



# TEXAS

The University of Texas at Austin



# UNIVERSITY OF TEXAS AT AUSTIN ASSISTANT VICE PRESIDENT FOR CAMPUS SECURITY AND CHIEF OF POLICE

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Recruitment services provided by Ralph Andersen & Associates



*A nationwide search is underway to attract highly qualified candidates for an exciting opportunity to be the new Assistant Vice President for Campus Security and Chief of Police (“Chief”) for The University of Texas at Austin (UT Austin). The new Chief of Police will be a collaborative and inspirational leader committed to community-oriented policing and will be actively engaged in a full-service law enforcement agency in a large, diverse, and dynamic metropolitan setting.*

***What starts here changes the world.*** *The University of Texas at Austin, the public flagship institution of the state and one of the world’s preeminent research universities, seeks an experienced and strategic public safety executive who will thrive and excel in the complexity, challenges, and rewards of working for a dynamic and world-class institution.*

*Austin is one of the fastest growing and most dynamic metropolitan areas in the entire country, a national creative center that draws talented people from across the world to its high quality of life, abundant resources, lively entertainment, and active lifestyle. UT Austin sits at the heart of the Austin community, a thriving intellectual hub that cultivates both the city’s creative and artistic communities and its scientific and technological innovators. UT Austin is ranked among the biggest and best research universities in the country. The University is home to more than 52,000 students, 17,000 staff, and 3,000 teaching faculty.*



# ABOUT UT AUSTIN

## What starts here changes the world...

A big, bold embodiment of the Texas spirit, [The University of Texas at Austin](#), founded in 1883, has a long and rich tradition of accomplishment in a wide variety of areas, including engineering, computer science, biology, and geoscience; a wide range of liberal and fine arts; and professions such as law, education, business, nursing, social work, architecture, and pharmacy.

The University is known throughout the world. The robust brand is represented by the Longhorn Silhouette, one of the country's most recognized university marks, and the "Hook 'em, Horns" gesture, selected by Sports Illustrated as the nation's top college hand sign. Also well-known is the University's motto, "[What starts here changes the world](#)," which is a source of pride for thousands of faculty members, students, staff, and alumni.

UT Austin is the flagship of [The University of Texas System](#), which includes 8 academic and 5 health universities statewide. Its reach goes beyond the borders of the main campus, with research units across Texas, including the [J.J. Pickle Research Campus](#) in North Austin, the [Marine Science Institute](#) at Port Aransas, the [McDonald Observatory](#) in the Davis Mountains of West Texas, and the [Lady Bird Johnson Wildflower Center](#) in South Austin. As a public university, UT Austin takes seriously its charge to serve in numerous ways the entirety of the enormous state from which it draws talent and support. The State of Texas and the nation look to UT Austin for solutions to some of our biggest challenges: energy, national security, and health care. Working on public-oriented problems, whether through research or policy, is the University's obligation and privilege.

## Transforming lives for the benefit of society

The University's mission is to achieve excellence in the interrelated areas of undergraduate education, graduate education, research, and public service. Its core purpose — to transform lives for the benefit of society — is shaped by the core values of learning, discovery, freedom, leadership, individual opportunity, and responsibility.

UT Austin's main campus (431 acres adjacent to downtown Austin) is composed of 18 colleges and schools. The University's 52,000-plus students — including more than 40,000 undergraduates — are scholars in their own right, winning 112 Fulbright, 31 Rhodes, and 21 Marshall Scholarship awards.

## A research powerhouse

When UT says, "what starts here changes the world," research is a big part of the equation. Researchers from the undergraduate level to Nobel Prize winners explore, discover, and innovate in the arts, humanities, and sciences and across disciplinary boundaries.



