



Associate Vice President for Public Safety & Chief of Police

Position Prospectus

The Opportunity

The University of Alabama at Birmingham welcomes inquiries, nominations, and applications for an experienced, dynamic, and entrepreneurial law enforcement leader to serve as its next Associate Vice President of Public Safety & Chief of Police.

The University of Alabama at Birmingham (UAB) is searching for an experienced law enforcement officer whose background demonstrates a commitment to UAB's values of Integrity, Respect, Diversity and Inclusiveness, Collaboration, Excellence and Achievement, Stewardship, and Accountability – a leader who will manage and direct the department's diverse team of 204 operational, law enforcement, security, and emergency management personnel, oversee financial activities, dedicate themselves to building and strengthening an urban campus police and public security department that is collaborative and engaged throughout the organization, and be an active representative of the institution as the college's Associate Vice President of Public Safety & Chief of Police.

Reporting to the Senior Vice President for Finance & Administration, the Associate Vice President of Public Safety & Chief of Police assumes administrative leadership and direct managerial responsibility for ensuring a safe and secure environment for UAB's students, faculty, staff, and visitors. Included are oversight of the police department and its operations, emergency management, and physical security that enhances and standardizes public safety operations across the university and UAB Medicine.

The Chief of Police has jurisdiction and responsibility for the development and implementation of an integrated campus policing, security, and emergency management program for the protection, investigation, and reporting of crimes and offenses occurring on, or involving, The University of Alabama at Birmingham (UAB) students, faculty, staff, property, and other assets. This leader will develop short and long-term strategic plans with emphasis on standard organizational and operational procedures and practices, and is responsible for the design, execution, and effectiveness of a system of internal controls which provide reasonable assurance operations are effective and efficient, assets are safeguarded, and financial information is reliable and compliant with applicable laws, regulations, policies, and procedures.

The Chief of Police serves as the chief advisor to senior leaders on public safety and police operations and is also UAB's liaison with the Birmingham area's law enforcement agencies. As such, the Chief of Police will promote and maintain partnerships with a diverse community, local, state, and federal emergency response agencies, local colleges and universities, as well as public service and community-based organizations.

The Chief of Police supervises UAB's senior law enforcement and other public safety professionals – while simultaneously developing effective strategies for the recruitment, professional development, and retention of qualified and high-functioning police officers and department personnel.

The University of Alabama has a footprint of over 100 square blocks in downtown Birmingham - approximately 636 acres and 216 academic, residential, and recreational buildings, which translates into nearly 16 million square feet of functional building space. Additionally – multiple UAB Medicine hospital and clinic facilities are located on campus.



The University

The University of Alabama at Birmingham (UAB) is part of the University of Alabama System. The University of Alabama System (System) is a major driver for economic, intellectual, and cultural growth for the people of the state and region. The System is composed of three of the most dynamic research universities in the South and a world-class medical center (The University of Alabama, The University of Alabama at Birmingham, The University of Alabama in Huntsville). The System has a \$10 billion annual impact, with \$6 billion in total revenue and 45,000-plus employees.

Since becoming an autonomous campus of the University of Alabama System in 1969, UAB has earned international recognition for its innovative academic programs in a range of disciplines, groundbreaking research and scholarship, and leading-edge patient care. UAB has helped build the future through new ideas and initiatives in the classroom, the laboratory, and in the studio and clinic. UAB is in a strong financial position with favorable enrollment trends, a growing research base, healthy financial margins, and modest debt. The total operating budget for the UAB Campus for FY21 was \$1,448,083,000. The total FY 21 State Appropriations were \$309,113,742, with \$37,955,804 allocated to the Hospital and \$15,247,393 being line items and earmarks for specific purposes. The state appropriation allocation has increased 13.6% or \$37 million since 2018. The state allocation increased for FY22 despite the impact of the pandemic. The university has an Aa2 rating from Moody's and an AA+ rating from S&P.

UAB has partnered with the University of Alabama System, the State of Alabama, and the Birmingham community in successful efforts to combat COVID-19 and its variants. At the same time, UAB has made record-breaking strides campus wide, despite the pandemic. UAB emerges from the challenging past two years more driven than ever to serve and succeed in all pillars of its mission: Education; Research, Innovation & Economic Development; Patient Care; and Community Engagement.

