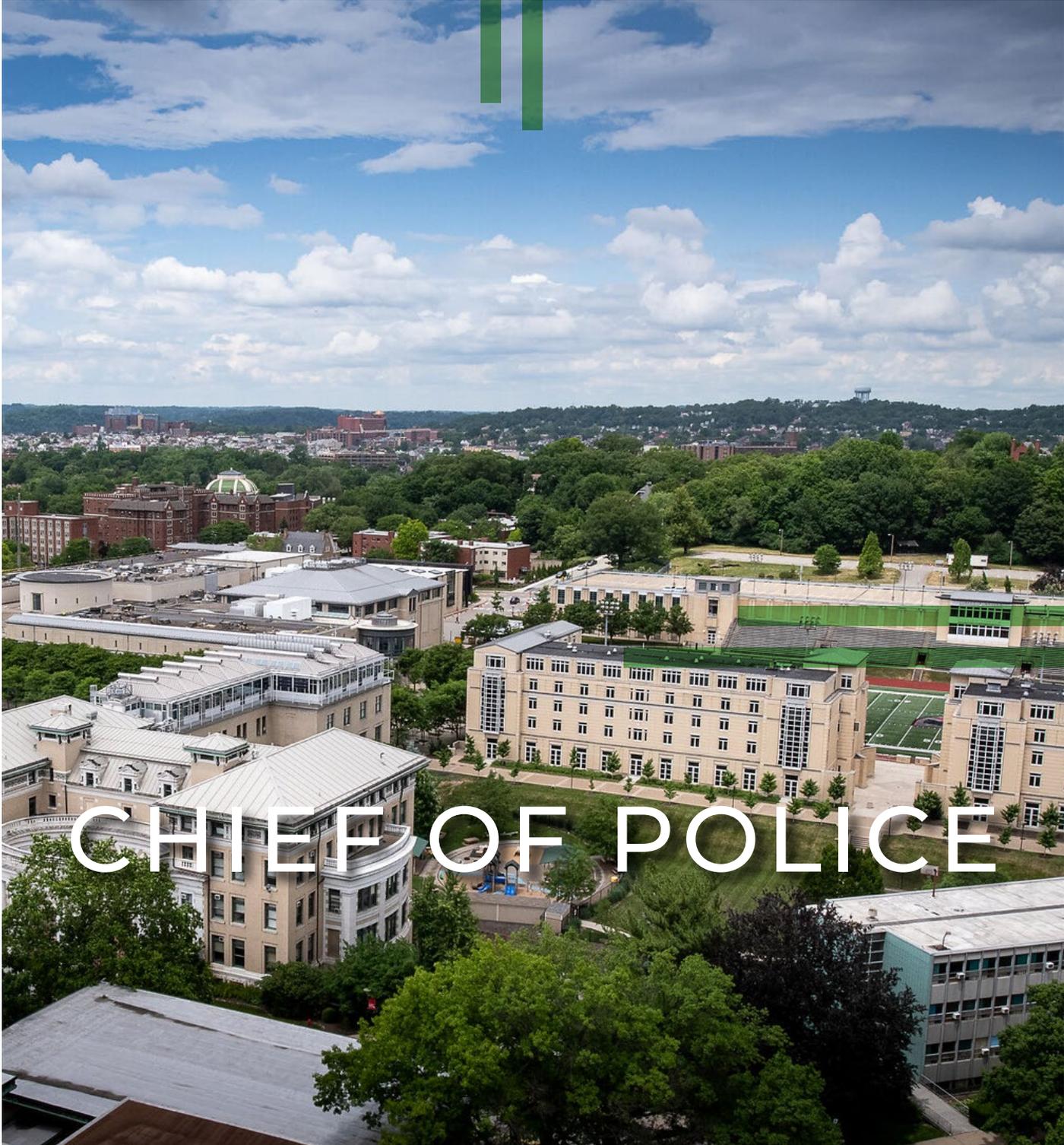


A NATIONAL SEARCH
is underway for a new Police Chief

Carnegie Mellon University
Pittsburgh, PA



CHIEF OF POLICE



PITTSBURGH, PA

THE 01. OPPORTUNITY



Chief of Police, Carnegie Mellon University Police Department

A national search is underway to attract a highly qualified candidate to lead the Carnegie Mellon University Police Department (CMUPD) in Pittsburgh, Pennsylvania after the retirement of Chief Tom Ogden, who has been the police chief for nearly fourteen years and has 42 years of police service.