## A commitment to excellence at every level

The University maintained its ranking as the No. 1 university in the state in 2023 ranking of the top global universities, according to *U.S. News & World Report's* 2023 report. In the 2023 rankings, UT ranked as the No. 23 university in the U.S. and No. 43 in the world. Like the institution as a whole, UT's individual programs fare well in national rankings. College and school rankings in the top 50 are arts and humanities (2), materials science (25), mathematics (25), and geosciences (26). Learn more about how [UT ranks on the national stage](#).

## Tradition and treasures, and location

When a university has been around this long, it's sure to pick up a few traditions along the way. Those traditions like Bevo and the "Hook 'em, Horns" sign make life on campus a lot more fun, but they're about more than having a good time. They represent the heart of what it means to be a Longhorn.

The first exposure many people have to The University of Texas at Austin is through its world-class athletics programs. UT Austin men's and women's teams have claimed more titles than any other school in the Big 12 Conference since the league began operation in 1996.

# UNIVERSITY AND STATEWIDE LEADERSHIP

The President of The University of Texas at Austin is [Jay Hartzell](#). He is the 30th President of the University and has been a member of the UT Austin faculty since 2001. He previously served as the 12th Dean of the McCombs School of Business at UT Austin, one of the largest and most distinguished business schools in the country.

The Executive Vice President and Provost of The University of Texas at Austin is [Sharon L. Wood](#). She serves as the University's chief academic officer and has been a member of the UT Austin faculty since 1996. She previously served as the dean of the Cockrell School of Engineering at UT Austin.

The Senior Vice President and Chief Financial Officer (SVP-CFO) at The University of Texas at Austin is [Darrell Bazzell](#). He serves as the financial steward of the University's resources and as the chief executive for the Financial and Administrative Services (FAS) portfolio – which is comprised of the infrastructure and operations units with approximately 1,500 employees dedicated to providing exemplary and responsive support services to the campus community. The Chief of Police reports to the SVP-CFO.

The Director of the Office of Director of Police (“ODOP”) is [Michael J. Heidingsfield](#). On a system-wide basis, he oversees all of the public safety positions for the 13 campuses. Under the leadership of Director Heidingsfield, the ODOP sets system-wide policy and procedures for all law enforcement activities on a consistent and statewide basis. The Office is also responsible for setting standards of operation, training, disciplinary actions, as well as confirmation and approval of all internal promotions.

## THE GREATER AUSTIN COMMUNITY

One of the biggest benefits of working at UT Austin is being right in the middle of an incredibly vibrant community. Austin is a national creative center that draws talented people from across the world to its high quality of life, abundant resources, lively entertainment, and active lifestyle. Working at UT Austin is more than just a job — it's a way of life. Go to its games. Visit its museums. Attend its performances and exhibitions, on campus and off. The community is bursting with an entrepreneurial spirit, a commitment to personal freedom, and a passion for unearthing new discoveries.

A world-class intellectual hub, The University of Texas at Austin offers a home where the creative, artistic minds of the world live side-by-side with the scientific and technological innovators of tomorrow. UT Austin has long been a pioneer and leader in establishing innovative education programs in technology, so it's no surprise that technology companies such as Dell, IBM, Intel, Apple, Samsung, Google, and National Instruments have established major operations in Austin to draw from the highly skilled talent the university produces. Both Oracle and Tesla recently moved their headquarters to Austin, and Apple has greatly expanded their local campus.

Austin is one of the fastest-growing cities in the nation with a population of approximately 965,000. Currently it's the 11th largest city in America, fourth most populous city in Texas, and the second most populous state capital city. The City includes a 2,705-square-mile metro area that boasts access to outdoor activities, including numerous hike and bike trails, and nearly 300 days of sunshine a year.

For additional information about the City of Austin, visit the [Austin Convention & Visitors Bureau site](#).

# OVERVIEW OF POSITION

This position is responsible for the effective leadership, management, and operation of The University of Texas at Austin Police Department (UTPD) including planning, organizing, and directing the activities of the department and ensuring that community safety and security is assured, state laws and The University of Texas System Board of Regents' Rules and Regulations are enforced, and appropriate measures are implemented to prevent crime, protect the campus, and provide for the public safety of the university community.

