



## **An Incredible Opportunity**

*A national search is currently underway to attract highly qualified candidates for an exciting opportunity to lead the University of California, Los Angeles, Police Department (UCLA PD). This outstanding career opportunity is the result of a recent retirement. In this special and challenging time, this is a rare and incredible opportunity to lead the Police Department at the #1 public university in the nation that prides itself in modernized strategies and community engagement efforts; UCLA is a culturally diverse urban university campus that includes a daytime population of roughly 85,000 people (approximately 43,000 students and 42,000 staff and faculty). Reporting to the Administrative Vice Chancellor, the Chief of Police is responsible for providing management and leadership to the UCLA PD. The Department is dedicated to providing a safe and secure environment for teaching, research, and public service through patrol, rapid response to calls for service, investigations, education, and implementation of preventative strategies.*

*UCLA is seeking a Chief of Police who is passionate about that mission and enthusiastic about the opportunity. Top candidates will have a career history that demonstrates outstanding leadership skills and the ability to embrace and celebrate the culture and ethnic diversity of UCLA. Importantly, this highly accomplished individual will also be strategic and well-prepared to engage and collaborate with stakeholders on an array of vital issues, including campus security and safety, customer service, and transparency. The Chief of Police will assume responsibility for bringing a collaborative and strategic focus to an engaged UCLA community that is collectively focused on creating a safe and secure environment for students, staff, faculty, and visitors.*

*Highly competitive candidates will have an outstanding career history and will be top law enforcement executives known for their collaborative, engaging and confident, yet personable style and excellent communication skills. This position warrants serious consideration for a select few individuals on a local, regional, and national basis who clearly exceed typical expectations.*





## | UCLA

Located on the Pacific Rim in one of the world's most diverse and vibrant cities, UCLA is an institution committed to its mission of teaching, research, and public service. UCLA prides itself on cultivating an environment that nurtures the growth and development of all faculty, students, administration, and staff. With 13 Nobel Prizes, 12 MacArthur Fellows, more NCAA titles than any other university, and more Olympic medals than most nations, UCLA ranked 13th in 2022 in the Academic Ranking of World Universities by Shanghai Jiao Tong University.

In addition, according to *U.S. News & World Report's America's Best Hospitals Honor Roll*, UCLA Health ranks as one of the top 20 hospitals in the nation and, for the 33rd consecutive year, as the best hospital in the western United States.

UCLA's primary purpose as a public research university is the creation, dissemination, preservation, and application of knowledge for the betterment of our global society. To fulfill this mission, UCLA is committed to academic freedom in its fullest terms and strives to create an atmosphere that values open access to information, free and lively debate conducted with mutual respect for individuals, and freedom from intolerance. This highly acclaimed and world-renowned institution is among the top five regional employers, offering 42,000 full- and part-time jobs.

# University Leadership

The chancellor of UCLA shapes the vision and strategic plan for the campus and grows and diversifies revenue streams in support of the university's mission.

The chancellor manages UCLA's \$7.5-billion budget and its students, faculty, and employees. The chancellor also plays a vital external role, serving as a thought leader and working with colleagues around the world to address challenges and opportunities both at UCLA and in public higher education.

The chancellor reports to the president of the University of California and serves as a peer and partner to chancellors of the other nine UC campuses.

## Chancellor Gene Block

Gene Block was appointed Chancellor in 2007. As chief executive officer of UCLA, Chancellor Block oversees all aspects of the university's three-part mission of education, research, and service.

## Executive Vice Chancellor and Provost Darnell Hunt

Darnell Hunt began serving as UCLA's Executive Vice Chancellor and Provost — responsible for administering campus operations and the academic enterprise — in September of 2022.

## Administrative Vice Chancellor Michael Beck

Michael Beck began his UCLA service as the Administrative Vice Chancellor in March 2016. With senior management responsibility for a broad spectrum of administrative, operational and service units in UCLA Administration, he is responsible for developing policy, monitoring compliance and overseeing campus operations in the following areas: Office of the Administrative Vice Chancellor (including a Marketing and Communications unit); Campus Human Resources; Central Ticket Office; Environment, Health and Safety; Events and Transportation; Facilities Management; Financial and Organizational Services; Housing and Hospitality (including student and faculty housing, dining services and UCLA conference centers); Information Technology Services; and UCLA Police Department.







