



VANDERBILT UNIVERSITY



Deputy Chief of Police

Position Prospectus

The Opportunity

Vanderbilt University welcomes inquiries, nominations, and applications for an experienced, dynamic, visionary, and entrepreneurial law enforcement leader to serve as its next **Deputy Chief of Police**.

Reporting to the university's Senior Associate Vice Chancellor & Chief of Police, the Deputy Chief of Police's background will demonstrate a commitment to the ideals of Vanderbilt's mission to bring out the best in humanity - pushing new ideas into the frontiers of discovery, challenging the limits of what's possible, and working diligently in the service of others.

Vanderbilt's Department of Public Safety's role of Deputy Chief requires a leader who will lead, mentor, and professionally develop a Division within the Public Safety Department, effectively administer and manage financial, budgetary, and strategic planning aspects of the operation, all with the intent of ensuring excellence in protective service, law enforcement, and crime prevention for the Vanderbilt community.

The Deputy Chief of Police will dedicate themselves to building and strengthening Vanderbilt's urban-campus Police Department and all divisions and services of the Department of Public Security - ensuring they are collaborative and fully engaged with a diverse population of students, faculty, staff, and visitors across the university campus and the Vanderbilt University Medical Center (VUMC). The Deputy Chief of Police manages the required interagency coordination with a variety of local, state, and federal agencies in law enforcement, disaster preparedness, mitigation, response, and recovery, as well as ensuring communication and partnership with local colleges and universities, and public service and community-based organizations. The role is the key point of contact and communication across various constituencies with competing interests. This leader will be an active representative of the institution as the university's Deputy Chief of Police and will assume command in the absence of the Chief of Police.

Vanderbilt University, located a mile and a half southwest of downtown [Nashville, Tennessee](#), has a campus that comprises more than 340 acres and 179 buildings, with the total physical plat commanding 12 million square feet. Additional real-estate managed by the university includes 61 buildings totaling nearly 3 million square feet.



The University

Cornelius Vanderbilt had a vision of a place that would “contribute to strengthening the ties that should exist between all sections of our common country” when he gave \$1 million to create a university in 1873. Today that vision has been realized in Vanderbilt, an internationally recognized research university in Nashville, Tennessee, with strong partnerships among its 10 schools, neighboring institutions and the community. Visionary leader and lifelong academic Daniel Diermeier joined Vanderbilt as its ninth chancellor on July 1, 2020, and his commitment to excellence shows great promise for the university’s future.



From its inception, Vanderbilt offered undergraduate and graduate studies in the liberal arts and sciences, as well as in several professional schools. National recognition of the university’s status came in 1949 when Vanderbilt became part of the prestigious Association of American Universities. By its 90th anniversary in 1963, Vanderbilt ranked in the top 20 private universities in the United States.

Today, Vanderbilt is a world-class institution contributing knowledge and talent across the U.S. and around the globe, while engaging with the critical questions that will determine the future well-being of our society and planet. A leader in higher education access, Vanderbilt is unique among its peers in meeting the financial needs of undergraduate students through Opportunity Vanderbilt—a no-loan grant and scholarship program. The university attracts exceptional students, both nationally and internationally, and cultivates excellence in diverse fields across the institution. Vanderbilt comprises 10 schools and colleges, enrolling 6,886 undergraduates and 6,245 graduate and professional students. There are 4,783 faculty and 4,470 dedicated staff. As reflected in the 2019 Financial Report, the university has total net assets of \$6.7 billion and an endowment with market value of more than \$6 billion.

In the past decade, Vanderbilt has invested heavily in undergraduate and graduate education while increasing its rigor in recruitment and retention of an outstanding and diverse faculty, and in cutting-edge research. During this period:

- The acceptance rate for undergraduate admissions declined from 25 to 9.1 percent (SAT middle 50 percent scores are 1460–1560)
- Minority representation among first-year students rose from 22.2 to 42.1 percent
- Endowed chairs across the institution surged from 200 to 435



With much excitement across campus with the arrival of a new chancellor, the university is expected to continue its growth and enhance its standing among peers. Already, Vanderbilt's upward trajectory is reflected in national rankings of higher education institutions. *U.S. News & World Report* ranks Vanderbilt 15th in its listing of national universities. Its professional schools similarly stand out: Peabody College of education and human development (#4); School of Nursing (#9 for master's program, #5 for doctoral programs); School of Medicine (#18); Law School (#18); Owen Graduate School of Management (#23); and School of Engineering (#39). Many disciplines in Arts and Science are highly ranked on a national level, and the college is known for its interdisciplinary approach to teaching and research.