SELECT RANKINGS & ACCOLADES

- UAB is ranked in the top 10% of higher education institutions worldwide for academic research and reputation in *U.S. News & World Report Best Global Universities 2022* America's Best Large Employer for 2021 – *Forbes*
- 16 UAB graduate programs ranked among the nation's top 25 for 2022, including the nation's number one Master's in Health Administration – *U.S. News & World Report - Best Graduate Schools*
- Innovation and Economic Prosperity University – *The Association of Public and Land-Grant Universities (APLU)*
- Best Employer for Diversity among colleges and universities in 2021 – *Forbes*
- Diversity Champion in 2021 (4th year in a row) – *INSIGHT Into Diversity*
- Higher Education Excellence in Diversity (HEED) Award (Fifth time since 2016) – *INSIGHT Into Diversity*



Mission & Values

Vision

One university inspiring and empowering the creation of knowledge that changes the world.

Mission

UAB serves students, patients, the community and the global need for discovery, knowledge dissemination, education, creativity and the application of groundbreaking solutions. We are a leader among comprehensive public urban research universities with academic medical centers.

Shared Values

Integrity – We act ethically and do what is right.

Respect – We treat others with courtesy and civility.

Diversity and inclusiveness – Everybody counts every day. We actively seek varied perspectives in our decision-making.

Collaboration – We trust each other and work cooperatively across disciplinary boundaries in the spirit of shared governance.

Excellence and achievement – We constantly innovate, solve problems and improve ourselves and others through learning.

Stewardship – Fiscal and environmental sustainability guide our decisions.

Accountability – We are answerable to each other and act with the best interests of the university in mind.

UAB's vision, mission and values provide a framework and common language for collaboration and strategic goals that will build on our strong foundation. UAB serves students and patients while recognizing they are also embedded in a vibrant community.

Strategic Plan

UAB's vision, mission, and shared values provide the foundation for its strategic plan, [Forging the Future](#). Visit www.uab.edu/didyouknow to explore the many ways in which UAB is actively living out its mission, vision, and values every day.

Forging the Future, focuses on building collaborations across campus and with the community and key organizations, civic leaders, elected officials, and other stakeholders. The plan, encompassing years 2018–2028, focuses on top strategic priorities, builds on areas of excellence, and promotes innovation, entrepreneurship, and collaboration in all the university's efforts. Since the plan's inception, much has been accomplished, including an inventory of UAB's strengths, acknowledgment of the challenges facing them, and strategic investments in infrastructure and programs with the aim of moving UAB to the forefront of excellence. The plan outlines what sets UAB apart from other institutions, a situational analysis, and identification of peer institutions and defining their pillars. A signature program of *Forging the Future* is the UAB Grand Challenge, Live HealthSmart Alabama, launched in 2019. This ambitious project aims to elevate the state of Alabama out of the bottom 10 in national health rankings by 2030, through a comprehensive and community-based approach to make significant improvements in key health metrics over the next 10 years. *Forging the Future* also included the development and implementation of a Signature Core Curriculum—branded the Blazer Core—that is a unique, shared body of courses undergraduates take during their first two years focusing on developing socially conscious global leaders and citizens. .

Academics

The university comprises 12 academic units (Schools of Business, Dentistry, Education, Engineering, Graduate School, Health Professions, Medicine, Nursing, Optometry and Public Health; Honors College; and the College of Arts and Sciences). UAB has had three consecutive years of overall enrollment exceeding 22,000, and in fall 2021 welcomed its largest-ever freshman class. UAB has been identified as a Diversity Champion by INSIGHT Into Diversity magazine in 2018, 2019 (one of 16) and 2020 (one of 14). These honors recognize UAB's diverse student population, with underrepresented groups making up 41.9 percent of the student body. UAB was the first academic partner to support the Birmingham Promise scholarship in providing Birmingham City Schools graduates an opportunity to attend the university with a tuition scholarship match and additional academic support.

Academic programs at all levels — undergraduate through postdoctoral — are nationally recognized for exceptional research and service-learning opportunities. Undergraduate programs and the Honors College offer the type of hands-on, closely mentored research experiences found primarily at the graduate level in most universities. In the past few years, UAB has launched new programs in immunology, digital forensics, genetics and genomic sciences, bioinformatics, and cancer biology B.S. and neuro-engineering Ph.D. that are the first programs of their kind in the nation. *U.S. News & World Report* 2022 “Best Graduate Schools” includes 16 UAB programs in the top 25 — including a Master of Science in Health Administration program that is ranked first nationally.