CARNEGIE MELLON UNIVERSITY

02.

If your heart is in your work, come work with CMU.

Carnegie Mellon University isn't just one of the world's most renowned educational institutions – it's also a hotspot for some of the most dedicated doers, dreamers and difference-makers on the planet. When you join CMU staff, you'll become an important part of its mission to create a healthier, safer and more just life for all. No matter what your role or location, you'll connect and collaborate with dedicated, passionate colleagues – and you'll have the satisfaction of delivering work that truly matters.

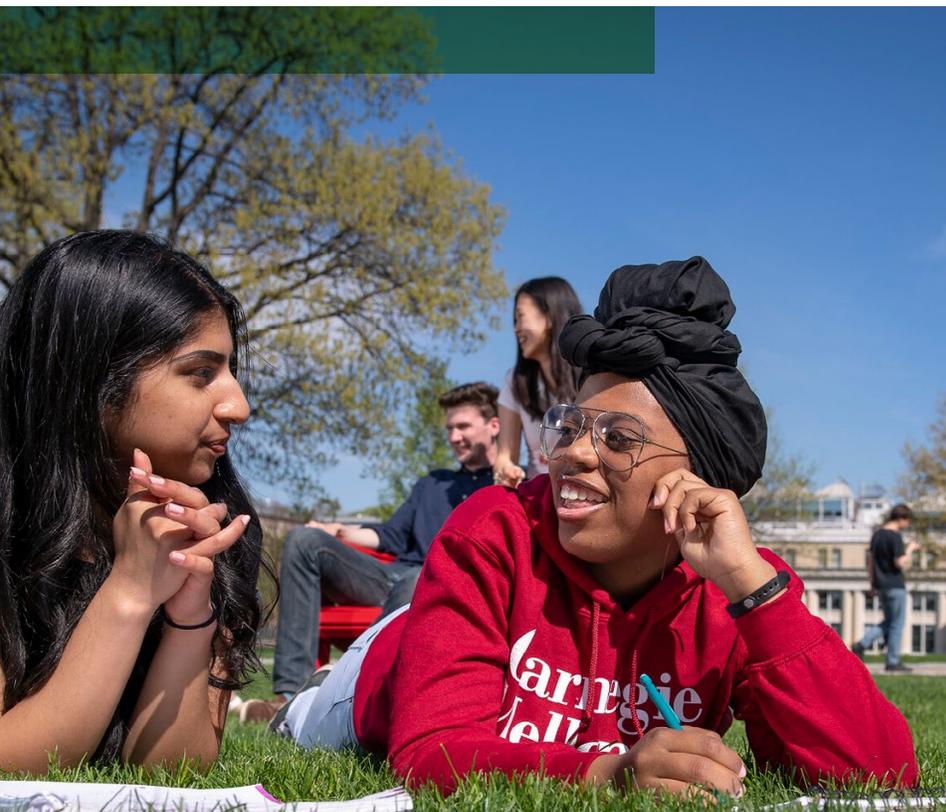
At Carnegie Mellon, an unshakeable commitment to diversity, equity and inclusion is woven into all aspects of campus culture. The university boasts a vibrant, welcoming environment where everyone is valued and encouraged to contribute and achieve. In addition to competitive benefits and a robust support network, you'll have access to many tools and resources to sharpen your abilities and professional skills, as well as opportunities to engage and share perspectives with a dynamic and inspiring community of uniquely dedicated staff, faculty, students and alumni.



The future is awaiting your expertise and creativity. Come join the architects of what's next.

Founded in 1900, CMU is a nationally recognized, private university with exceptional programs in science, technology and the arts. It is currently ranked by U.S. News & World Report for the best undergraduate program in the nation for computer science and information/technology management. Located in an urban setting on 157 acres, the school enrolls over 14,180 students and has become a model in economic development, holding partnerships with companies such as Google, Disney and Uber.

