at Buffalo Police Department is to provide a safe, friendly and welcoming environment for students, visitors, faculty and staff to live, learn, work and play.



05. THE POSITION

The University at Buffalo seeks an experienced and dynamic individual to serve as its next chief of police.

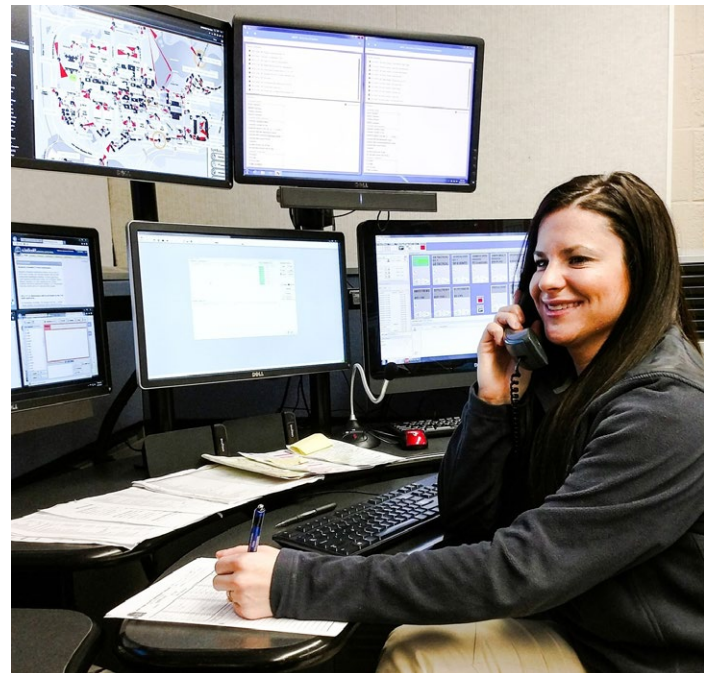
The chief works closely with and reports to the vice president for finance and administration. The chief is responsible for providing leadership to the police department and making strategic judgments and decisions in charting the university's law enforcement, safety and security plan. The chief is responsible for evaluating and continually refining the department's different strategies to engage the campus community. The chief is responsible for ensuring a relationship-based approach to community policing to effectively connect the police with students, faculty, staff, and other community partners. Other important duties and responsibilities include the following:

- Supervise the maintenance of law and order on campus and the enforcement of federal, state and local laws, as well as the rules and regulations of the campus.



- Effectively and efficiently deploy police resources.
- Oversee reporting and record-keeping systems to ensure compliance with federal, state and university regulations, including CLERY and Title IX requirements.
- Manage law enforcement activities associated with the North and South campuses, the Buffalo Niagara Medical Campus, and security at several offsite buildings, including the president's residence and the Anderson Art Gallery.
- Oversee coordination of mutual aid arrangements and activities with neighboring law enforcement jurisdictions and other local emergency responders. Direct the department's efforts in tactical planning and collaborative emergency planning.

The chief of police also chairs UB's campus public safety committee and is active in the SUNY Police Chiefs Association, serving on various committees that seek to improve service systemwide to the campus communities.



06.

OPPORTUNITIES AND CHALLENGES



The ideal candidate must be creative, flexible, innovative and willing to meet challenges with new ideas and optimism.

In addition, candidates should demonstrate significant capacity and a clear vision for progress in the following areas:

Foster individual relationships with a diverse and inclusive community

Diversity, inclusion and respect are core values of UB. UB has a multicultural population composed of students from across the nation and around the globe, with significant concerns about public safety and security. In this challenging time, the new chief of police will engage, listen and address their concerns with dignity and respect. Excellent communication skills are essential.

Recruit and retain exceptional police officers

The next chief of police will demonstrate a vision for, as well as a record of success in, recruiting, supporting, mentoring, and retaining staff from underrepresented groups. As the leader of the department, the chief must inspire the department to develop strategies that will increase department diversity at all ranks in both the short and long term. The chief will seek creative ways to use department, university and SUNY resources to advance strategies in this critical area.

Develop and implement innovative programs aligned with safety and security

The chief of police will work collaboratively with other departments to continually evaluate interdepartmental operations and practices to ensure each department's proposed actions are aligned with the institutional mission and goals.

Collaborate with campus partners to enhance violence prevention strategies

The university has continuously augmented measures to reduce violence on campus, including sexual violence, and to address mental health concerns facing our community. The next chief of police will engage in collaborative partnerships with UB departments, including the university's Personal Safety Committee and Violence Prevention Team, to identify and implement proactive measures aimed at eliminating interpersonal violence and student self-harm.