Research

UAB's robust research enterprise continues the most successful era of extramural research funding in its history, with a 43% increase over the past five record-setting fiscal years (awards totaled \$648 million in FY21). Among public universities, UAB ranks 18th (top 4 percent) in federal R&D expenditures and 10th in NIH awards (top 3 percent, with all six of its health-related schools—Medicine, Public Health, Health Professions, Optometry, and Dentistry—in the top 10). UAB research encompasses a wide range of disciplines and emerging new fields, and spans the continents in scope: developing revolutionary treatments for the most devastating human diseases, from diabetes to cancer, to Alzheimer's disease; pioneering new materials for everything from stronger military gear to bio-coatings for cardiac stents; combating cybercrime perpetrated from computers around the globe in a one-of-a-kind cyber forensics center through collaborations with the FBI, Homeland Security and industry partners such as Facebook and Google; and making significant advances in climatology, marine biology and medicine in the far reaches of Antarctica. In 2019, UAB was selected as one of eight national Udall Centers of Excellence in Parkinson's Disease. UAB is among the first in the United States to offer clinical trials for treatment of patients with severe COVID-19 using nitric oxide.



As the leading public academic medical center in the Deep South, UAB took a lead role in the battle against COVID-19. Through January 2022, UAB had treated over 6,400 COVID-positive patients and vaccinated nearly 92% of its employees, 74% of on-campus students, and—working with Alabama Department of Public Health and other partners—more than 267,500 residents in all 67 counties of our Alabama. UAB's world-renowned infectious disease experts have continued to collaborate with local, state and federal agencies to deliver critical information to the community, state and media audiences worldwide, doing more than 130 live national TV appearances from UAB studio among hundreds of expert interviews. UAB set an example for the state with early, decisive action to flatten the curve and promote aggressive social distancing among its 22,000 students, 26,000 faculty and staff, and its patients from across Alabama. UAB experts in health informatics quickly developed an online symptom assessment and contact tracing tool that has been adopted by the Alabama Department of Public Health and is in use at dozens of universities and organizations nationwide. UAB is also on the front lines of public health and spearheading the development of possible therapeutics against COVID-19, including Remdesivir (originally developed under the guidance of the UAB-led Antiviral Drug

Discovery and Development Center to treat MERS), which was considered one of the most promising treatments for the disease. Within three months of the beginning of the pandemic, UAB raised over \$1.5 million from local philanthropic sources to support 24 internal, high-impact projects developed by UAB faculty.

Health Sciences & Medical Center

As a nationally and globally competitive academic medical center, UAB provides world-class patient care for the state and region—with more than 1.8 million clinical visits and \$71.5 million in charity care last year—and is committed to educating medical professionals and advancing medical science through research. UAB Health System (UABHS) consists of the UAB Hospital, University of Alabama Health Services Center Foundation, Triton Health Systems, the UAB Callahan Eye Hospital Authority, the Valley Foundation, the Health Care Authority for Baptist Health Medical West Hospital Authority, L.V. Stabler Hospital, J. Paul Jones Hospital, Brian Whitfield Memorial Hospital and the Cooper Green Mercy Health Services Authority. UABHS has developed a strategic alliance with Ascension St. Vincent's to increase access to high-quality, innovative medical care through multiple outlets and health programs. This alliance will address health disparities, mental and behavioral health, and diabetes. The Hospital also has strong ties with other governmental and private nonprofit institutions located within and adjacent to the UAB campus, including Veterans Affairs Medical Center and Children's Hospital. A separate not-for-profit corporation, the UAB Health System directs and provides the coordination and management of the health care entities affiliated with UAB.

The flagship UAB Hospital is the largest in Alabama and 8th largest in the U.S., with 1,207 beds. It houses the state's only designated Level 1 adult trauma center and is the only Alabama hospital to be continually ranked in U.S. News & World Report "America's Best Hospitals." The O'Neal Comprehensive Cancer Center at UAB is the only NCI-designated center in Alabama and is a national leader in driving cancer research, treatment and training. In January 2022, UAB (which has performed the second-most kidney transplants in the history of medicine) successfully tested the world's first human preclinical model for transplanting genetically modified pig kidneys into humans—providing a peer-reviewed proof of concept for xenotransplantation and offering a pathway to a robust, sustainable supply of lifesaving organs.