Faculty members are nationally and internationally esteemed for their research contributions. Forty-one Vanderbilt faculty are fellows or members of a National Academy; 12 are fellows of the American Academy of Arts & Sciences; 18 of the American Academy of Nursing; and 135 of the American Association for the Advancement of Science. Three Nobel Laureates have served on the faculty. Vanderbilt is among the top 25 U.S. universities for federal funding for research and development, with expenditures of \$271 million and awards of \$254 million in fiscal 2020.

Vanderbilt is deeply committed to diversity and the collective strength afforded by its ten schools. Its compact geography sustains a sense of community, encouraging interaction and partnership across disciplines and schools. As "One Vanderbilt," the university's students, faculty, and staff are energized, enterprising, and collaborative.

During the 2013-14 academic year, the faculty led a strategic planning process with then Chancellor Zeppos, formally launching the [Academic Strategic Plan](#) in August 2014 to define Vanderbilt's path for the next decade and beyond. This effort focuses on expanding Vanderbilt's achievements as a great research and teaching institution, one steeped in creativity, collaboration, and civility. The plan emphasizes four pillars that define the heart of the institution's mission and future strategy: trans-institutional programs, the undergraduate residential experience, education technologies, and health care innovation.

Vanderbilt's Chancellor, Board of Trust, senior leadership team, and faculty are committed to the university's deeply rooted culture of cooperation and mutual respect. The dedicated professionals who join the university are team-oriented individuals eager to help each other foster the university's mission, develop excellence, and ensure equity, diversity, and inclusion.

Quick facts regarding the university can be found [here](#).

Vanderbilt University Medical Center

Managing more than 2 million patient visits each year, [Vanderbilt University Medical Center](#) (VUMC) is one of the largest academic medical centers in the Southeast and is the primary resource for specialty and primary care in hundreds of adult and pediatric specialties for patients throughout Tennessee and the Mid-South. The School of Medicine's biomedical research program is among the nation's top 10 in terms of National Institutes of Health peer review funding,



receiving more than \$500 million in public and private awards during 2016. The Medical Center is the region's locus of postgraduate medical education, with over 1,000 residents and fellows training in more than 100 specialty areas. Vanderbilt University Adult Hospital and the [Monroe Carell Jr. Children's Hospital at Vanderbilt](#) are recognized each year by U.S. News & World Report's Best Hospitals rankings as national leaders, with 19 nationally ranked adult and pediatric specialties. Through the Vanderbilt Health Affiliated Network, VUMC is working with over 60 hospitals and 5,000 clinicians across Tennessee and five neighboring states to share best practices and bring value-driven and cost-effective health care to the Mid-South.

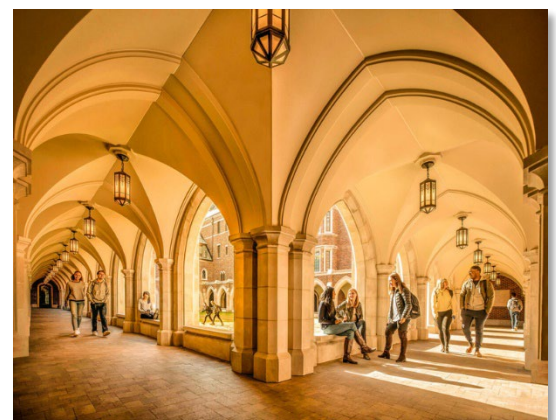
While Vanderbilt University is an independent, privately supported institution—the [Vanderbilt University Medical Center](#) is an affiliated nonprofit. Together they engage in frequent cross-disciplinary collaboration to drive innovation and positive change across society at large and work in collaboration in advancing the medical center's mission of working through the exceptional capabilities and caring spirit of its people, Vanderbilt will lead in improving the healthcare of individuals and communities regionally, nationally, and internationally. We will combine our transformative learning programs and compelling discoveries to provide distinctive personalized care.