Eighty-six percent of CMU undergraduates come from out of state (19 percent of those are from out of country). The population of full-time undergraduate students consists of the following ethnic breakdown: White (24.138%), Asian (48.112%), Hispanic or Latino (9.264%), Black or African American (4.009%), two or more races (4.953%), Native Hawaiian or Other Pacific Islanders (0.041%) and race not reported (9.483%). Only first-years are required to live on campus, but the majority of upper-level students choose to remain on or near campus. About 20 percent are affiliated with fraternities/sororities.



Carnegie Mellon University

Vision, Mission and Values





THE PITTSBURGH **COMMUNITY**

While Pittsburgh came in second place for “most livable city in America” (according to the 2018 report from the Economist Intelligence Unit*), local Pittsburghers would argue it’s the winner.

The affordable cost of living, friendly culture, beautiful four seasons and thriving businesses are among the reasons why. Add on the fact that it’s a mid-size city (302,205 people) with great schools, three professional sports teams, a vibrant arts and music scene and miles of riverfront trails and parks, and the choice is clear.

Pittsburgh is the county seat of Allegheny County. Founded in 1758, the city was built where the Allegheny River and Monongahela River join together at a point and form the Ohio River. The city is known for having more named neighborhoods than any American city — 90 distinct communities create the culture of Pittsburgh. For more information about the city, visit <https://pittsburghpa.gov/index.html>

04. THE POLICE DEPARTMENT

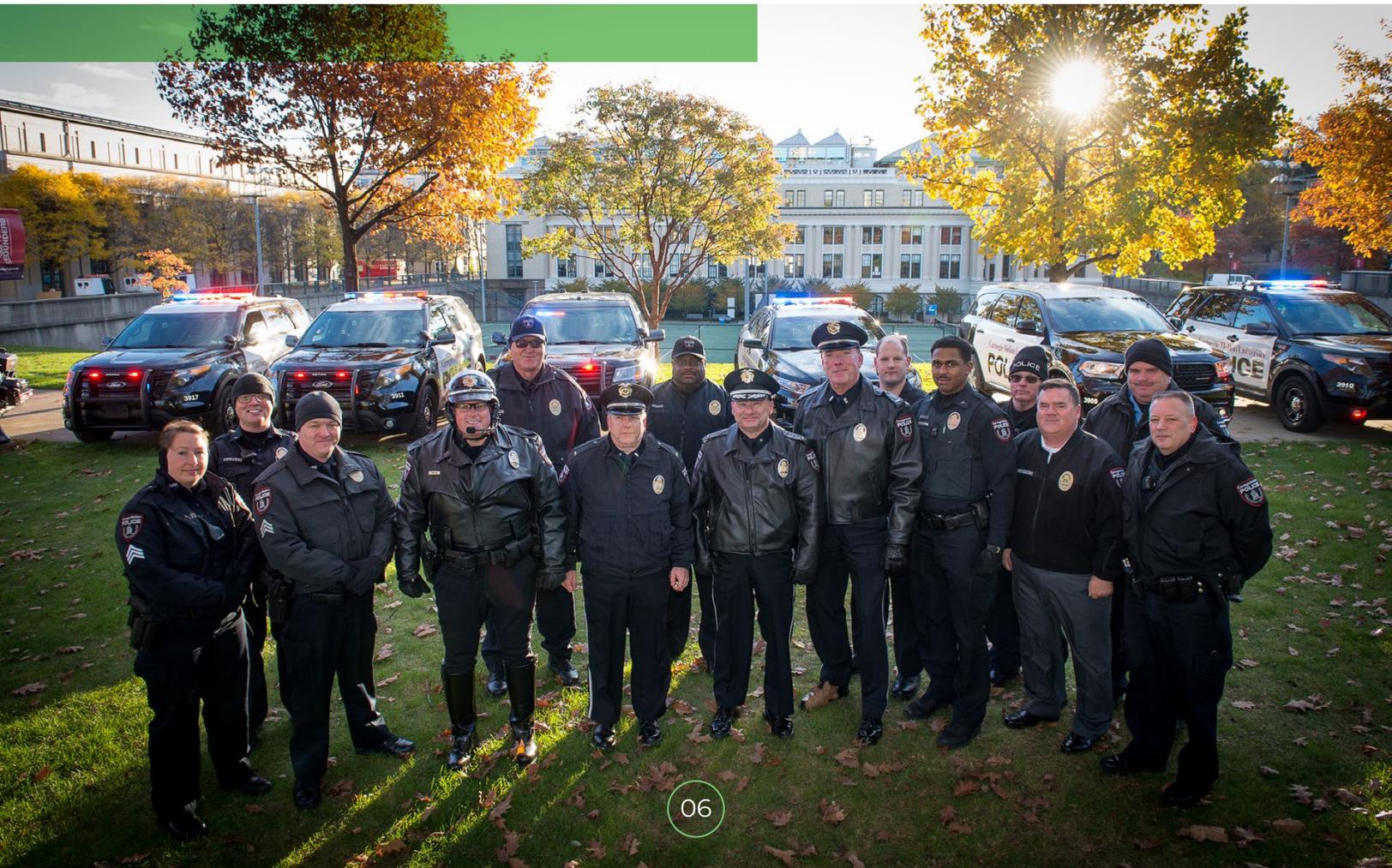
The Carnegie Mellon University Police Department (CMUPD) is a full-service and community-oriented law enforcement agency dedicated to serving the university's students, faculty, staff and visitors.