Innovation & Economic Impact

Driven by an intensely collaborative and entrepreneurial character, UAB is the economic engine of the region with a statewide economic impact exceeding \$7.15 billion annually. UAB is Alabama's largest single employer, with more than 26,000 faculty and staff, and supports more than 64,000 jobs statewide — one of every 31 Alabama jobs. UAB's decades-long partnership with its community and state has led to the economic, cultural and social renaissance of Birmingham — the state's largest metro area, with a population of 1.1 million — as the city has grown from a primarily steel-based economy to a thriving nexus of R&D, medicine, banking, and other service industries.

The UAB Harbert Institute for Innovation and Entrepreneurship is accelerating commercialization and training tomorrow's entrepreneurs, generating in FY21 more than \$5 million in revenue; 120 Intellectual Property (IP) disclosures; 19 U.S. patents; 49 licenses; three startup companies; \$852,000 in Small Business Innovation Research (SBIR)/ Small Business Technology Transfer (STTR) expenditures. UAB continues collaborating with Southern Research, Innovation Depot, the City of Birmingham, Jefferson County Commission, Birmingham Business Alliance, the corporate community, and other partners to foster a robust technology-based economy for the region and state.

Community Impact

The Times Higher Education Impact Rankings 2020 highlighted the impact of UAB on society to build healthier communities, ranking first in the United States and seventh in the world for achieving good health and well-being community outreach. Live HealthSmart Alabama, aims to improve the health outcomes in Alabama by 2030 by addressing changes in policies, neighborhoods, schools and workplaces. UAB partnered with the City of Birmingham to create a smoke-free Health District on Birmingham's Southside. Lakeshore Foundation and UAB have collaborated on rehabilitative science research to improve the quality of life for individuals with physically disabling conditions. The Sparkman Center for Global Health works to alleviate health problems in less developed countries by increasing public health capacity, and UAB's School of Nursing is designated as a Pan American Health Organization/World Health Organization (among 43 worldwide) for their sustained involvement in developing the global nursing workforce. The employee-led Benevolent Fund works with more than 140 local nonprofits. UAB employees and students built six Habitat houses volunteering 15,800 hours. Blazer Pulse, a community service application, has logged over 60,000 hours of service with 90 community partners. Blazer Home is a neighborhood living initiative that provides grants to employees for down payments or renovations on an existing home in an incentive zone in the city.

In December 2020, UAB became the first university to adopt the Okanagan Charter and to be recognized internationally as a Health Promoting University. UAB's work to promote bee conservation and growth was recognized by being named a Bee Campus USA by Bee City USA.

Arts

UAB also promotes the cultural and artistic vitality of its community and state. The Alys Stephens Center is Birmingham's home for the performing arts, hosting the Alabama Symphony Orchestra, internationally renowned musicians, and performances by UAB's departments of music and theater. The Alys Stephens Center also takes the arts into the community through its ArtPlay and Arts in Medicine — and is the anchor of UAB's Cultural Arts Corridor, which includes the state-of-the-art Abrams-Engel Institute for Visual Arts.

Facilities

The UAB campus comprises more than 100 continuous city blocks. The campus master plan focuses on enhancing growth management and innovative facilities to support the pillars of the strategic plan. An updated campus master plan received approval in April 2021. Recent projects include Honors Hall, the Collat School of Business, School of Nursing, University Hall, McMahon Hall and the Technology Innovation Center,. Ongoing and upcoming projects include the Science and Engineering Complex, and the Altec/Styslinger Genomic Medicine & Data Sciences Building . UAB has invested more than \$375M in total construction over the past five years and anticipates completion of more than \$750M in total construction over the next five years.



Athletics

UAB is a current member of Conference USA and moving to the American Athletic Conference. The university participates in Division I of the NCAA, sponsoring six men's teams and 12 women's teams. Blazer Football moved into the new Protective Stadium in 2021 and won the 2021 Independence Bowl, defeating the highest ranked opponent in program history (13th ranked BYU). New and upcoming athletic facilities include a Football Operation Center, Basketball Practice Facility, and a Baseball/Softball Clubhouse.



The Location – Birmingham, Alabama

Located in the heart of the Southeast, Birmingham is a short drive from Atlanta, Nashville, New Orleans, Memphis, the Blue Ridge Mountains, and Gulf Coast beaches. Birmingham has been recognized as an “All-American City” by the National Civic League, as one of the top 10 American cities to live and work, one of the top 10 entrepreneurial and job growth hot spots in America and Conde Nast Traveler’s pick for one of 22 Best Places to Go in 2022.

