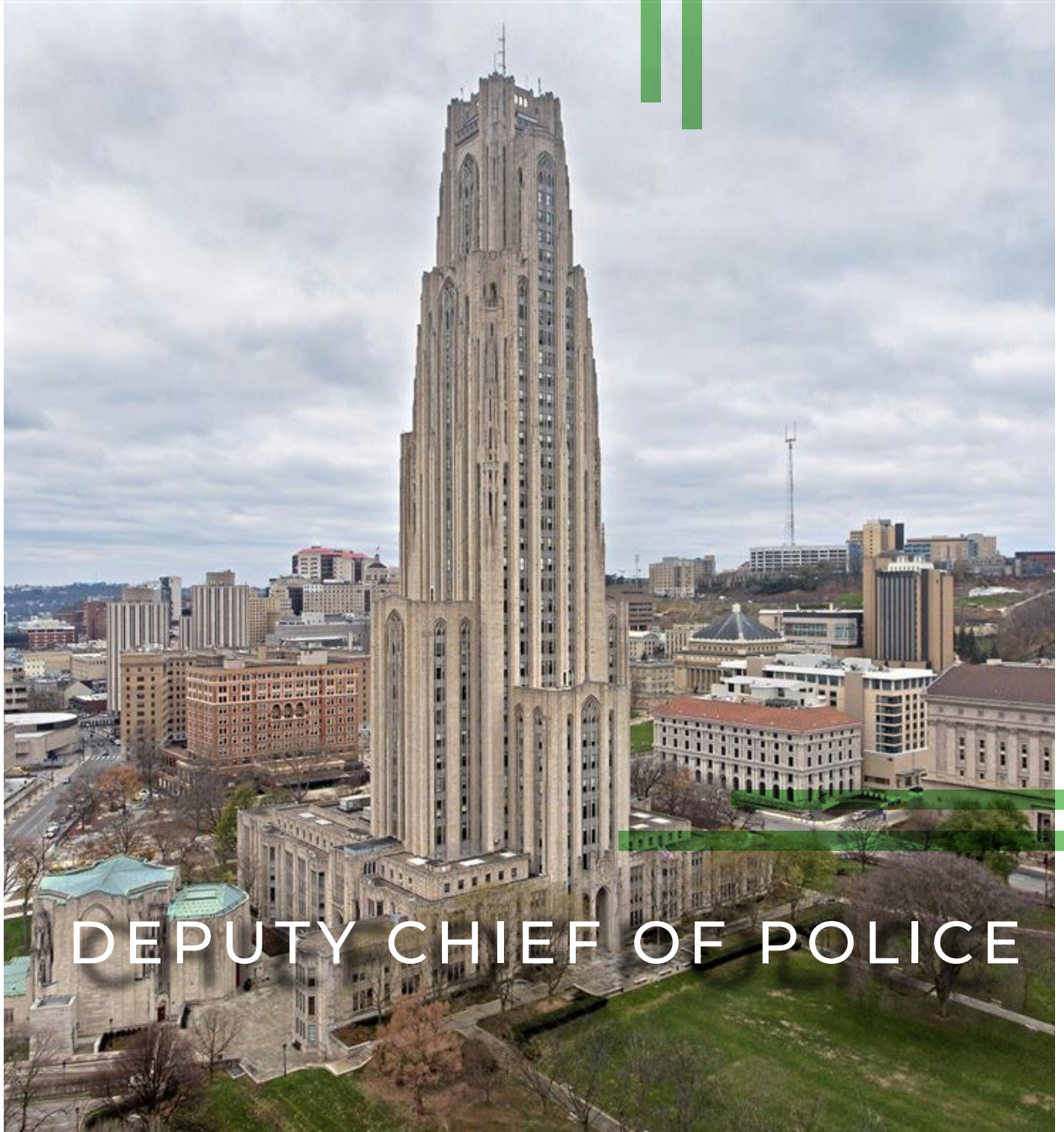


A NATIONAL SEARCH

is underway for a new Deputy Chief of Police

University of Pittsburgh

Pittsburgh, PA



DEPUTY CHIEF OF POLICE



PITTSBURGH, PA

THE 01. OPPORTUNITY



A national search is underway to attract highly qualified candidates for an exciting opportunity to serve with the University of Pittsburgh Police Department (UPPD) as the next Deputy Chief of Police.