## The Police Department

With a budget of \$27 million, the UCLA Police Department has 64 sworn officers, 46 civilian employees, and approximately 100 part-time students working in one of three Bureaus each managed by a Police Captain or civilian Division Director:

- The **Administration Bureau** is comprised of the state-of-the-art Communications Center, Records Unit, Professional Standards, Information Systems Unit, and the Personnel and Training Unit, which deals with the training of all UCLA PD personnel.
- The **Operations Bureau** consists of two divisions: Patrol and Investigations. The Patrol Division conducts the 24/7 uniformed patrol operations and includes the Field Training Program and the Special Events Unit. The Investigations Division deals with threat management, investigates major crimes and conducts follow up investigations, manages property and evidence, and is responsible for crime analysis/Clery and the web portal.
- The **Police Community Services Bureau** consists of the Crime Prevention Unit, UCLA Emergency Medical Service (EMS), Community Service Officer (CSO) Programs, Public Information, External Affairs and Campus Liaison, Community Education, and Special Projects. The Crime Prevention Unit collaborates with UCLA's transportation department on bike safety/theft prevention as well as working with the Office of Residential Life to improve the overall security for students living on campus.

## Overview of the Chief's Role

The Chief of Police is responsible for managing, planning, and directing the law enforcement activities associated with the main campus, four hospitals and several off-campus clinics and buildings. The Chief of Police is also responsible for UCLA's nationally recognized Emergency Medical Services program and the Community Service Officer program. The Chief of Police will set clear goals and objectives for department personnel and develop and implement policies and procedures that promote campus-wide safety initiatives.

The Chief of Police participates in various local campus-wide as well as system-wide campus safety committees and represents the UCLA Police Department to the campus, neighboring communities, and outside law enforcement agencies. In addition, the Chief of Police works with municipal, county, state, and federal government agencies on a wide range of issues including joint efforts such as high tech and terrorism task forces as well as in coordinating activities with other emergency response agencies for both routine business and extraordinary events.

For More Insight and Information, Click on Links Below:

- ◆ [Charting A New Course for Public Safety at UCLA \(Issued May 10, 2022\)](#)
- ◆ [Presidential UC Community Safety Plan](#)
- ◆ [Campus Progress Reports as of June 2023](#)
- ◆ [UC Community Safety Data Dashboards](#)
- ◆ [UCLA Police Chief Advisory Council](#)
- ◆ [UCPD Workforce Composition](#)
- ◆ [UCPD Blog](#)



## The Ideal Candidate

The next Chief of Police will be a visionary and accessible leader who can inspire a modern university police department to collaborate with the larger university community on a host of issues. The Chief is responsible for a wide range of campus safety initiatives within a diverse organization and campus environment. The Chief should have experience implementing innovative strategies that support community safety through positive engagement and partnerships. Teachable moments are encouraged and frequent communication with various constituencies is essential. The ideal candidate will be an experienced public safety executive who is a creative, collaborative, solutions-oriented leader. The new Chief of Police will flourish in this multi-sited campus environment, located within the culturally diverse city of Los Angeles and beyond. The successful candidate will have an excellent understanding of and sensitivity to the complexities of urban campus life.



## The Ideal Candidate *continued*

Additionally, the UCLA Chief of Police will be an experienced, confident executive who will engender trust from the UCLA 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 will possess the highest level of integrity.

The ability to build strong and genuine connections with a complex community is essential for a candidate's success in this position. The ideal candidate will be personable and professional, and will possess a commitment to active community engagement.

Importantly, the ideal candidate for the Chief of Police will 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.

The selected candidate will be expected to quickly identify, address, and implement recommendations while working in conjunction with various members of the university leadership, employee & student organizations, community, and other community stakeholders.

*Top candidates will possess a strong record of stellar leadership and accomplishments in the field of public safety, preferably in a large, urbanized municipal or university environment.*

The successful candidate will also have experience managing complex budgets including managing both expenses and revenues.

