

**University of Colorado Anschutz Medical Campus**  
**Police Department**  
**Commander**  
**(Two Positions)**

**Salary Range: \$125,000—\$135,000—DOQ**  
**Plus, excellent benefits**

Seeking a leader who is  
experienced in police operations  
and administration,  
and eager to play a key role in  
keeping the campus safe.

CU Anschutz is being assisted by KRW Associates, LLC.

Submit application materials to: [\*\*apply@KRW-associates.com\*\*](mailto:apply@KRW-associates.com)

Deadline: **March 20, 2023 (5:00 PM Mountain)**



**Police Department**  
UNIVERSITY OF COLORADO  
**ANSCHUTZ MEDICAL CAMPUS**

**KRW** associates  
Public Sector Executive Search and Organizational Consulting





# Police Department

UNIVERSITY OF COLORADO  
ANSCHUTZ MEDICAL CAMPUS

## The University | Campus

The University of Colorado Anschutz Medical Campus is a world-class medical destination at the forefront of transformative science, medicine, education, and patient care.

The campus encompasses the University of Colorado health professional schools, more than 60 centers and institutes, and two nationally ranked independent hospitals – UCHealth University of Colorado Hospital and Children's Hospital Colorado – that treat more than 2 million adult and pediatric patients each year.

Innovative, interconnected and highly collaborative, CU Anschutz delivers life-changing treatments, patient care and professional training and conducts world-renowned research fueled by over \$650 million in research grants. For more information, visit [www.cuanschutz.edu](http://www.cuanschutz.edu).

### *Mission*

*"The University of Colorado Anschutz Medical Campus Police Department supports the educational, research and patient care missions of the University by providing a prepared, safe and secure campus environment."*





# Police Department

UNIVERSITY OF COLORADO  
ANSCHUTZ MEDICAL CAMPUS

## The Police Department

The CU Anschutz Police Department is an agency with full police authority providing public safety services to our campus community 24 hours a day, 7 days a week, each day of the year. The police department is made up of 70 employees and four divisions dedicated to providing quality service to campus. It is our mission to support the educational, research, and patient care missions of the University by providing a prepared, safe and secure campus environment. We do this through community partnerships, teamwork, technology and police authority to prepare and sustain an environment where people feel safe and secure. For more information about the CU Anschutz Police Department please visit our website at <https://www.cuanschutz.edu/police>



## The Position

Under the executive direction of the Deputy Chief of Police, the Police Commander is responsible for administrative, operational, and fiscal oversight of assigned programs providing a broad range of police and safety-related services to the University of Colorado Anschutz Medical Campus.

This position supports the Deputy Chief in achieving organizational strategies and objectives and recommends operational and technological improvements.

This position is responsible for directing and reviewing the work of sworn and non-sworn personnel

performing law enforcement and support activities to include, but not limited to, Patrol Operations, Investigations, and Training.







# Police Department

UNIVERSITY OF COLORADO  
ANSCHUTZ MEDICAL CAMPUS

## Competencies & Characteristics

- Personal and organizational accountability.
- An innovative and collaborative leader skilled at building partnerships and relationships with other law enforcement and public safety partners, Anschutz Campus, and community stakeholders.
- Dedicated to broadening the department's awareness and understanding of the various cultural, gender, ethnic, racial, religious, and geographic backgrounds at the Anschutz Campus.
- Understands and promotes training at all levels.
- Demonstrated ability to be an effective problem-solver and decision-maker. Proven ability to evaluate and assess problems and formulate and efficiently implement solutions.
- A mentor to staff.
- Exceptional organizational and management skills.
- Strong leadership and unquestioned integrity.
- Dedicated to providing current police services while continually looking for ways to improve.
- Successfully builds relationships of trust, mutual respect, and understanding with the Anschutz Campus Executive Team, Police Department, and Community.
- Strong commitment to taking the CUPD forward in developing and improving policies and maintaining IACLEA accreditation.
- Strong communication, speaking, and listening skills.
- Demonstrated commitment to officer well-being.
- Knowledge of federal rules and regulations and how they relate to the operation of a university police department.



*Seeking an innovative and collaborative leader skilled at building partnerships with other law enforcement & public safety partners.*





# Police Department

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## Knowledge, Skills & Abilities

- Exceptional interpersonal and leadership skills in dealing with subordinates, supervisors, and the general public.
- Knowledge of the methods and practices of university law enforcement, including knowledge of criminal laws, rules of evidence and community policing principles.
- Knowledge of Clery Act, FERPA, applicable sections of Title VII, IX, and other federal rules and regulations and how they relate to the operations of a university police department.
- Knowledge, certification and practical application in ICS 100, 200, 700, and 800. In addition, ICS 300 and 400 certified preferred.
- Knowledge of and experience with supervisory techniques, management principles, and police organizational leadership.
- Knowledge of physical security technology.
- Excellent oral and written communication skills.
- Ability to plan, direct and evaluate the work of subordinates.
- Ability to develop, implement, and assess goals and departmental objectives and to communicate through written policies and procedures.
- Demonstrated ability to exercise sound judgment and exhibit leadership in sensitive and emergency situations and making critical decisions.
- Ability to plan, direct, and evaluate the work of subordinate police officers.
- Ability to think and act quickly and calmly in emergencies.
- Ability to pass the police job performance test.
- Experience working with multiple units and/or organizations, building relationships within highly collaborative projects.
- Sharp conflict resolutions skills.
- Ability to establish and maintain effective professional working relations with peers, colleagues, associates, administrative staff members, faculty, and with personnel of external agencies and organizations.
- Strong communication skills, including prioritizing, problem solving and interpersonal relationship building.
- Proven time management / organization skills (must be able to prioritize workload and meet deadlines).



