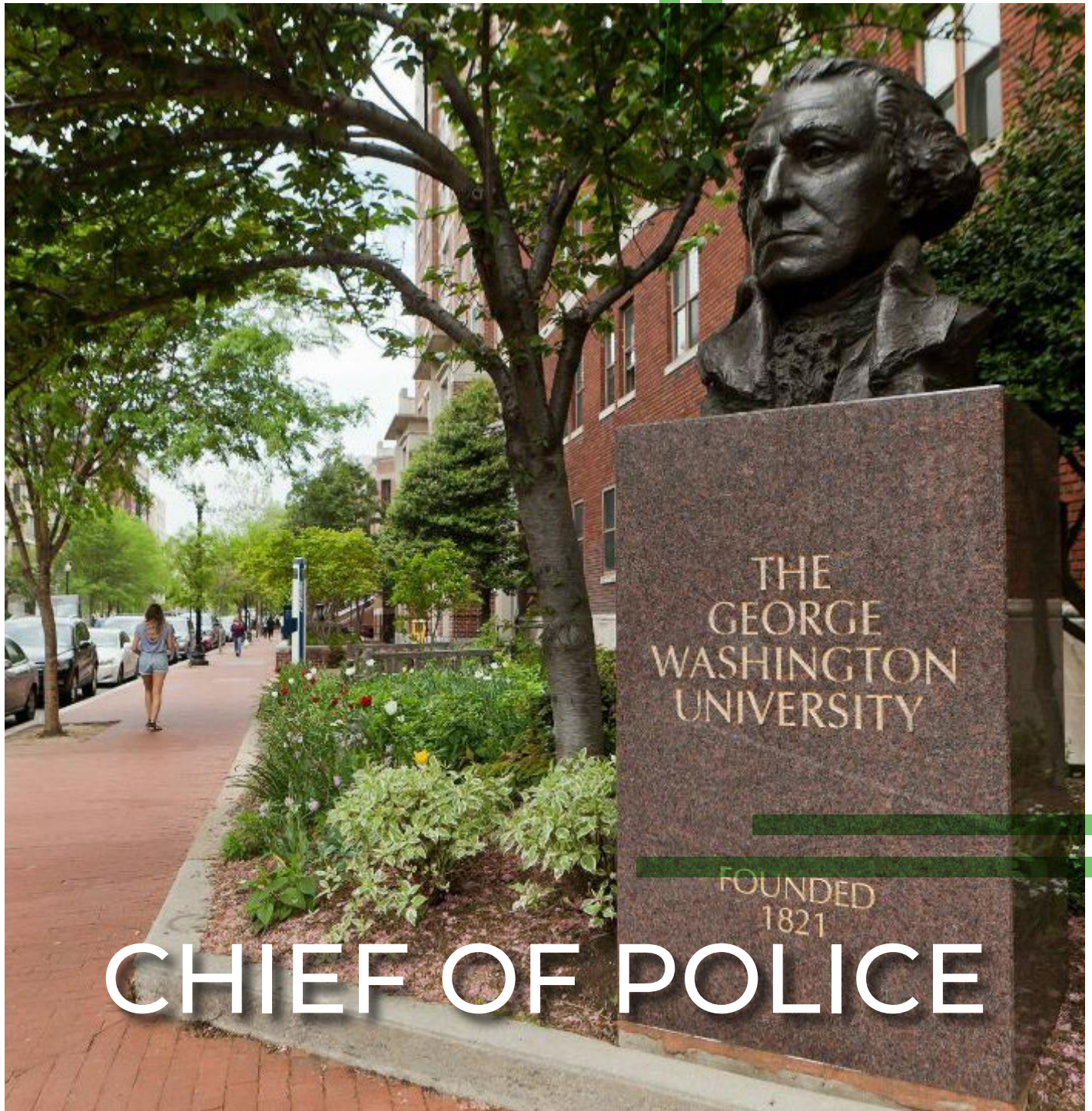


A NATIONAL SEARCH
is underway for a Chief of Police

The George Washington University
Washington, D.C.



