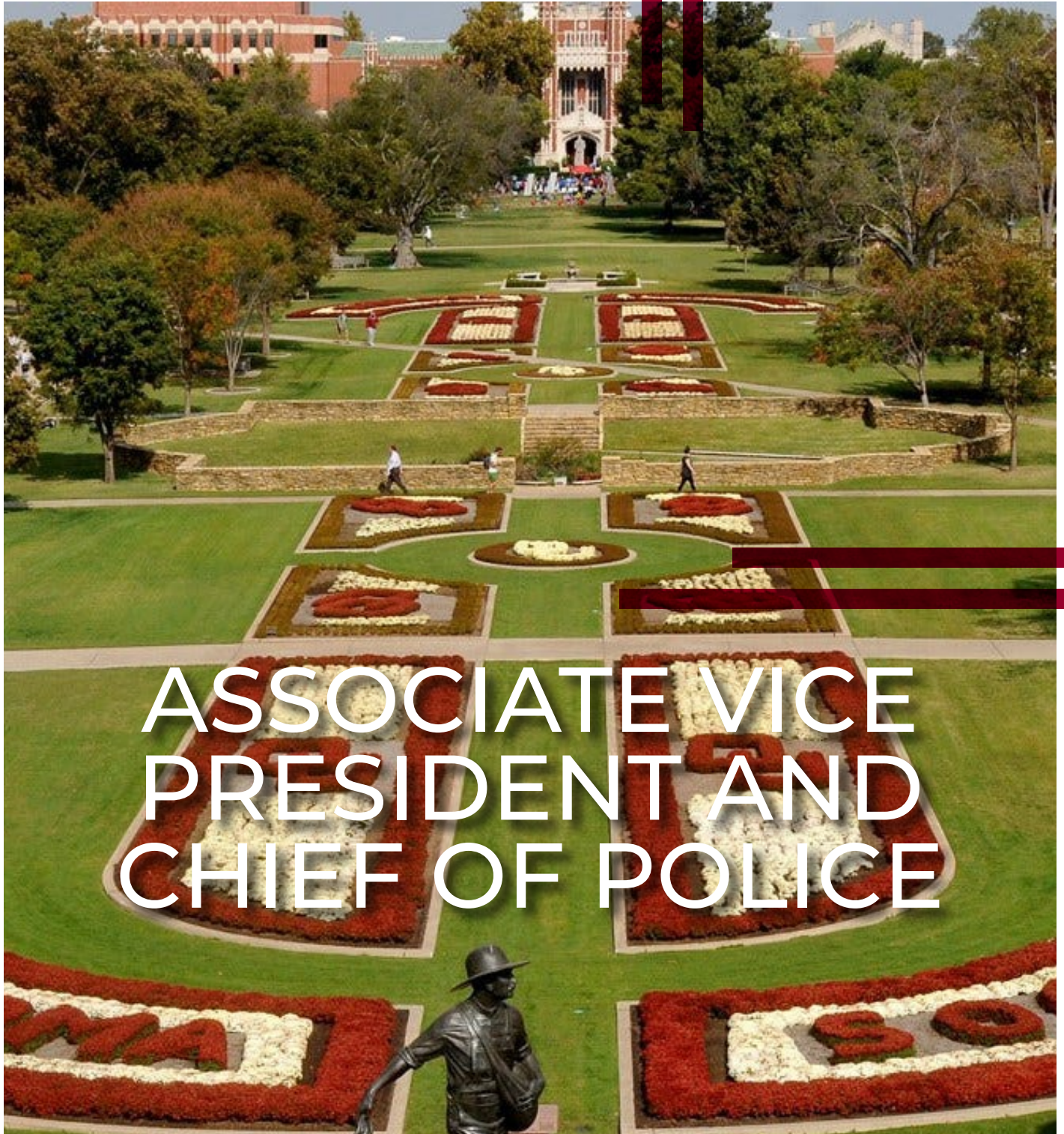
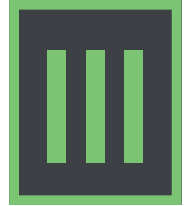


A NATIONAL SEARCH

is underway for a new
Associate Vice President and Chief of Police

University of Oklahoma



**ASSOCIATE VICE
PRESIDENT AND
CHIEF OF POLICE**



THE UNIVERSITY OF OKLAHOMA

THE 01. OPPORTUNITY



The UNIVERSITY of OKLAHOMA

The University of Oklahoma (OU) is conducting a national search for its next Associate Vice President and Chief of Police.