The CMUPD is comprised of 31 sworn police officers, 39 security officers, six dispatchers and two civilian support staff. Together they respond to approximately 13,000 calls for service annually. CMUPD works to promote public safety through education, responsibility and community policing, and its officers are proud to be integral members of the university community. Whether they are assigned foot patrols on campus or they are operating out of a mini station at the Gates/Hillman center, they regularly interact with students, staff and faculty and have an immediate presence in case of an emergency.

CMUPD adopted an Impartial Policing Policy in 2009. Officers receive regular training in implicit bias, cultural sensitivity, crisis intervention and impartial policing, and each officer completes a 40-hour Crisis Intervention Training program.

The department engages with the university community by hosting crime prevention and safety talks; participating in cookouts, Special Olympics and the Spring Carnival; and through its "Coffee with a Cop" program.

Carnegie Mellon University recently partnered with 21st Century Policing to evaluate the policies and practices of CMUPD and engage with community partners to solicit feedback to steer the department into the future.





05. THE POSITION

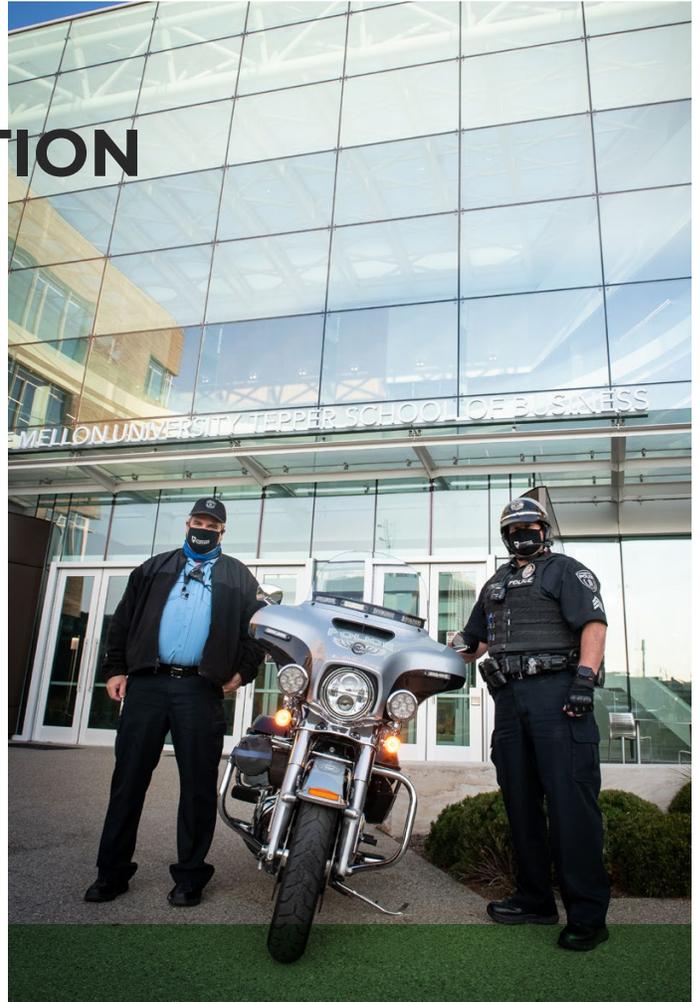
CMU seeks an experienced and dynamic individual to serve as its next Chief of Police — someone who understands the unique role that a successful police department plays in campus life. The Chief of Police reports directly to, and works collaboratively with, Daryl Weinert, the Vice President of Operations.