The position will report directly to Chief Holly A. Lamb, who was appointed Chief in January 2024.

UNIVERSITY OF PITTSBURGH

02.

Pitt is led by Chancellor Joan Gabel, who, along with the Board of Trustees, shapes policy with input from faculty, staff, and student shared-governance organizations and support from various offices.

Founded in 1787 as the Pittsburgh Academy, the University of Pittsburgh is a top-ranked public institution and a member of the Association of American Universities. Pitt is known for its global impact in a wide array of fields and is focused on the relentless pursuit of change for good. As a result of its high-quality research and commitment to learning, as well as ongoing discoveries, the University of Pittsburgh is recognized as one of the most innovative universities in the world, inventing

the paths of the future and forging ahead. With 16 schools and colleges, 652 degrees and certificate programs, five campuses, and nearly 34,000 total students, Pitt is an academic and economic powerhouse consistently ranked among the nation's top universities. University-wide, international students represent 9.5% of the student population, and 35.5% self-identify as students of color (6.1% Black or African American; 6.7% Hispanic or Latino; 18.5% Asian; 4.3% two or more races).



The University of Pittsburgh's campus comprises approximately 146 urban acres (0.59 km²) in Pittsburgh's historic Oakland neighborhood. The 42-story Cathedral of Learning falls within the Oakland Civic Center/

Schenley Farms National Historic District. The campus has been noted for its impressive architecture and contains an eclectic mix of Greek revival, Neogothic, Italian Renaissance, and modern architecture.

THE UNIVERSITY'S MISSION IS TO:

Provide high-quality undergraduate programs in the arts and sciences and professional fields, with emphasis upon those of particular benefit to the citizens of Pennsylvania;

Offer superior graduate programs in the arts and sciences and the professions that respond to the needs of Pennsylvania, as well as to the broader needs of the nation and the world;

Engage in research, artistic, and scholarly activities that advance learning through the extension of the frontiers of knowledge and creative endeavor;

Cooperate with industrial and governmental institutions to transfer knowledge in science, technology, and health care;

Offer continuing education programs adapted to the personal enrichment, professional upgrading, and career advancement interests and needs of adult Pennsylvanians;

Make available to local communities and public agencies the expertise of the University in ways that are consistent with the primary teaching and research functions and contribute to social, intellectual, and economic development in the Commonwealth, the nation, and the world.



THE CITY OF **03.** PITTSBURGH

Pittsburgh is the County Seat of Allegheny County and the second most populated city in Pennsylvania, with more than 300,000 residents. The Greater Pittsburgh region is home to more than 2.3 million people.

Pittsburgh hosts a high concentration of influential nonprofits and, as an international center of emerging information technology, is home to companies such as Duolingo, one of Google's national offices, a Facebook Reality Lab, and multiple autonomous vehicle development efforts. Pittsburgh was recently ranked 13th among emerging global startup ecosystems (and 5th in North America). The city also has a long history in banking and manufacturing and is becoming a leader in advanced manufacturing technologies and nanotechnology.

Pittsburgh is also known as a melting pot of cultures and lifestyles and is home to ninety different neighborhoods with something for everyone. The Strip District is a popular market spot known for its variety of food and excellent shopping with unique stores. Neighborhoods such as Shadyside, Bloomfield, Squirrel Hill, and Lawrenceville are other fantastic destinations where you can find trendy shops and restaurants.

East Liberty has experienced a dramatic renewal and was named by USA Today as one of the ten best up-and-coming neighborhoods in the U.S. The South Side has a fun and exciting nightlife full of clubs, sports bars, and laid-back pubs. If you want to catch a game, the North Shore or North Side is the place for you. Mount Washington is Pittsburgh's high point, giving residents and visitors a spectacular view of this magnificent city. Finally, Downtown, like most downtown districts, has great food, dining, parks, plazas, and a thriving cultural district.