Downtown Birmingham has enjoyed a revitalization in recent years, with the development of Railroad Park — an award-winning urban park — and its adjacent Regions Field, home to the minor league Birmingham Barons — an award-winning stadium. The park and stadium projects have kickstarted major growth in surrounding districts, including craft breweries, boutique shops, restaurants, loft and apartment buildings, innovative workspaces, and hotels. Birmingham’s airport, Birmingham-Shuttlesworth International Airport, was completely renovated in 2013. Because of this platform, and because of its sports history, Birmingham has been selected to serve as the host city of the 2022 World Games.

Birmingham is also a renowned culinary destination, with one of its signature restaurants recently winning two James Beard Foundation awards and many other restaurants named as finalists. Food critics across the country have discovered Birmingham’s food scene and consistently rank it as one of the best food cities in America.

There are a host of attractions only a short walk from UAB’s campus, the Birmingham Civil Rights District National Monument, composed of sites such as Sixteenth Street Baptist Church, Kelly Ingram Park and the Civil Rights Institute — a major destination for visitors from around the world. Birmingham’s cultural scene is thriving, with museums, numerous galleries, music and arts festivals, theaters and live music venues, a professional ballet company, a professional opera company, a School of Fine Arts, the Jazz Hall of Fame, the recently restored historic Lyric and Alabama theaters, and UAB’s Alys Stephens Performing Arts Center is the home of the Alabama Symphony Orchestra.

Birmingham is in proximity to many state and national parks, lakes, urban greenspaces, and hiking and biking trails. The city has more green space per capita than any other major city in the United States. [Explore Birmingham online.](#)

Recent Rankings for Birmingham Include:

- No. 1 employer in the state (Forbes, 2022) – UAB
- No. 1 employer for diversity among colleges and universities (Forbes 2021) – UAB
- No. 1 city in the country where your paycheck goes the furthest (Trulia, 2018)
- No. 2 up-and-coming tech hotspots (Livability, 2018)
- No. 3 in economic growth potential (Business Facilities, 2019)
- No. 3 for new business climate (Business Facilities, 2019)
- No. 4 best employer for diversity in America (Forbes, 2021)
- No. 4 best cities for job seekers (Thrillist, 2019)
- No. 7 city with the fastest-growing income (Smart Asset, 2017)
- No. 8 most affordable city to live and work (Business Student, 2019)
- Top 10 up-and-coming foodie city (Trip Advisor, 2018)



UAB Police & Public Safety

Professionally, effectively, and caringly—this is how the men and women of the UAB Police & Public Safety Department seek to serve the UAB community. The department's philosophy of community policing integrates crime prevention, problem resolution, and community involvement in an unprecedented manner - allowing them to provide the support and service deserved by UAB guests, students, and employees. Accredited by the Commission on Accreditation for Law Enforcement Agencies and the International Association for Campus Law Enforcement Administrators, the UAB Police Department & Public Safety has earned a reputation for excellence.

The University of Alabama at Birmingham is committed to providing a safe and secure environment for all students, faculty, staff, patients, and visitors. In the heart of Birmingham, UAB is part of a greater urban community. Within campus boundaries, there is a mixture of public and private property. Overall, the campus consists of approximately 636 acres and 216 academic, residential, and recreational buildings, which translates into nearly 16 million square feet of functional building space.

A city within a city, UAB has over 22,000 students and more than 26,000 faculty and staff. Campus residence halls can accommodate over 3,400 students. There are also numerous visitors on campus. During special events, the number of visitors can exceed 50,000.



UAB is an open and vibrant campus. Except for residence halls, which are locked twenty-four hours per day, and some research areas, university facilities are generally open to the public during regular business hours. At other times, facilities are locked and only persons authorized or the individual departments within the building may have access to the facility. UAB Facilities maintains university buildings and grounds with a concern for safety and security. Its staff regularly inspects the campus, evaluates lighting, and makes repairs affecting safety and security hazards such as broken windows and locks. The UAB Police & Public Safety Department and other departments assist Facilities by reporting potential safety and security hazards.

No campus is isolated from crime; however, UAB has taken responsibility to employ a variety of security measures to protect the campus community. All persons who come to campus are expected to obey all laws and institutions and department rules related to the use of each facility. Those who fail to comply are subject to arrest and/or disciplinary action through the institutional policies.