This is a key opportunity for a forward-thinking leader to oversee a community-oriented campus police department. With operations across three campuses—Norman, Oklahoma City (Health Sciences), and Tulsa (Schusterman Center), the Chief will shape a safety culture rooted in service and student-centered practices. Reporting to university leadership, the next Chief will build on the existing legacy, which is defined by a steadfast commitment to the values of “Empowering Safety, Promoting Respect.” Under prior leadership, OU prioritized proactive safety measures, engagement, and a culture of accountability that fosters trust and care across the campus communities.

02 ABOUT THE UNIVERSITY OF OKLAHOMA

Established in 1890, OU is a doctoral degree-granting research institution serving statewide and national needs.

The Norman campus houses all academic programs except health-related fields. OU Health Sciences, a component of the state's only academic health system, operates in Oklahoma City and Tulsa, offering seven professional colleges, top-tier research centers, and an affiliation with the nonprofit OU Health clinical enterprise. OU serves nearly 32,000 students with over 2,800 full-time faculty, offering 172 undergraduate, 156 master's, 81 doctoral, and 54 graduate certificate programs. OU's annual budget exceeds \$2 billion.

In addition to academic excellence, OU is home to one of the most storied athletic programs in the nation. The OU Sooners compete in the Southeastern Conference (SEC) and have claimed 42 team national championships across multiple sports. From football and softball to gymnastics and track and field, OU student-athletes consistently perform at the highest levels, earning national recognition both on the field and in the classroom. OU's commitment to athletic excellence not only fosters a culture of pride and tradition but also unites the OU community across campuses and generations.



03. ABOUT THE COMMUNITIES

Norman is a vibrant, culturally rich city rooted in education, creativity, and community engagement. As the home of OU's flagship campus, it offers an exceptional quality of life, blending small-town charm with the energy of a major academic center.

Oklahoma City, the state's capital and economic hub is a dynamic metropolitan area marked by rapid growth, a thriving arts and culinary scene, and an expanding innovation economy. Its collaborative spirit and forward-looking leadership make it a compelling center for research, healthcare, and public service.

Tulsa artfully combines its historic charm with a forward-thinking mindset, reflected in its flourishing arts district, vibrant entrepreneurial ecosystem, and strong civic infrastructure. Known for its welcoming neighborhoods and cultural richness, Tulsa continues to emerge as a leader in regional development and creative innovation.



04. ABOUT THE UNIVERSITY OF OKLAHOMA POLICE DEPARTMENT

The University of Oklahoma Police Department (OUPD) is a fully accredited law enforcement agency, responsible for campus safety across Norman, Oklahoma City, and Tulsa.

Staffed by 171 personnel, including certified peace officers, the department emphasizes community-oriented policing, transparency, and collaboration. OUPD maintains accreditation through the Oklahoma Association of Chiefs of Police and undergoes independent on-site reviews every three years. Personnel are distributed as follows: Norman Campus – 75, Oklahoma City Campus – 77, Tulsa Campus – 19.



05. THE POSITION

The Associate Vice President and Chief of Police provides senior leadership and strategic oversight of police and public safety services for the University of Oklahoma across its three campuses.

Collaborating with Deputy Chiefs on each campus, the Chief ensures the protection of students, faculty, staff, and visitors, and serves as the University's primary liaison on all matters of campus policing and safety.