Together, the number of people employed by these two organizations exceeds that of the largest private employer in the Middle Tennessee region.

Campus

Located a mile and a half southwest of downtown [Nashville, Tennessee](#). Vanderbilt University's campus comprises more than 340 acres and 179 buildings, with the total physical plat commanding 12 million square feet. Additional real-estate managed by the university includes 61 buildings totaling nearly 3 million square feet. [Campus map](#) | [Vicinity map](#)

Vanderbilt is home to more than 300 tree and shrub varieties and was designated an arboretum in 1988. The oldest building on the original campus was constructed around 1859. The Peabody College section of campus has been listed on the National Register of Historic Places as a National Historic Landmark since 1966. [Vanderbilt Dyer Observatory](#), located about 9 miles from campus, also is listed on the National Register of Historic Places.



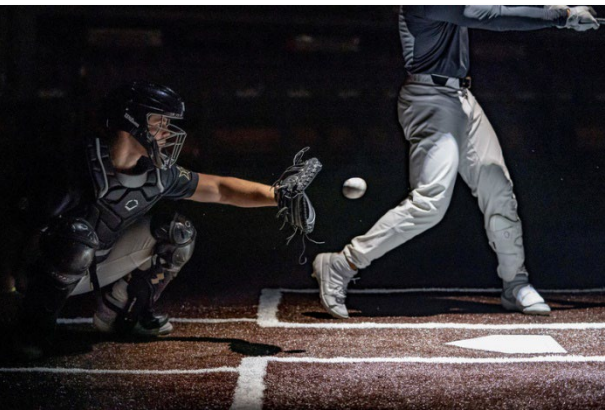


Athletics

The Vanderbilt University Commodores are a Division I school competing in the Southeastern Conference's Eastern Division, Southland Bowling League, and American Athletic Conference for lacrosse. Vanderbilt has celebrated five national championships including the 2019 College World Series.



A \$300 million investment in Vanderbilt University's athletic programs is bringing big change to the school's sports. In 2021, [Vandy United](#) announced a fundraising campaign focused on the athletic programs, in which the school will invest \$100 million combined with \$100 million from donor gifts. The expansions include a basketball operations center and upgrades to the north end zone at the football stadium. Upgrades include practice gyms, new locker rooms, a new weight room, a new video board for the football stadium, and hospitality areas. The south end zone will have new seating, a multi-floor facility, new premium seat offerings, and a new videoboard and stadium acoustic system among other changes. An indoor football practice facility will also be added. Other sports to be impacted, including projects for the baseball facilities and tennis complex. These changes will catapult Vanderbilt's ability to enhance success on and off the field for all of its student-athletes. See all the upgrades and renderings [here](#).



Men's varsity teams: Baseball, basketball, cross country, football, golf, tennis

Women's varsity teams: Basketball, bowling, cross country, golf, lacrosse, soccer, swimming, tennis, track and field

National championships: Bowling (2007, 2018), Baseball (2014, 2019), Women's tennis (2015)

Current Athletic Facilities Seating Capacity:

Memorial Gymnasium (basketball): 14,316

Vanderbilt Stadium (football): 40,350

Charles Hawkins Field (baseball): 3,626



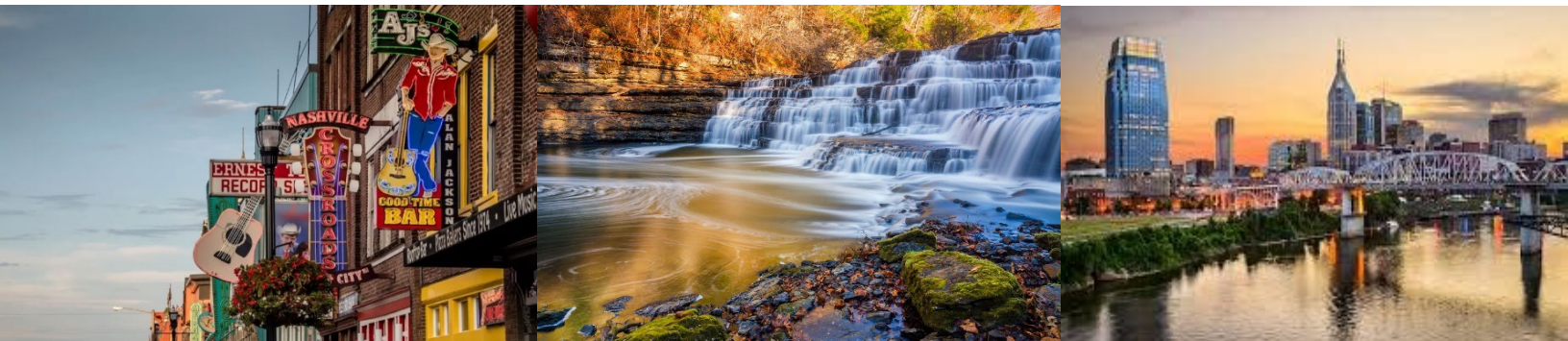
The Location – Nashville, Tennessee

Located along the Cumberland River, Tennessee's capital city, Nashville, is a growing metropolitan area that sits among some of the state's most fertile farmland and scenic beauty.

The Nashville region is home to more than 2 million people. The area possesses a unique vibrancy, artistic and musical essence, and a competitive edge in technology and innovation. The Nashville region is defined by a diverse economy, low costs of living and doing business, a creative culture, and a well-educated population. Cultural diversity, unique neighborhoods, a variety of industries and a thriving creative community make Middle Tennessee among the nation's best locations for relocating, building a business, enjoying a balanced lifestyle, and raising a family.

The entertainment scene in Nashville is unrivaled in America for fans of live music, foodies, families, art enthusiasts, sports buffs, and nature lovers alike. Nashville routinely places at the top of national and international livability rankings from the likes of Rolling Stone, Southern Living, Thrillist, Travel+Leisure, and Trip Advisor. A vibrant culture centered on creativity, music and entrepreneurship complements its robust dining scene, popular entertainment venues, and beautiful outdoors spaces. There is live music every day of the week with more than 120 performance venues, more than 120,000 seats in a wide array of entertainment spaces, 425 downtown restaurants, bars, nightlife venues & coffee shops. Nashville has a vast array of food options from cheap eats to fine dining and was named one of America's 2019 Top 10 Best Foodie Vacations. The city is home to four professional sports teams: Tennessee Titans (NFL), Nashville Predators (NHL), Nashville Soccer Club (MLS), Nashville Sounds (AAA Baseball), and the epicenter for more than 630 arts, museums, culture and humanities destinations, 56 golf courses, 80 miles of paved trails, 30,000 acres of inland lakes, and more than 200 public parks.

Middle Tennessee is a rich assembly of people with widely varied backgrounds, experiences, and interests. Nashville's diverse, inclusive population creates a culturally competent community - the community understands the importance of diversity and inclusion - with one in eight Nashvillians being foreign-born and international migration accounting for more than 20 percent of Nashville's net in-migration from 2010 - 2018.



Nashville has a metropolitan government, and the city is largely urbanized with extensive residential areas. Population growth continues to increase due to transportation advantages, labor supply, and development opportunities. Additionally, Tennessee has the second lowest state and local tax burden per capita, and no income tax on wages.

The region is home to more than 53,000 businesses. Major industries in Nashville include Health Care Management, Automobile Production, Finance, Higher Education, Insurance, Music Production, Printing & Publishing, Technology Manufacturing, and Tourism. A national hub for the creative class, Nashville has the strongest concentration of the music industry in America. During FY 2019-20, the Music City hosted 16.1 million visitors, an increase of 6% over the previous year. The region boasts 100,000 leisure and hospitality jobs. Many corporate headquarter giants call Middle Tennessee home, including Nissan North America, Bridgestone Americas, Dollar General, Hospital Corporation of

America, AllianceBernstein, iHeartMedia, Mitsubishi, The ICEE Company, and Amazon – with the number one employer being Vanderbilt University Medical Center and Monroe, Carrell Jr. Children’s Hospital at Vanderbilt.