They will be responsible for:

- Protecting the safety and security of CMU students, faculty, staff and visitors, as well as the physical campus
- Working collaboratively with campus partners to ensure national best practices in campus policing, and working with other campus partners (internal and external), including the City of Pittsburgh
- Providing leadership to CMUPD while making strategic judgments and continually refining the department's strategies to advance campus safety
- Continuing the implementation of the new campus safety video security system, while maintaining the trust of the campus community through transparency and community engagement
- Ensuring a community policing approach that effectively connects police staff with students, faculty, staff and community partners

Additional qualifications as outlined in CMU's position description are as follows:

[Job Description.](#)



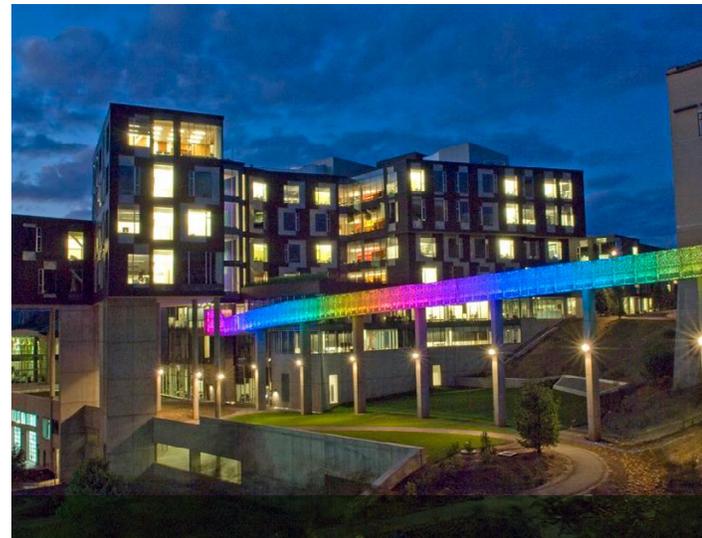
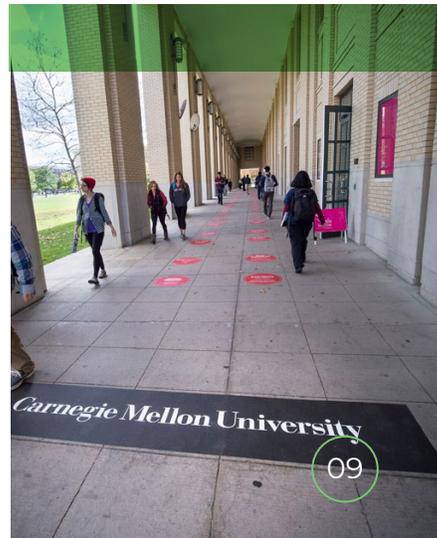
06. OPPORTUNITIES AND CHALLENGES

This opportunity comes at a time of historic social awakening about systemic racism — with protests, political unrest and segments of the community questioning the role of police officers.

Like many institutions, CMU is addressing these challenges in ways that advance student learning and campus security and safety.