Essential Duties/Responsibilities:

- Ensures optimal coordination, efficiency, and effectiveness of all safety programs and services
- Manages relationships and performance standards for external security vendors
- Provides strategic direction and leadership for all campus police and public safety operations, including patrol, investigations, emergency response, threat management, and event safety, including SEC athletic events
- Develops and implements safety strategies, policies, and procedures that align with OU's values and legal requirements
- Advises leadership on campus safety, risk mitigation, and department performance
- Directs day-to-day operations of OUPD and contracted security services to ensure coordinated, cost-effective safety coverage across all campuses
- Oversees emergency preparedness, crisis response, and continuity planning in collaboration with internal departments and external agencies



- Serves as the University's primary safety liaison, fostering strong partnerships with students, faculty, staff, community organizations, and local, state, and federal law enforcement
- Collaborates with internal stakeholders to address trends in crime, abuse, and violence through education, outreach, and prevention initiatives
- Promotes community-oriented policing practices that support a safe and welcoming campus climate
- Ensures staff accountability, performance management, and professional development
- Ensures departmental compliance with University policies and all local, state, and federal laws and regulations, including Clery Act, Title IX, FERPA, and the Violence Against Women Act
- Evaluates the adequacy of the University's police department structure and staffing levels as compared to benchmark data to advise applicable leadership of emerging deficits in structure and equipment/technical capabilities with respect to current and emerging threats
- Participates in University-wide policy development and planning committees
- Develops and manages the department's operating and capital budgets; conducts cost and productivity analyses to ensure fiscal responsibility
- Performs additional tasks and responsibilities as required to meet departmental goals and objectives

Required Knowledge, Skills, Abilities:

- Ability to work under pressure and remain calm and professional
- Demonstrated ability to apply law enforcement standards within a higher education context, ensuring the safety, wellness, and success of students, staff, faculty, and campus communities



- Strong leadership and interpersonal skills, with the ability to build, train, and lead an effective and professional public safety team
- Ability to coordinate security and safety operations for large-scale special events
- Ability to interpret complex written materials, including safety rules, laws, regulations, and procedural manuals
- Strong problem-solving skills and the ability to engage professionally and positively with students, staff, faculty, and community stakeholders
- Extensive knowledge of applicable federal, state, and local laws, regulations, and codes relevant to public safety and law enforcement in a university setting
- Demonstrated experience in developing, implementing, and administering program goals, objectives, and operating procedures
- Awareness of current trends, challenges, and best practices in campus safety, policing, and public administration
- Excellent interpersonal, written, and verbal communication skills, with the ability to communicate clearly

Working Conditions:

- Requires availability and responsiveness outside of regular business hours, including evenings, weekends, and holidays, as necessary to respond to emergencies or critical incidents, University events, tours, meetings, and other activities
- The Chief is considered essential personnel and must be available during campus emergencies, natural disasters, or other critical events, including 24/7 on-call response and guidance
- Work is performed in both office settings and field environments; occasional exposure to hazardous or stressful situations is inherent to the nature of law enforcement and emergency response
- May involve prolonged periods of standing, walking, or driving, as well as occasional physical activity consistent with police operations
- Travel between multiple campus locations and off-campus meetings
- Requires wearing a uniform or professional attire, as appropriate, and maintaining a visible presence on campus



06.

CHALLENGES AND OPPORTUNITIES

Continuous Improvement

- Continue the upward trajectory of OUPD
- Conduct a top-to-bottom assessment of the organization
- Subscribe to continuous improvement and industry best practice
- Become familiar with SERU (Student Experience in Research University)
- Continue with accreditation through the Oklahoma Association of Chiefs of Police
- Assess and ensure OUPD has a best practice recruitment and retention program

Maintaining and Strengthening Campus and Community Trust

- Get to know University stakeholders, both internal and external
- Engage students, faculty, staff, and the families of students
- Strengthen community relations
- Continue subscribing to a town and gown approach
- Participate in student activities, not just attend
- Be an effective communicator