The residents of the City of Pittsburgh have a similar racial and ethnic makeup to Pitt, with 36.8 % of residents identifying as people of color (22.9% Black or African American, 5.6% Asian, 4.8% two or more races, and 3.5% Hispanic or Latino).



04 THE POLICE DEPARTMENT

The University of Pittsburgh Police Department (UPPD) is a full-service law enforcement agency providing 24-hour protection for nearly 40,000 students, faculty, staff, and visitors.

As the third-largest law enforcement agency in Allegheny County, UPPD is responsible for public safety on the Pittsburgh and regional campuses and all university facilities in outlying Pittsburgh neighborhoods, including the Surplus Property Warehouse on Thomas Boulevard, the South Side Sports Complex, Community Engagements Centers, and several other buildings and facilities.



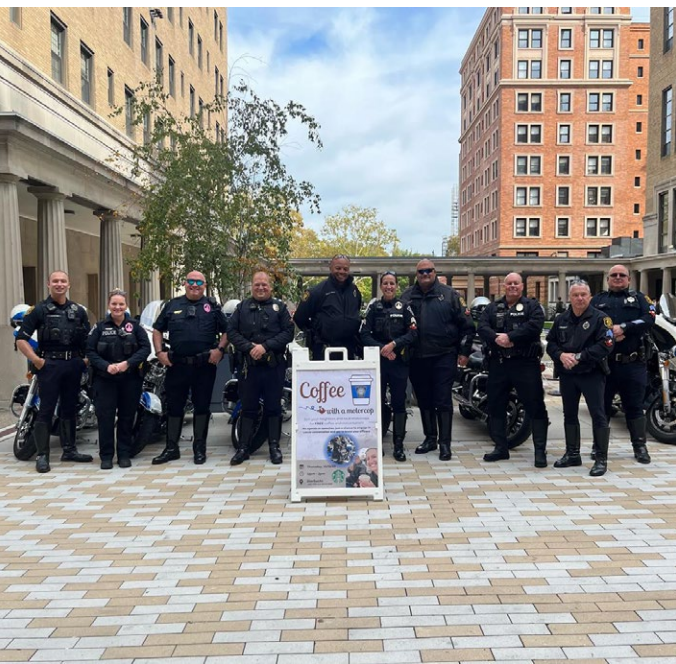
The department is authorized for one hundred and twelve (112) commissioned officers, forty-five (45) security guards, ten (10) dispatchers and Communications Supervisors who work in one of six divisions, each led by a Commander or Civilian Manager, who reports to the Deputy Chief of Police. The Divisions are organized as follows:

- The **Investigations Division** investigates a variety of reported incidents on campus, including sex offenses, domestic violence, and stalking cases.
- The **Operations Division** is responsible for patrol and responding to calls for service. The department's strategic deployment strategies ensure minimal wait time on calls for service.
- The **Regional Campuses Division** is responsible for the security and safety of four regional campuses located in Bradford, Greensburg, Johnstown, and Titusville.
- The **Training Program Division** recognizes the special requirements of an educational environment and promotes safety through education, prevention, and community policing. All commissioned officers are certified under state law and receive training in rapid response and active shooter. Additionally, the force is trained to defuse fights, threats, psychological crises, and other critical situations, and all have had training in implicit and unconscious biases.
- The **Community Programs Division** takes pride in the proactive programs it offers in the Pitt community and surrounding Pittsburgh neighborhoods. Programs include Rape Aggression Defense, Safety Talks, the Residence Officer Programs, and community crime prevention groups.
- The **Communications Division** is comprised of four (4) civilian communication supervisors and ten (10) dispatchers who dispatch officers to emergency and non-emergency calls for service.

The department augments campus services with the following specialty units: Motors (Traffic), Bike Patrol, K-9, and the Special Emergency Response Team (SERT), which is fully equipped to respond to life-threatening events.