CHIEF OF POLICE



WASHINGTON, D.C.

THE **01.**
OPPORTUNITY

GW | Division of
Safety & Operations

A national search is underway to identify a visionary and accomplished law enforcement professional to serve as the next Chief of Police at The George Washington University (GW).

This role offers an exceptional opportunity for a strategic and community-oriented leader to oversee and modernize the university’s police department, advance campus safety, and build trust across a diverse academic environment located in the heart of Washington, D.C.

Reporting directly to the Associate Vice President for Campus Safety, the Chief of Police will guide a dedicated team of sworn and civilian personnel in ensuring the safety, security, and well-being of students, faculty, staff, visitors, and university property across multiple campuses.

02 THE GEORGE WASHINGTON UNIVERSITY

Under the leadership of President Ellen M. Granberg—GW’s 19th president and the first woman to hold this position—the university is advancing its mission to improve human well-being through education, research, service, and innovation.

GW fosters a student-centered community committed to the values of integrity, inclusivity, and discovery.

Established in 1821, GW is a prestigious private research university located just steps from the corridors of power in Washington, D.C. The university offers a rigorous academic experience paired with real-world engagement. With more than 25,000 students, including approximately 10,500 undergraduates, GW provides an immersive education that leverages the university’s unparalleled access to global institutions, federal agencies, and cultural landmarks.

The university’s signature programs—including International Affairs, Political Science, Public Policy, Law, Medicine, and Business—reflect its strong affiliations with domestic and

international policymakers, thought leaders, and innovators. Students benefit from hundreds of internship opportunities, policy simulations, and public service experiences, establishing GW as a launching pad for leadership in public, private, and nonprofit sectors.

Beyond academics, GW is defined by its vibrant campus culture. Students enjoy a dynamic urban environment supported by more than 450 student organizations, Division I athletics, and a full calendar of events that foster civic engagement and intellectual curiosity. The university remains deeply committed to diversity, equity, and belonging, striving to create an environment where every member of the community feels valued, heard, and empowered to succeed.



03. WASHINGTON, D.C.

GW's campuses are strategically situated within Washington, D.C.—one of the world's most globally connected and culturally vibrant cities—and extend into neighboring Virginia, enhancing access to diverse regional opportunities.

The District provides an exceptional backdrop for higher education—offering students and professionals access to world-class museums, performing arts venues, culinary experiences, professional sports, and international institutions.

The Foggy Bottom Campus, GW's flagship location, is just blocks from the White House, the National Mall, and dozens of federal agencies and think tanks. The Mount Vernon Campus offers a more traditional residential experience in a serene park-like setting, while the Virginia Science and Technology Campus (VSTC) expands GW's research and innovation footprint in Northern Virginia.

As home to 177 embassies, global nonprofits, and a diverse local population, Washington, D.C. is a living laboratory for civic engagement, diplomacy, and cultural exchange. The city's well-developed public transportation network and walkable neighborhoods support an active, connected lifestyle.



04 THE GEORGE WASHINGTON UNIVERSITY POLICE DEPARTMENT (GWPD)

The George Washington University Police Department (GWPD) is led by Interim Chief Ian Greenlee, who has served in this capacity since October 2024.

GWPD provides comprehensive safety services, including campus patrol, residence hall security, event protection, and emergency response across the Foggy Bottom and Mount Vernon campuses, while overseeing security for the VSTC. The department plays a critical role in safeguarding the campus community during high-profile university events such as Commencement, Alumni & Families Weekend, and visits from dignitaries, as well as planned events in the District and incidents such as protests and demonstrations.



In addition to traditional law enforcement responsibilities, GWPD delivers crime prevention education, safety training, and community outreach initiatives designed to empower students and staff to take an active role in campus safety. The department works in close coordination with other university entities and community stakeholders to maintain a secure, welcoming environment for all.