CMUPD is a well-respected and professional university police department, however this position is not without challenges and opportunities to improve public safety services to the campus community. The Chief of Police must be a creative, nimble and innovative leader who has a collaborative spirit accompanied by sincere optimism. In addition, candidates should demonstrate significant capacity to advance the department's services in the following areas:

- Foster a diverse and inclusive campus community — diversity, equity and inclusion are crucial components of a campus community that respects all members for their intrinsic dignity and the Chief of Police should be a leader in supporting, understanding, embracing and nurturing these concepts (both internally and externally from the department into the campus and local area).
- Address staffing issues in an evolving campus safety environment, while reducing mandatory overtime and increasing morale of incumbent officers.
- Hold a vision for (and show a record of success in) recruiting, supporting, mentoring and retaining staff from underrepresented groups. As the leader of CMUPD, the Chief of Police will ensure that strategies are in place to increase department diversity at all ranks, in both the short and long term.
- Develop and implement innovative programs aligned with student safety.
- Truly understand and embrace collaboration across departments to continually evaluate interdepartmental operations and practices to ensure that CMUPD's safety and security programs are aligned with CMU's vision, mission and goals. The Chief of Police will also nurture the relationship with the City of Pittsburgh to advance safety on and off campus.
- Promote the CMUPD as a resource for students, faculty and staff returning to campus. COVID-19 and its accompanying impact on campus life will challenge students, faculty and staff as they return to campus. CMUPD's role in providing accurate information and appropriate resources will be critical. It is important for the Chief of Police to be present and ensure an understanding of mental health issues and the appropriate response to assisting distressed individuals.





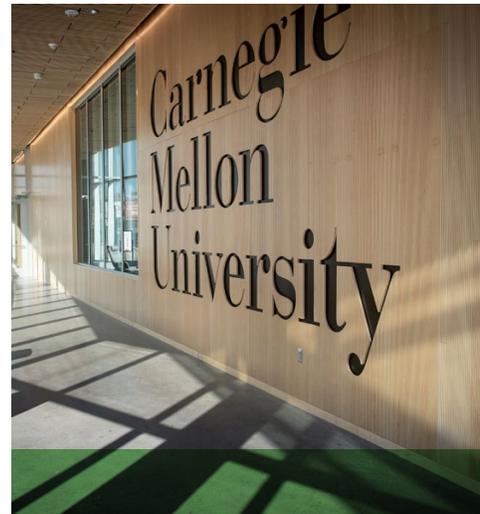
QUALIFICATIONS 07.



This position is an exceptional opportunity for a forward-looking and collaborative leader with a strong knowledge of public safety and emergency response practices. The successful candidate will possess outstanding communication skills, an appreciation and vision for the unique role of public safety in the campus environment and a record of success advancing diversity, equity and inclusion within a public safety organization.

Minimum qualifications include a bachelor's degree in criminology, criminal justice, administration of justice or a related field and 10 years of sworn law enforcement, with at least three of the years in management. A graduate degree and executive level training are preferred. The selected candidate must be a certified police officer in Pennsylvania or have the ability to obtain certification.





This at-will position has a very competitive salary for the region and the starting salary will be commensurate with experience and education of the selected candidate.

The salary is augmented by an excellent benefits package. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.



NOMINATION AND APPLICATION PROCEDURES

09.



APPLY TODAY!

This is a confidential process and it will be handled accordingly throughout the various stages of the search. Candidates are strongly encouraged to apply early for optimal consideration. Submissions will include a cover letter, resume and references and should be emailed to: apply@publicsectorsearch.com

APPLY WITH CONFIDENCE

Confidential inquiries and nominations are welcomed and should be directed to Public Sector Search & Consulting, Inc.:

Public Sector Search & Consulting, Inc.

Mr. Gary Peterson (Chief of Police, ret.)

(916) 622-5323 | gary@publicsectorsearch.com

Mr. Justin Doll (Chief of Police, ret.)

(907) 748-5746 | justin@publicsectorsearch.com

In accordance with applicable statutes and regulations, CMUPD is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, ancestry, sex, religion, age, physical and mental disability, marital status, veteran status, sexual orientation, gender identity, gender expression, political affiliation or any other factor unrelated to professional qualifications, and will comply with all applicable federal and state statutes, regulations and orders pertaining to nondiscrimination, equal opportunity and affirmative action.

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