Nashville highly values education and offers abundant options for learners in all stages of life. Nashville has one of the fastest-growing and best-educated populations in the country. Known as the Athens of the South, the Nashville region is home to some of the nation’s top-ranking universities and high-performing K-12 education systems.

Tennessee is leading the nation in helping its resident access free college. Any graduating Tennessee high school student (tnpromise.gov) or adult without a degree (tnreconnect.gov) can attend two years, tuition-free at any of Tennessee’s community colleges or Tennessee Colleges of Applied Technology.

With 18 colleges and universities, Nashville is home to more than 124,000 college students, the largest in a four-state region. Home to top-ranking universities: Vanderbilt University, Middle Tennessee State University, Tennessee State University, Lipscomb University, Belmont University, Austin Peay University, Tennessee Tech, Fisk University, Meharry Medical College and many more. Each year, 26,000 of these students graduate and 60% remain in the Nashville region.

Nashville is full of young, creative talent with a median age of 36. Nashville consistently ranks in the top metros across the country for attracting young professionals, with millennials representing nearly 25 percent of talent in the area.

Nashville enjoys a relatively mild and pleasant climate, with only a few days of the year having either very hot or very cold conditions. A few flakes of snow may fall in the winter, and the city essentially shuts down when there is any accumulation, although that is rare. Generally, an evening’s snowfall has evaporated by mid-morning. The city receives an average of 45 inches of rain per year. Long springs and falls mean a long season for beautiful flowers.

RANKINGS & ACCOLADES

Nashville Ranked Top 10 City to Live After the Pandemic - Today

"There’s good reason the Music City is growing quite quickly. Berkin says it provides a great job market, high quality of life and low cost of living — all while having a great live music scene. Berkin also notes it’s an especially smart choice for young entrepreneurs interested in technology startups. Nashville is great for the long term; it’s a popular place to retire with its reasonable cost of living, beautiful weather, access to great health care, relatively low taxes and wonderful retirement communities."

Nashville Ranks #1 in 2021 for Most Economic Growth - Stessa

Nashville #1 in Metropolitan Economic Strength Rankings - Policom

Metropolitan Statistical Areas (MSA) have at least one urbanized area of 50,000 or more population, plus adjacent territory that has a high degree of social and economic integration with the core as measured by the location of the commuting workforce.

Top 7 high schools in Tennessee Located in Nashville Region - U.S. News & World Report

2019 Nashville Named Best Sports City - Street & Smith's Sports Business Journal

For Cities Getting Richer the Fastest, Look to the South - The Wall Street Journal

The Census Bureau released the results of the 2015 American Community Survey, which allows comparison of incomes city by city. Among America’s 50 biggest metropolitan areas, the biggest household income gains were in Nashville.

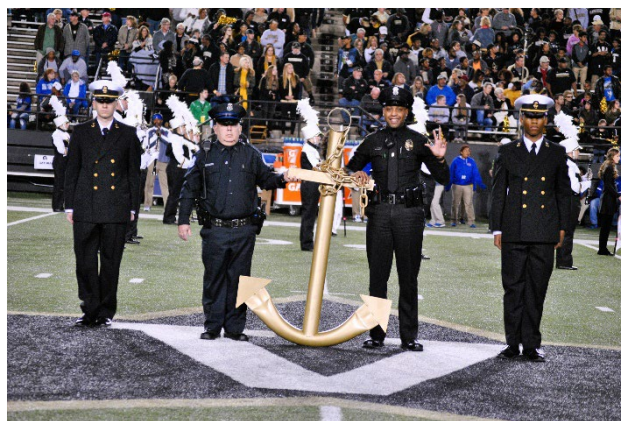
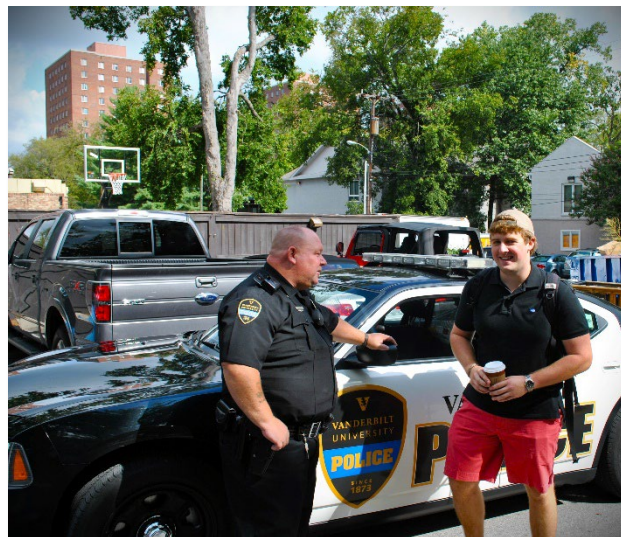
Department of Public Safety