Recognizing that safety is a shared responsibility, GWPD collaborates with key advisory bodies:

- The Faculty Senate's Physical Facilities and Campus Safety Subcommittee.
- The Campus Safety Advisory Committee, which enhances awareness and engagement around campus security.
- The Student Advisory Board, which facilitates dialogue between student representatives and campus safety administrators to promote transparency, trust, and continuous improvement in public safety services.



The **mission** of the George Washington University is to **educate** individuals in liberal arts, languages, sciences, learned professions, and other courses and subjects of study, and to conduct **scholarly research** and **publish** the findings of such research.



05. THE POSITION

Reporting to the Associate Vice President for Campus Safety, the Chief of Police for the George Washington University Police Department (GWPD) provides leadership to a university police department that provides essential law enforcement and security services to members of the university community and visitors.

This position advises university leadership regarding university-wide strategies to prevent crime and enhance the safety, security, and well-being of the university community. The Chief manages and directs departmental operations and is responsible for all departmental employees.

The Chief leads GWPD's compliance with campus crime reporting requirements, including the Jeanne Clery Act and collaborates with campus partners on that process as well as threat assessments.

The Chief will operate in a complex law enforcement environment that includes the Metropolitan Police Department, which has local jurisdiction, Metro Transit Police, other university police departments (connected through the local Consortium of Universities), and 32 distinct federal law enforcement agencies. Moreover, GW's Virginia Science and Technology Campus is in the Loudoun County Sheriff's jurisdiction. Success in the role requires eager partnership and collaboration.



06.

CHALLENGES AND OPPORTUNITIES

The incoming Chief of Police will inherit a department and university community in the midst of thoughtful evolution—balancing the preservation of safety with modern, inclusive approaches to policing.

This is a strategic moment to influence and shape the future of campus safety at a highly visible, urban research university.

1. Rebuilding and Sustaining Community Trust

GWPD's recent policy change regarding the arming of supervisory officers prompted campus-wide discourse on law enforcement practices. The next Chief must continue the university's efforts to address concerns with empathy, transparency, and a commitment to inclusive decision-making. The Chief will serve as both a law enforcement leader and a community partner—one who actively listens, engages in meaningful dialogue, and leads with a strong sense of ethics and integrity.

2. Inspiring and Supporting the Departmental Workforce

GWPD, like many police departments across the country, is navigating shifting expectations, recruitment challenges, and generational changes in workforce dynamics. The Chief will be expected to lead with vision and compassion—fostering a culture of professionalism, accountability, and support. Ensuring officer wellness, promoting inclusive leadership development, and creating pathways for advancement will be central to the role.



3. Modernizing Campus Safety Strategy and Structure

GW is currently examining its campus safety model to align with evolving best practices in university policing. The Chief will serve as a critical partner in this effort, evaluating the current organizational design, assessing the hybrid arming model, and identifying opportunities to integrate mental health response, non-sworn personnel, and prevention-oriented services. Success in this area will require both operational acuity and an innovative, collaborative mindset.