*A primary focus on this position will be the on-going commitment to community-oriented policing by the new Chief in all aspects of managing and leading the Police Department including extensive interactions with students, faculty, and the Austin community at-large.*



Currently, the Police Department is comprised of a total of 165 staff (100 commissioned). An organization chart can be viewed on the [UT Austin Police Department's website](#).

## Key responsibilities of the Chief of Police include:

The Chief of Police will embody the elements of the University's strategic plan ("UT Strategic Direction") and contribute value to the organization as a collaborative leader committed to the 10-year goals and framework recently adopted. For additional information about the University's strategic plan, view the adopted [UT Strategic Direction](#).

The Chief is responsible for promoting programs and philosophies that reflect best practices and successful applied research efforts nationally in law enforcement and public safety, and that are consistent with the direction and oversight provided by the UT System Office of the Director of Police (ODOP). Responsibilities of the Chief of Police include providing tireless, collaborative, and inspirational leadership to a full-service law enforcement agency focused on community-oriented policing in an urban center and metropolitan area.

The Chief of Police also works closely and successfully with the senior university leadership; all academic, administrative, and service units of the University; federal, state, and local law enforcement; and other public safety agencies. This expansive work requires close consultation with senior leadership as best plans, practices, and procedures are identified for conducting university police operations.

The Chief of Police coordinates with internal and external organizations and stakeholders regarding major activities held on campus related to the legitimate expression of right to free speech and assembly, athletic events, concerts, speakers' series, commencements, and student/public assemblies. The Chief also oversees, assesses, and responds to critical campus law enforcement, public safety and security concerns and ensures that the appropriate threat assessment/management and risk mitigation measures are in place for catastrophic events, either criminal or natural in origin. Additionally, the Chief of Police manages the departmental operating budget, establishes an ongoing strategic plan for the department, and ensures staff development, succession planning, and stewardship.





# OVERVIEW OF THE IDEAL CANDIDATE

The next UT Austin Chief of Police must possess a broad and deep understanding of national best practices concerning comprehensive campus law enforcement operations, modern technology, and organizational and staff development in a large, diverse, and urban environment.

UTPD prioritizes safety and wellbeing and forges a strong connection to the campus community it serves. The Chief should be an experienced leader capable of managing complex situations and staffing, committed to customer service at the highest level, possessing a deep understanding of current issues in community engagement and 21st century policing, and equipped to contribute strategically and operationally at a research institution.

UT Austin is committed to identifying qualified and dedicated individuals for consideration that value the importance of a positive culture and work environment. The top candidate for Chief will be one who makes it a priority to continue to promote, uplift, and more fully develop The University of Texas Police Department (UTPD) with a coaching and mentoring style that is also collaborative and transformational.

The new Chief will also prioritize departmental processes and procedures and systematically build trust within the University and local communities. Additionally, the new Chief will work proactively in tandem with the student body, the administration, the faculty and staff, the local community, the staff of the UTPD, and other surrounding law enforcement agencies to move the program progressively, innovatively, and comprehensively to the next level.

Importantly, the ideal candidate for the Chief of Police should not simply value principles of diversity, equity, and inclusion, but also will commit to meaningful results and outcomes in their daily work, including values-based decision-making and eagerness to mentor and lead both sworn and non-sworn staff.

Additionally, the underpinning of this top individual's career history will be a verifiable record of functioning at all levels of a public safety organization with a high degree of integrity, credibility, and discretion. The level of leadership in this key position extends beyond the Police Department to include university leadership, administrative and support functions, stakeholder and student groups, mutual aid agreements with the City of Austin and other entities (e.g., Travis County, DOJ, FBI, and Homeland Security). On a statewide scale, and UT system-wide, the Chief will continue to be actively involved with the Texas Department of Public Safety and eagerly interact and collaborate with the other UT System law enforcement executives.