Support the Workforce

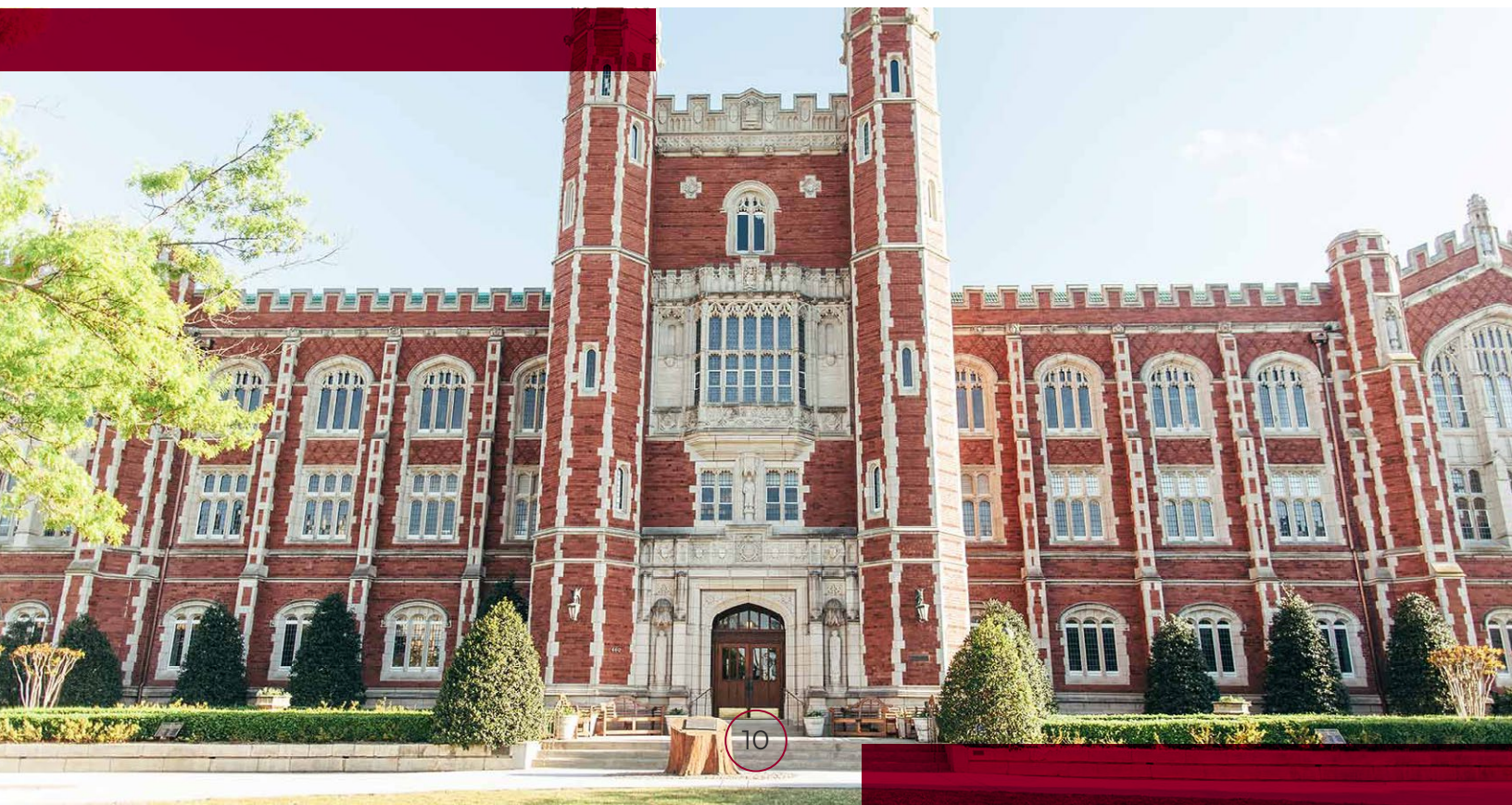
- Develop an intimate understanding of the three campuses—Norman, Health Sciences/Oklahoma City, and Tulsa—each led by a Deputy Chief of Police
- Support career development of staff
- Lead with empathy and maintain visibility across campuses
- Inspire a culture of excellence, professionalism, and support