Threat Asset Management (TAM)

UPPD also coordinates a Threat Asset Management (TAM) team, a multidisciplinary group that meets and operates regularly and as needed in crisis situations. Using threat management principles, the team reviews, discusses and evaluates threats or acts of violence against members of the Pitt community.



05. THE POSITION

The Deputy Chief of Police will serve as a senior adviser and leader on all law enforcement matters and assume full responsibility for command of the department in the absence of the Chief of Police.

In addition, the Deputy Chief will assist in the development and management of the department(s) annual budget, communicating and executing training to the campus community on emergency plans, coordinating law enforcement involvement in required annual drills/exercises, and assisting in the development and maintenance of emergency preparedness and business continuity plans. The Deputy Chief will also manage field operations for special events and/or during emergencies with outside agencies.

The primary mission of the **University of Pittsburgh Police Department** is for the protection and welfare of all University students, staff, faculty, visitors, and guests to the University as well as the safeguarding of all property.



ESSENTIALS FUNCTIONS

- Directs lower-level law enforcement officers and coordinates their activities to ensure proper security throughout campus. Oversees and manages the assignment and support of University of Pittsburgh Police personnel, the Pittsburgh campus, and several regional campus police departments, including the Pittsburgh campus communication room. Assesses critical emergencies, makes effective decisions, and takes appropriate action.
- Plans training programs with updated industry policies and procedures. Responsible for communicating and training the Pittsburgh campus and regional campuses community on emergency plans. Coordinates law enforcement involvement in required annual drills/exercises with the Director of Environmental Health and Safety, and assisting in the development/refinement of emergency preparedness and business continuity plans.
- Enforces state laws and University regulations to prevent criminal activity.
- Ensures all law enforcement officers adhere to appropriate standards and discipline staff as deemed necessary.
- Prepares and presents relevant reports and security briefings for department and community benefit.
- Reviews security procedures regularly and works to implement department goals/strategies in accordance with department policies. Reviews Pittsburgh campus and regional campuses police operations, including coordinating and managing special projects related to anti-terrorism, infrastructure protection, criminal investigation, coordination with regional law enforcement agencies, etc.
- Stands as a law enforcement representative and keeps other departments and outside agencies updated with applicable departmental revisions.



06.

THE IDEAL CANDIDATE

The position requires a strategic leader who is innovative, proactive, forward-thinking, and a team player who can make tough decisions and will bring a strong foundation in budgeting while ensuring fiscal resources are managed efficiently.

The "ideal" candidate for the Deputy Chief of Police position will have the following qualities:

Inspiring Communicator

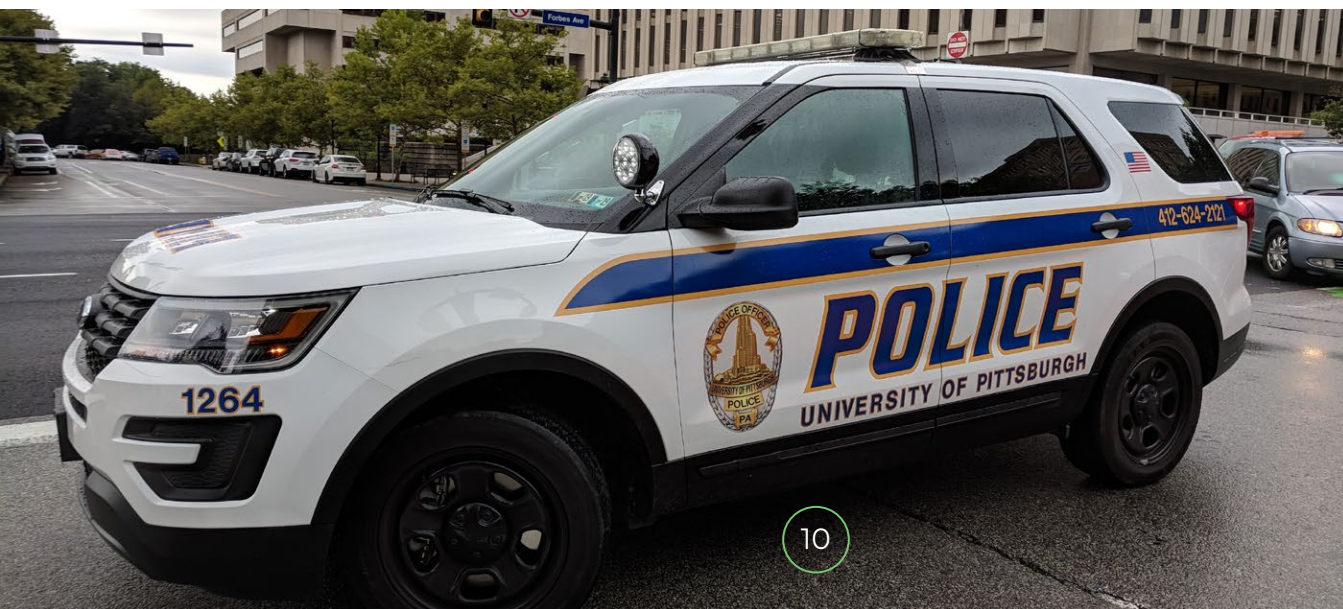
The ideal candidate will have exemplary communication skills and a unique ability to listen with empathy, articulate with clarity, and persuade with conviction. These skills are paramount for advancing a collaborative culture, adeptly steering through sensitive dialogues, and engendering a sense of trust and unity across the organization. Demonstrated success operating within various settings, from media to community events, is essential.

Committed to Excellence

The Deputy Chief's portfolio should reflect a steadfast commitment to excellence and continuous improvement, underpinning the institution's standing and commitment to excellence. Experience in navigating the university accreditation process will be viewed as a testament to the candidate's comprehensive understanding of the standards and their significance in bolstering the institution's reputation and compliance with professional benchmarks.

Strong Leader

The next Deputy Chief will understand the unique challenges and opportunities within a University setting. They should have a proven history of managing and implementing change, demonstrating resilience, flexibility, and strategic thinking. Experience in administering discipline is essential for maintaining a safe and respectful environment, ensuring that policies are upheld and standards are met. The ideal candidate will approach discipline with fairness and empathy, balancing accountability with the need for a supportive community atmosphere.



07. QUALIFYING CRITERIA

This full-time regular position reports directly to the Chief of Police.

The position requires a bachelor's degree and seven years of police experience, including three (3) years of supervisory experience in a unionized environment. A master's degree and campus-policing experience are preferred.

Certification - Candidates must be certified or capable of being certified under PA Act 120 and have or be able to obtain a valid PA Driver's license.



COMPENSATION & BENEFITS

The salary for this position will be competitive for the region, and the starting salary will be commensurate with the selected candidate's experience and education. If applicable, the University will offer a relocation package. An excellent benefits package augments a competitive salary. If applicable, Relocation assistance will be considered. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.

09 NOMINATION AND APPLICATION PROCEDURES



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity are welcomed and should be directed to the search consultant:

Public Sector Search & Consulting, Inc.

Kenton Buckner, Chief of Police (ret.), Senior Consultant

(502) 794-1943

kenton@publicsectorsearch.com

The University of Pittsburgh is committed to championing all aspects of diversity, equity, inclusion, and accessibility within our community. This commitment is a fundamental value of the University and is crucial in helping us advance our mission, which includes attracting and retaining diverse workforces. We will continue to create and maintain an environment that allows individuals to discover, belong, contribute, and grow, while honoring the experiences, perspectives, and unique identities of all.

The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity and diversity. EOE, including disability/vets.

TO APPLY

Please send a compelling cover letter, comprehensive resume, and list of five professional references to apply@publicsectorsearch.com. References will not be contacted until mutual interest has been established. The position closes on May 24, 2024. Candidates are strongly encouraged to apply early for optimal consideration. Only the most highly qualified candidates will be invited to participate in the interview process.



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