Vanderbilt University Department of Public Safety includes the Police Department, Emergency Management, Parking Services, and Workplace Safety. It is dedicated to the protection and security of Vanderbilt University and its diverse community.

Senior Associate Vice Chancellor & Chief of Police [August Washington](#) directs and is responsible for the control of all police department operations in accordance with ordinances, policies and regulations of the Metro government and the University. The Senior Associate Vice Chancellor & Chief of Police reports to the Vice Chancellor for Administration.

As one of Tennessee's larger law enforcement agencies, the Police Department provides comprehensive law enforcement and security services to all components of Vanderbilt University including the Vanderbilt University Campus, Vanderbilt University Medical Center (VUMC), Vanderbilt Health at One Hundred Oaks, and a variety of University-owned facilities throughout the Davidson County area.

The Department of Public Safety includes a staff of over 300 people. The Police Department is organized into three Divisions: Administration, Operations, and Auxiliary Services. All of Vanderbilt's commissioned officers have completed officer training at a state-certified police academy. Those officers hold Special Police commissions and are required to attend annual in-service, as well as on-the-job, training. The Department also employs non-academy trained officers for security-related functions. Employment opportunities are available.



Fulfilling Its Mission - Vanderbilt's Department of Public Safety:

- Delivers superior law enforcement services with integrity and pride.
- Respects and safeguards the dignity and rights of all individuals.
- Demonstrates respect toward the people it serves and one another to maintain an environment of trust.
- Develops partnerships with all segments of its community through effective communication and collaboration.
- Carefully selects and maintains a well-trained, educated and professional staff.
- Accepts individual responsibility and accountability for its actions.



Services

The Vanderbilt University Police Department offers numerous services outside the scope of duties. In addition to the law enforcement duties of the department, they offer the following services and programs to its community.

- [AlertVU](#)
- [Educational Services](#)
- [Emergency Phones](#)
- [Fingerprinting](#)
- [Identity Theft](#)
- [Internet Exchange Area](#)
- [Lighting Comment Form](#)
- [Lost and Found](#)
- [Management of Aggressive Behavior \(MOAB\)](#)
- [Community Service Officers](#)
- [R.A.D. Self Defense](#)
- [Submit A Crime Tip](#)
- [Victim Services](#)



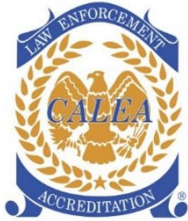
Authority

Non-commissioned and commissioned officers staff the department. Commissioned officers are empowered to make arrests as "Special Police Officers," through the authority of the Chief of Police of the Metropolitan Government of Nashville and Davidson County. Vanderbilt officers with Special Police Commissions have the same authority as that of a municipal law enforcement officer, while on property owned by Vanderbilt, on adjacent public streets and sidewalks, and nearby neighborhoods. When a Vanderbilt student is involved in an off-campus offense, police officers may assist with the investigation in cooperation with local, state, or federal law enforcement. Metro Nashville police routinely work and communicate with campus officers on any serious incidents occurring on campus or in the immediate neighborhood and business areas surrounding campus. Vanderbilt University operates no off-campus housing or off-campus student organization facilities. However, many graduate students and some undergraduate students live in the neighborhoods surrounding Vanderbilt. While Metro Nashville police have primary jurisdiction in all areas off campus, Vanderbilt officers can and do respond to student-related incidents that occur in close proximity to campus. Vanderbilt officers have direct radio communications with the city police, fire department, and ambulance services to facilitate rapid response in any emergency situation.