4. Ensuring Best-in-Class Compliance and Training

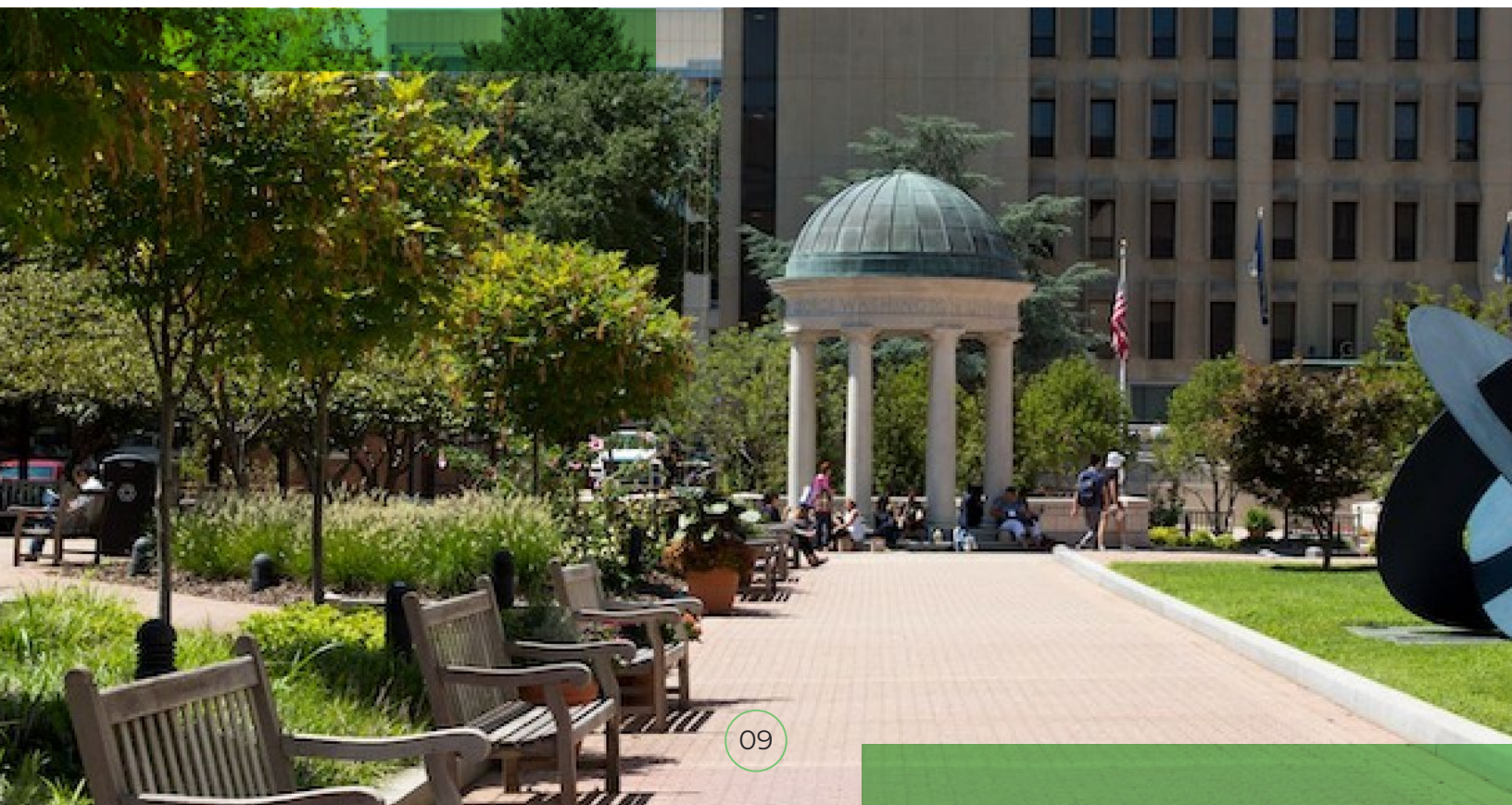
The Chief must ensure that GWPD meets the highest standards in law enforcement, including ongoing training, accreditation, and policy compliance. This includes regular reviews of use-of-force guidelines, de-escalation techniques, anti-bias education, and legal updates. The Chief will instill a culture of learning where compliance is not a burden but a reflection of professional pride.

5. Forging Strategic Partnerships

As safety concerns transcend departmental lines, the Chief will work closely with partners across the university—including Student Affairs, Title IX, Emergency Management, Counseling and Psychological Services, and Academic Affairs. Externally, the Chief must maintain strong relationships with municipal, state, and federal agencies to ensure preparedness and effective response during emergencies or high-risk events.