# Police Department

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## Examples of Work Performed:

- Responsible for oversight of police department operations, including patrol and investigations, including violations of law and student conduct code.
- Responsible for business operations including contract administration, and budget preparation, administration and oversight.
- Manages and participates in the work unit's establishment of goals, objectives, and policies.
- Monitors and evaluates the efficiency and effectiveness of service delivery methods, and staffing levels.
- Selects, trains, supervises, and evaluates assigned personnel; ensures staff training; works with employees to correct deficiencies; when necessary, recommends disciplinary actions, providing supporting documentation.
- Serves as the liaison with other divisions, departments, campus community partners, and outside agencies; negotiates and resolves sensitive and controversial issues.
- Coordinates with vendors, consultants, and outside interest groups.
- Serves as staff on a variety of boards, commissions, and committees; prepares and presents reports and other correspondence.
- Attends and participates in professional group meetings; stays abreast of trends and innovations; ensures compliance with applicable legal requirements.
- Responds to and resolves difficult and sensitive citizen inquiries and complaints.

**Note:** This is an essential service position. The incumbent is required to respond after hours during emergencies and report to work for regular assigned shifts during emergency campus closures.

## Minimum Qualifications

- Possess a current Colorado POST certification (or capable of receiving a Colorado POST certification within six months of hire) AND four years supervisory experience as a sergeant or higher, which includes experience supervising subordinate peace officers.
- A bachelor degree from an accredited university or college. Law enforcement experience appropriate to the assignment may substitute for the required education on a year-for-year basis.
- At least 21 years of age
- Possess a valid Driver License
- No felony convictions and no domestic violence convictions. No acquiring more than seven points in the last year and/or more than 12 points within the last two years on a driver's license. No alcohol / drug related traffic convictions in the last three years and repeat alcohol/drug convictions after the age of 18 within the last 10 years.

**Note:** Physical and psychological evaluations are required in accordance with section 16-2.5-102, C.R.S

**Required:** Applicants must meet minimum qualifications at time of hire.

## Preferred Qualifications

- Graduation from a police command training academy or school. A Graduate Degree from an accredited college or university in Criminal Justice, Political Science, Public Administration, Business Administration, Management, or a related field.
- Demonstrated experience evaluating program effectiveness and efficiency using data and metrics.
- Experience working in a full-service police agency at an urban university or community.
- Demonstrated responsibility for fiscal oversight for agency programs or operating areas.



# Police Department

UNIVERSITY OF COLORADO  
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## Salary & Benefits

- Salary/Hiring Range- **\$125,000-\$135,000– Depending on Qualifications**
- Examples of Benefits Offered:
  - Medical, Dental, Vision
  - Health Savings Account
  - Flexible Spending Account
  - Life Insurance
  - Disability Insurance
  - Retirement
    - This position will most likely be enrolled in CU’s 401 (a) Mandatory Retirement Plan. However, employees with prior PERA–covered employment may be able to choose between a PERA DB plan and the CU 401 (a) plan.
  - Tuition Assistance
  - Wellness Programs
  - Discounted RTD EcoPass
  - Public Service Student Loan Forgiveness
  - Vacation Leave—14.67 hours per month
  - Sick Leave—Earn 10 hours per month.
  - Other Leave-
    - Bereavement,
    - Military,
    - Parental,
    - Administrative,
    - Court & Jury,
    - Job-related Illness & Injury, and
    - Paid Sick Leave during a public health emergency.

Your total compensation goes beyond the number on your paycheck. The CU Anschutz provides generous leave, health plans and retirement contributions that add to your bottom line. More detail can be found at:

- Benefits: <https://www.cu.edu/employee-services/benefits>
- Total Compensation Calculator: <http://www.cu.edu/node/153125>

**Note:** The salary of the finalists selected for this role will be set based on a variety of factors, including but not limited to, internal equity, experience, education, specialty and training. The above salary/hiring range represents the University’s good faith and reasonable estimate of the range of possible compensation at the time of posting. This position is not eligible for overtime compensation.







# Police Department

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## Diversity & Equity

The University will provide reasonable accommodations to applicants with disabilities throughout the employment application process. To request an accommodation pursuant to the Americans with Disabilities Act, please contact the Human Resources ADA Coordinator [hr.adacoordinator@ucdenver.edu](mailto:hr.adacoordinator@ucdenver.edu).

CU Anschutz is committed to recruiting and supporting a diverse student body, faculty and administrative staff. The university strives to promote a culture of inclusiveness, respect, communication and understanding. We encourage applications from women, ethnic minorities, persons with disabilities, persons within the LGBTQ+ community, and all veterans. The University of Colorado is committed to diversity and equality in education and employment.

We seek individuals with a demonstrated commitment to creating an inclusive learning and working environment. We value the ability to engage effectively with students, faculty, and staff of diverse backgrounds.

CU Anschutz is dedicated to ensuring a safe and secure environment for our faculty, staff, students and visitors. To assist in achieving that goal, we conduct background investigations for all prospective employees.



## To Apply

Application materials will be accepted electronically at:

**[apply@krw-associates.com](mailto:apply@krw-associates.com)**

Attach a cover letter, resume, and contact information for six (6) professional references.

Deadline: **March 20, 2023**  
**(5:00 PM Mountain)**

## Questions?

KRW Associates LLC is assisting the CU Anschutz with this search.

Questions should be directed to:

**[info@krw-associates.com](mailto:info@krw-associates.com)**

or by phone to: KRW Associates  
Doug Abraham – 303-489-6239  
or Gina McGrail – 303-249-9572.

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The University of Colorado is an equal opportunity employer.