Accreditation

Vanderbilt University Public Safety maintains national, international, and state level triple accreditation through three governing bodies: CALEA (Commission on Accreditation for Law Enforcement Agencies), IACLEA (International Association of Campus Law Enforcement Administrators), and TLEA (Tennessee Law Enforcement Accreditation).

VUPS was the first public safety agency in the state of Tennessee to gain accreditation from CALEA, IACLEA, and the state. VUPS is one of 25 college public safety agencies in the country that are accredited by CALEA and IACLEA but is the only college public safety agency that holds CALEA Law Enforcement accreditation, CALEA Public Safety Communications accreditation, and IACLEA accreditation.



VUPS was initially accredited through CALEA in November 2009.
Reaccreditation occurred in 2016 and 2019.
VUPS is preparing for its next reaccreditation on-site inspection in 2023.



VUPS Communications Unit was initially accredited through CALEA in 2019.
VUPS Communications Unit next reaccreditation inspection will occur in 2023.



VUPS was initially accredited through IACLEA in 2010.
Reaccreditation occurred in 2016 and 2020.
VUPS is preparing for its next reaccreditation inspection in 2024.



VUPS was initially accredited through TLEA in 2011.
Reaccreditation occurred in 2017 and 2019.
VUPS is preparing for its next reaccreditation inspection in 2023.

Strategic Plan

As the first Strategic Plan for Vanderbilt University Police Department, this three-year plan is a work in progress and is designed to serve as an adaptable, flexible guide to focus the priorities of the organization. The plan is practical and realistic, providing a course for the future. As Vanderbilt University and the Vanderbilt University Medical Center continue to grow and expand to meet the needs of the community, the Police Department must be prepared to meet the increasing service demands that result from that growth. This Strategic Plan will guide the department as they meet the challenges of new leadership within the University and the department, an increasingly conservative budget forecast, and the challenges of emerging technology. This Strategic Plan lays the groundwork for staffing plans, equipment prioritization and replacement schedules, identification and focus of agency training goals, and details departmental goals and objectives.

Multi-Year Plan

Annual goals and objectives specifically define a path to meet current and future service demands identified by expectations from the community for the delivery of quality police and security services. Vanderbilt University Public Safety leaders routinely receive feedback from the Vanderbilt community through ongoing meetings with faculty, staff, and students. In addition, VUPS staff are encouraged to make suggestions for service improvements that are creative, innovative, and efficient. The goals and objectives may change depending upon the development of other operational priorities, change in funding allocations, or service expectations. Quarterly benchmarks and progress are reported by each major component within VUPS to measure progression and success. [Vanderbilt University Police Department 2020-2022 Multi-year Plan](#)

Additional information about the Police Department can be found [here](#).

Additional information about the various areas comprising the Department of Public Safety can be found [here](#).



The Role

Deputy Chief of Police

Summary

The Deputy Chief of Police is part of the executive leadership team for the Public Safety Department at Vanderbilt University and is a leader responsible for leading a Division within the Public Safety Department, providing protective service, law enforcement, and crime prevention for the Vanderbilt community. The Deputy Chief of Police manages the required interagency coordination with a variety of local, state, and federal agencies in law enforcement, disaster preparedness, mitigation, response, and recovery.

Reporting directly to the Senior Associate Vice Chancellor & Chief of Police, the Deputy Chief of Police will exercise discretion and judgment, has a high level of personal accountability, and will assume command in the absence of the Chief of Police.

The Work Unit

Vanderbilt University Public Safety comes under the charge of the Office of the Senior Associate Vice Chancellor & Chief of Police for the Division of Administration. The Public Safety Department includes a staff of over 300 people. The department is organized into four Divisions: Administration, Operations, and General Services and Emergency Management. The Department employs commissioned officers, non-academy trained officers for security-related functions, and administrative personnel.