6. Championing Equity, Inclusion, and Procedural Justice

The evolving role of law enforcement in higher education requires a leader who can uphold public safety while advancing equity and inclusion. The Chief must bring cultural competence, emotional intelligence, and a commitment to bias-free policing—ensuring that GWPD's actions reflect the values and lived experiences of the diverse communities it serves.



07 IDEAL CANDIDATE

The George Washington University seeks a transformational leader who brings a combination of law enforcement experience, strategic vision, and deep respect for the mission of higher education.

The successful candidate will demonstrate:

Leadership & Vision

- A record of setting and executing strategic plans in complex, multi-stakeholder environments.
- A demonstrated ability to lead institutional change with clarity, purpose, and accountability.
- A commitment to balancing enforcement with education, public service, and campus engagement.
- Experience implementing and evaluating performance metrics to drive data-informed decision-making.

Community Engagement & Communication

- A proven record of building trust across diverse populations, especially students, staff, and faculty.
- Strong interpersonal and public communication skills, including media relations.
- Commitment to visibility and accessibility in everyday campus life, not just in times of crisis.

Operational Expertise

- Extensive experience overseeing day-to-day law enforcement functions, including investigations, emergency response, threat assessments, and special event security.
- Proficiency with existing and emerging technologies that enhance safety, situational awareness, and accountability.
- Familiarity with accreditation and adherence to national best practices (e.g., CALEA, IACLEA).

Crisis Management

- A calm and decisive presence in high-pressure situations.
- Experience leading coordinated responses across departments and external partners.
- Willingness to conduct after-action reviews and foster institutional learning.

Diversity, Equity & Inclusion

- Demonstrated success advancing DEI in law enforcement.
- Ability to lead and mentor a diverse team that reflects the campus community.
- Cultural humility and a personal commitment to ongoing equity-focused learning and improvement.

Professional Development & Organizational Culture

- A champion for employee wellness, mentorship, and leadership development.
- Experience fostering a positive, high-performance workplace culture.
- Supportive approach to performance management, recruitment, and succession planning.



08. QUALIFYING CRITERIA

Minimum Requirements

- Bachelor's degree and 10 years of law enforcement experience, with at least 5 years in a command role (Lieutenant or higher); or
- Master's degree and 8 years of relevant experience in law enforcement leadership.
- A combination of education, training, and experience may be substituted.

Additional Required Qualifications

- Eligibility to obtain a District of Columbia Special Police Commission within 120 days of employment.
- Successful completion of a background check, drug screen and psychological examination.
- U.S. Citizenship.

Preferred Qualifications

- Master's degree or advanced education in criminal justice, public administration, or a related field.
- Graduate of the FBI National Academy, Southern Police Institute, Northwestern School of Police Staff and Command, or equivalent.
- Known for collaborative, people-centered leadership.



09. COMPENSATION & BENEFITS

The salary for this role will be highly competitive within the region and commensurate with experience and qualifications. A relocation package will be offered if applicable. GW offers an excellent benefits package, including health, retirement, and tuition assistance for the employee and family. Details will be shared during the search process and are available through Public Sector Search & Consulting, Inc.



10.

NOMINATION AND APPLICATION PROCEDURES

APPLY TODAY!

Interested candidates should submit a cover letter, comprehensive résumé, and five professional references to apply@publicsectorsearch.com.

References will not be contacted without the candidate's prior consent.

Application Deadline: Friday, May 16, 2025

Early applications are strongly encouraged. Only the most qualified candidates will be invited to interview.

Diversity & Inclusion Statement

Diversity is central to academic excellence and innovation. At GW, building a diverse, inclusive, and equitable campus is a strategic priority. Every member of the university community is expected to contribute to an environment where all individuals feel welcomed, respected, and supported in their pursuit of knowledge, growth, and leadership.

EEO Statement

The university is an Equal Employment Opportunity employer that does not unlawfully discriminate in any of its programs or activities on the basis of race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or expression, or on any other basis prohibited by applicable law.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Kenton Buckner, Senior Consultant

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