Training and Development

- Lead training exercises reflective of 21st-century best practices for campus policing
- Provide training on sensitive topics such as mental health crisis response, de-escalation, active shooter preparedness, and engagement with marginalized groups
- Lead specific training that is student-centered—alcohol education, Greek life, theft prevention, safety tips, etc.
- Coordinate and conduct drills and exercises with campus and community partners

Advancing Technology and Modern Operations

- Utilize modern technology that provides a safe environment for students, faculty, and staff
- Lead emergency response and crisis management
- Foster partnerships with University departments and key organizations
- Build and sustain partnerships with regional law enforcement agencies
- Coordinate police presence for special events, including law enforcement and event partners in large-scale events



07. IDEAL CANDIDATE

Leadership & Vision

- Proven success in leading complex law enforcement or public safety organizations, preferably across multiple jurisdictions or campus environments
- Ability to set and execute long-term strategic plans that align with the OU's mission and evolving safety needs
- Experience managing command staff and working collaboratively with executive leadership across departments

Campus & Community Engagement

- Deep commitment to community-oriented policing that prioritizes approachability, respect, and active involvement in campus life
- A visible and accessible presence across all three campuses—Norman, Oklahoma City (Health Sciences), and Tulsa (Schusterman Center)
- Skilled at building trust with various stakeholders, including students, faculty, families, and community partners



Communication & Interpersonal Skills

- A persuasive and confident communicator who can convey complex information clearly across audiences
- Comfortable serving as the face of the department during high-profile incidents, public forums, or student-focused engagements
- Ability to navigate sensitive topics with cultural competence, empathy, and professionalism

Operational & Crisis Management

- Experience overseeing day-to-day law enforcement functions, including patrol, emergency response, crime prevention, and special event coordination
- Demonstrated capability in leading high-stakes emergency and crisis response operations with poise and effectiveness
- Familiarity with risk assessment frameworks, use-of-force policy compliance, and interagency coordination

Technology & Modernization

- Forward-thinking in the use of data, analytics, and emerging technologies to enhance safety and accountability
- Experience implementing technology solutions that improve operational efficiency, emergency preparedness, and communication
- Understanding of modern tools in law enforcement including body-worn cameras, campus alert systems, and incident management platforms

Commitment to Excellence

- A record of advancing a place of belonging within public safety environments
- Cultural sensitivity when engaging with individuals and groups of varied backgrounds and identities
- A collaborative leadership style that fosters unity, transparency, and shared purpose within the department and broader campus



08. QUALIFYING CRITERIA

Minimum Requirements

Education:

- Bachelor's degree in Criminal Justice, Public Administration, or a related field

Experience:

- 10 years of progressive law enforcement experience, with at least 5 years in a senior leadership role

Certifications or Licenses:

- Valid State Issued Driver's License to operate University vehicles
- CLEET certified police officer or a graduate of a Collegiate Officer Program or the ability to become CLEET certified within one year
- Must pass Oklahoma Law Enforcement Retirement System Physical and background investigation

Preferred Qualifications

- Master's degree or advanced education in criminal justice, public administration, or a related field
- Graduate of the FBI National Academy, Southern Police Institute, Northwestern School of Police Staff and Command, or equivalent
- Known for collaborative, people-centered leadership

09. COMPENSATION & BENEFITS

The salary for this role will be highly competitive within the region and commensurate with experience and qualifications. A relocation package will be offered if applicable. OU offers an excellent benefits package, including health, retirement, and tuition assistance for employees and their families. See link for additional details: <https://hr.ou.edu>



APPLICATION PROCEDURES 10.

APPLY TODAY!

Interested candidates should submit a cover letter, comprehensive résumé, and five professional references to apply@publicsectorsearch.com.

References will not be contacted without the candidate's prior consent.

Application Deadline: July 25, 2025

Early applications are strongly encouraged. Only the most qualified candidates will be invited to interview.

University's Statement of Commitment to Equal Opportunity

The University in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, marital status, genetic information, gender identity/ expression (consistent with applicable law), age (40 or older), religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes but is not limited to admissions, employment, housing, financial aid, and educational services.



APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Mr. Kenton Buckner, Senior Consultant

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