The Chief of Police will also have an exemplary background of demonstrated success in building and maintaining a variety of relationships complemented by operational leadership. Other essential qualities include outstanding interpersonal and communication skills, personal integrity, and accountability.



# QUALIFICATIONS

The selected candidate will demonstrate visionary leadership and excellence, strategic planning skills, and the ability to foster a positive and rewarding work environment.

Top candidates will have an understanding of the national law enforcement accreditation process and associated standards. The selected candidate must have a demonstrated record of successful leadership and an understanding of the challenges of 21st century policing. The top candidate will also have a working knowledge of the Incident Command System (ICS) and National Incident Management System (NIMS).

The selected candidate must be able to successfully pass a rigorous background investigation conducted by the Office of the Director of Police.

## Education:

- As a minimum, a Bachelor's degree in an appropriate or related field.

## Experience:

- A minimum of 15 years of progressively varied and responsible experience as a certified/licensed full-time law enforcement officer with a recognized law enforcement agency(ies), including at least 5 years of service in an administrative, supervisory, or management position at the rank of Police Captain/Commander or above (or the equivalent).

## Required Certifications will include:

- Currently have or ability to obtain, a Texas Driver's License, a Texas Peace Officer License, and Master Certification from the Texas Commission on Law Enforcement (TCOLE). If not possessed, the required license(s) and certification must be obtained no later than 6 months following the date of the appointment. The process for licensing as a Texas Peace officer may require the successful completion of a required course of study and a licensing examination administered by the Texas Commission on Law Enforcement (TCOLE).



## PREFERRED QUALIFICATIONS INCLUDE:

- Master's degree in an appropriate or related field;
- Working knowledge of the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act;
- Experience as a Chief of Police or other command level experience in a leadership position in a major municipal police department or working in a higher education environment; and
- Executive training through the FBI National Academy, the Senior Management Institute for Police, or an equivalent venue.



**Additional Requirement:** This is a security sensitive position requiring a comprehensive background investigation; the candidate must also be able to qualify for a U.S. Government Top Secret Security Clearance.

# COMPENSATION AND BENEFITS

Compensation offered will be competitive for the region and commensurate with qualifications and experience. A full complement of benefits including two choices of retirement plans [State Retirement Plan through Texas Retirement System (TRS) or 401k type] will be offered for this position. Further information on benefits may be obtained on the [UT Austin Human Resources' website](#).

## THE PROCESS

This is a confidential process, specifically through the early stages of the process, in order to solicit a broad and diverse pool of highly qualified applicants. During the final stages of this recruitment, the finalists will be introduced to University Leadership and other stakeholder groups through a variety of on-site meetings and panel interviews. These on-site meetings will require a public announcement to the campus community of top candidates under consideration.

This recruitment will be conducted under the guidance of Ralph Andersen & Associates.

## HOW TO APPLY

Electronic submittals are required to [apply@ralphandersen.com](mailto:apply@ralphandersen.com) and should include a compelling cover letter and comprehensive resume. Interested candidates are asked to submit by **Monday, January 9, 2023**, to ensure primary consideration. Review and consideration of submitted material will begin immediately upon receipt and will be ongoing throughout the process. All completed applications will be accepted and evaluated until an offer is extended and accepted.

Confidential inquiries and questions regarding this career opportunity should be directed to Ms. Heather Renschler, Project Director or Chief Daniel Hahn (ret.), Co-Project Director at (916) 630-4900. Alternatively, an initial discussion may be scheduled with a member of the Search Team by sending an email to [scheduling@ralphandersen.com](mailto:scheduling@ralphandersen.com). Please add UT Austin in the subject line.

*The University of Texas at Austin, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, or veteran status in employment, educational programs and activities, and admissions.*

[WWW.UTEXAS.EDU](http://WWW.UTEXAS.EDU)