The Chief of Police will always be transparent in communications (both internal and external), valuing full transparency above short-term public relations management considerations, recognizing that transparency is a necessity for building trust and, in the long-term, genuine trust is more important than image. The Chief will embody the philosophy of openness and embrace diverse perspectives of a dynamic campus community and will expect the same from all staff. The Chief will be a stabilizing force in the Department and will foster trust within all levels of UCLA PD.

In summary, 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.



## Qualifying Criteria

**Education** – A Bachelor’s degree is required from an accredited college or university with emphasis in police science, public or business administration, or a related field; Master’s degree is preferred. Other advanced executive level training or graduation from the FBI National Academy may be a plus.

**Experience** – Candidates should have 10 years of progressively responsible law enforcement experience including 5 years of recent management and administrative responsibility experience. Candidates who have experience in a university environment or demonstrate a management philosophy that is sensitive and understanding of the complexities of campus life will stand out.

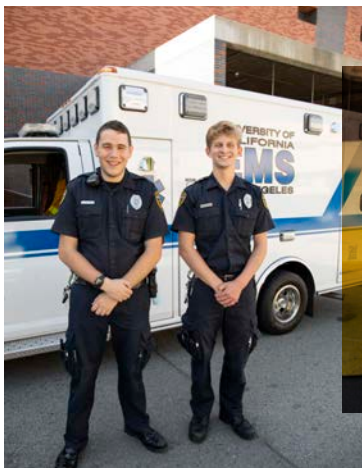
**POST Certification** – The successful candidate must be a sworn peace officer with either a California POST Management certificate or have the ability to obtain certification within one year of employment and must commit to obtaining an Executive POST certification within 30 months of hire.

**FBI Secret Clearance** – Must be able to obtain FBI Secret Clearance or higher.

## Compensation and Benefits

This at-will position has a very competitive budgeted salary range of \$290,000 to \$330,000+ based on skills, knowledge, and experience. UCLA offers an excellent benefits package. For more details, refer to [Compensation & Benefits | UCnet \(universityofcalifornia.edu\)](#). Additionally, moving and relocation assistance may be offered to the selected candidate within UCLA’s established guidelines. This benefit may also include approval for temporary housing during the first month of employment up to \$5,400. Further details on compensation and benefits may be obtained through Ralph Andersen & Associates.

Explore [UCLA Employee Value Proposition](#).



## Overview of Process / How to Apply

Electronic submittals should be submitted directly to UCLA using this [link](#) by **Monday, November 6, 2023**. A complete application will include a compelling cover letter, comprehensive resume, and list of professional references. ***Please note, references will not be contacted until mutual interest has been established.***

Ralph Andersen & Associates is the Search Firm soliciting interest from qualified candidates on behalf of UCLA Leadership. As such, the Search Firm will conduct preliminary screening interviews via video with the most highly qualified candidates. Priority candidates, recommended by Ralph Andersen & Associates, will be presented to the Search Committee for further evaluation and review. Interviews with the Search Committee (Round #1) will be conducted using video technology. During the final steps of the process and prior to on-campus final interviews (Round #2), each designated “Finalist Candidates” will need to acknowledge in writing that the public release of their name and submitted material to the campus-wide community will be made public given advance notice of approximately three (3) to five (5) days.

### Anticipated Recruitment Schedule

Deadline to Submit	Monday, November 6, 2023
Preliminary Interviews (Ralph Andersen & Associates)	On-Going
Round #1 (Video) Interviews by Search Committee	November 28 and November 29
Round #2 (In-Person) On-Site Campus Interviews (Multiple)	Mid-December

Only the most highly qualified candidates will be invited for an interview. An offer, contingent on detailed POST background, will follow. Ideally, the new Chief of Police for UCLA will join the university in early 2024 **or** upon a mutually agreed upon date.



# UCLA EEO Statement

*UCLA is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy. We are committed to attracting and retaining a diverse workforce along with honoring unique experiences, perspectives, and identities. Together, our community strives to create and maintain working and learning environments that are inclusive, equitable, and welcoming.*



<https://www.ucla.edu/>



Recruitment Services Provided by Ralph Andersen & Associates