Key Functions and Expected Performance

Administration and Compliance

- Directs the administration, planning, and organization of the Vanderbilt University Public Safety Department which includes police operations, parking services, emergency preparedness, dignitary protection, and community relations.
- Establishes long and short-range goals and objectives for Public Safety operations.
- Assist SAVC and Chief of Police with the development of rules, regulations, policies, and general orders by which to govern the operations of the Vanderbilt University Police Department.
- Coordinates program activities to meet all local, state, and federal laws and regulations
- Analyzes operations and service demands and develops plans and strategies for meeting the needs of the community.
- Makes decisions relative to emergency conditions not governed by established policies and general orders.
- Evaluates the services of the department to determine level and quality of service.
- Confers with members of the Vanderbilt community on law enforcement, security and public safety issues and assists in developing policies.
- Prepares or directs the preparation of administration, routine, and special reports.
- Prepares and transmits communications, instructions, and policies to subordinates.
- Identifies and resolves problems and personnel issues critical to the operation of the department.
- Assists community members as necessary when dealing with the criminal justice system and other related matters.

Planning and Budgeting

- Participate in executive management meetings to analyze and evaluate programs and to identify areas where adjustments/improvements are needed.
- Provide recommendations concerning equipment maintenance and replacement needed for effective operations.
- Provide information for strategic planning projects and participates in meetings and planning sessions.
- Recommend changes in department policies, procedures, and/or processes to enhance effective operations or to comply with governing laws, policies, or protocols.
- Prepare executive level management reports detailing the accomplishments, problems, and plans.

Supervisory Relationships

This position has supervisory responsibility over the Public Safety Department and reports directly to the Senior Associate Vice Chancellor & Chief of Police.

Education and Certification

- Bachelor's degree from an accredited institution of higher education is required.
- Master's Degree from an accredited institution of higher education is highly preferred.
- Possession of a special police commission from the Chief Law Enforcement official in Metropolitan Nashville within six (6) months and maintain annual recommissioning is necessary.
- Possession of specialized training or advanced education, i.e., FBI National Academy or the Northwestern University School of Police Staff & Command is highly preferred.
- Possession of a valid driver's license in the State of Tennessee or be eligible to obtain one within sixty (60) days of appointment is required.
- Possession of the requirements for Tennessee P.O.S.T. certification within first six (6) months of appointment is required.
- Successful completion of an annual department authorized and POST approved in- service training course consisting of at least forty (40) hours of instruction is necessary.
- Completion of P.O.S.T. requirements is required.
- Possession of no prior criminal convictions that would prohibit the individual from meeting the standards set forth by the State of Tennessee to be a law enforcement officer is required.

Experience and Skills

- Minimum of 10 years' experience in campus law enforcement is necessary.
- Previous experience managing staff, or a department is necessary.
- Strong organizational, interpersonal, intercultural, communication, and presentation skills is necessary.
- Ability to work with a variety of individuals from various socio-economic, cultural, and ethnic backgrounds is necessary.
- Ability to maintain professionalism, credibility, and excellent customer service skills when dealing with all contacts, internal and external is necessary.
- Ability to lead by example to provide effective leadership and maintain harmonious relationships within the department is necessary.
- Ability to plan, evaluate, and direct the work of subordinates performing varied operations connected with police activities is necessary.
- Ability to establish and maintain cooperative working relationships with city officials, state and federal authorities, civic leaders, and the public is necessary.



Nominations & Applications

LeadExec is partnering with Vanderbilt University in this national search. For inquiries, nominations, applications, and confidential conversations, please contact:

Lisa J. Marks, Founder & CEO
Leyla Kayi, Senior Search Consultant
413.335.6936
deputychiefofpolice@leadexec.com

This position is open until filled but only applications received by **Thursday, June 2, 2022**, can be assured full consideration. Applications should include a detailed letter of interest, and a current curriculum vitae/resume.

LeadExec is a respected expert in retained executive search and organizational development. We identify and engage leaders who make an impact and transform organizations.



Vanderbilt welcomes employees from a wide variety of backgrounds, traditions, and experiences. They recognize the vitality and creativity that comes from bringing different perspectives together. As individuals and professionals, Vanderbilt grows from the ability to recognize commonalities and different histories. Vanderbilt University is committed to achieving the goal of a diverse and inclusive academic community of faculty, staff, and students.

They seek individuals who are committed to this goal and their campus values.

Vanderbilt University is an equal opportunity, affirmative action employer. Women, minorities, people with disabilities, and protected veterans are encouraged to apply.