Continue to enhance the UPD's state and national position as an accredited department

Accreditation provides formal external validation that the organization meets or exceeds general expectations of quality in the field and acknowledges the implementation of policies that are conceptually sound and operationally effective. The new chief of police will appreciate the significance of accreditation at both the state and national levels and will continue the trajectory of professionalism the department has established.

07. THE IDEAL CANDIDATE

The next chief of police will be a visionary leader, able to anticipate future policing needs as UB grows and evolves.

The new chief will set clear goals for the department and a clear plan emphasizing innovation, creativity, and community engagement at all levels of the department. The ideal candidate will be forward-thinking and focused on 21st-century policing practices that are appropriate in a campus environment. Positive, culturally competent, student-centered, and relationship-focused will be the core descriptors of the new chief's community policing strategy.

The next chief of the UB Police Department will be both an inspirational leader and an experienced executive who will inspire confidence and trust from the campus community, as well as earn the respect of both sworn and civilian employees. The top candidate will be an individual who is compassionate, respectful,

honest, ethical, and possessed of the highest level of integrity. The new chief will understand the complexity of a multi-sited campus environment and embrace the rich diversity that is the fabric of UB. The selected candidate will be expected to quickly identify issues, formulate solutions and collaborate across departments while working in conjunction with UB leadership, constituency groups, community stakeholders, law enforcement partners, other safety and security partners, and, when appropriate, the various unions and associations.

The new chief will recognize that transparency is a necessity for building trust in the department and the campus community. The chief will embody the philosophy of openness and expect the same of his/her command staff.



08. QUALIFYING CRITERIA

Education – Bachelor's degree from an accredited college or university in criminal justice management, political or social science or related field is required. An advanced degree is desirable, as is graduation from the FBI National Academy, SMIP, FBI-NEI, PELI or other recognized executive leadership course.

Experience – Candidates should have 10 years of progressively responsible law enforcement and/or campus policing experience, including three years of management experience, preferably in a college or university setting.

Certification Not Required – While it is preferred that the selected candidate be certified as a police officer in New York State or be eligible to submit an equivalency application to the New York State Division of Criminal Justice Services (NYDCJS), it is not required. The university president will issue a special authorization for the new chief to serve as an armed officer at UB if the selected candidate is not certified as a police officer in New York State.

09. COMPENSATION & BENEFITS

This at-will position has a very competitive salary (\$180,000 - \$200,000) for the region, and the starting salary will be commensurate with the experience and education of the selected candidate. The salary is augmented by an excellent benefits package. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.



10.

NOMINATION AND APPLICATION PROCEDURES



TO APPLY

This is a confidential process and will be handled accordingly throughout the various stages of the process. Candidates are strongly encouraged to apply by Monday, August 14, 2023. Submissions should include a cover letter, resume and references, and should be sent to:

apply@publicsectorsearch.com.

Electronic submission of materials is required.

LAND ACKNOWLEDGMENT

UB acknowledges that our campuses operate on land that is the traditional territory of the Seneca Nation, a member of the Haudenosaunee Confederacy, and the region remains the home of the Haudenosaunee people. Further, we responsibly acknowledge the continuing impact of settler colonialism on the Haudenosaunee and their territories.

Our scholarly community values Indigenous cultures, histories, traditions, knowledge systems, and political entities and deeply appreciates the important role of Indigenous people in the history, the present and the future of our region, this country, and the world.



APPLY WITH CONFIDENCE

Confidential inquiries and nominations are welcomed and should be directed to Public Sector Search & Consulting, Inc. at (916) 789-9990 (office):

Public Sector Search & Consulting, Inc.

Mr. Justin Doll, Senior Consultant (Chief of Police, ret.)

Telephone: (907) 748-5746

Email: justin@publicsectorsearch.com

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

Telephone: (916) 622-5323

Email: gary@publicsectorsearch.com

Only the most highly qualified candidates will be invited for an interview in late August. Ideally, the new chief of police for UB will join the university in the fall of 2023 or a mutually agreed-upon date.

EEO Statement, Visa Policy, ADA Accommodation

The University at Buffalo is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, ancestry, sex, religion, age, physical and mental disability, marital status, veteran status, sexual orientation, gender identity, gender expression, political affiliation or any other factor unrelated to professional qualifications, and will comply with all applicable federal and state statutes, regulations and orders pertaining to nondiscrimination, equal opportunity and affirmative action.



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