Service Area

Units patrol more than 88 city blocks, approximately 300 acres and 216 academic, residential and recreational buildings that translate into nearly 13 million square feet of functional building space.

UAB Police Hospital Precinct provides a safe and secure environment for our patients, families, visitors, faculty, and staff within UAB Hospital, UAB Highlands, and The Callahan Eye Foundation Hospital.

The UAB Hospital Police Precinct maintains a community-oriented police presence within the UAB Medical Centers 24 hours a day, 7 days a week. UAB Police Officers patrol the medical centers with vehicles (marked police units, Human Transporters – Segway) and on foot. The foot patrol is the oldest form of police to public contact. Officers performing foot patrols offer us the ability to make contact with the public and truly exercise the premise of community-oriented policing. Proactive patrolling minimizes the occurrence of crime and unwanted activity in or around the medical center. Some areas require fixed posts where an officer is assigned for extra security purposes and/or public information assistance, such as the University Emergency Department.

Police - Patrol

Patrol Unit is responsible for all sworn personnel assigned to patrol operations. This unit is the center from which all specialized officers are trained and transfer. It is responsible for campus patrol and response to calls for police services, including report writing, preliminary investigations, and security of university property.

The Hospital precinct serves the needs of the University Medical Center, which includes University Hospital, Highlands Hospital, and Callahan Eye Hospital. This unit maintains a police and security presence within the UAB Medical Centers 24/7, responding to calls for police services. They are responsible for patrols and for manning fixed posts in the Emergency room and throughout the Center.

The Criminal Investigations Division responds to all reports of crimes on campus. This unit is responsible for working with victims and witnesses, recovering property, making arrests, and obtaining convictions. They also are responsible for conducting background investigations and administering investigative testing as a part of the department's hiring process.

The Property, Records, and Crime Statistics unit within this division is responsible for all property impounded by the department and for the receipt and maintenance of physical records of Police operations.

The Office of Professional Standards is responsible for accreditation, communications, compliance, crime prevention, and training. This unit ensures that the department operates under the requirements of the Standards for the Commission for the Accreditation of Law Enforcement Agencies, Inc. Within this office operates Communications, responsible for all dispatch services within the Department; Crime Prevention, responsible for the development, coordination and implementation of all crime prevention programs involving the UAB community; and Training, responsible for uniforms and equipment, academy cadet officers, the Field Training Program, and for all in-service training sessions presented at the department.

The Housing/Special Operations Division is responsible for providing high visibility patrols in and around the residence halls, parking lots and decks, and responding to criminal and service calls within the residential areas. This division includes the campus security services, a support service of the department of non-sworn personnel who assist visitors, patients, students, faculty, and staff with basic first-responder needs.

The Financial Management and Administration Division oversees the Financial and Administrative responsibilities of the Department and is responsible for activities vital to the effectiveness of the overall departmental operations such as budgets, payroll, procurement, personnel management, service center management, and technology management.

Security Services

The Security Services Unit is a support service of the UAB Police & Public Safety Department. The unarmed officers are non-sworn personnel who assist visitors, patients, students, faculty, and staff with basic first-responder needs. Their responsibilities include monitoring the parking decks, providing parking lot security, giving directions, assisting with traffic control, providing road service assistance, and assisting with other emergencies as required.

Emergency Management

This division of UAB Police and Public Safety is charged with the oversight of a comprehensive emergency management program, facilitating institutional collaboration, resource-sharing and monitoring activities that maintain the safety of the University of Alabama at Birmingham.

Emergency Management Objectives:

- Provide oversight for the mitigation, preparation, response, and recovery related to emergencies that may impact UAB.
- Review identified threats, potential hazards, adverse events, and assess the impact on the varied UAB interests.
- Adopt an all-hazards approach to emergency management to address a range of emergencies regardless of cause.
- Exercise, evaluate, and revise as appropriate emergency planning and response documents.

UAB Police and Public Safety Facility

A new \$8.2 million, 28,000-square-foot facility opened in 2018 and provides a state-of-the-art space for police operations and room to accommodate continued growth of the department. It is tailored to the specific needs of UAB Police.

The ground floor of the facility includes a lobby area for public information and interaction with UAB police, a records storage area, evidence processing and evidence storage areas, patrol department staff offices, and an officer roll-call area. The floor also includes UAB Security Services staff offices, a breakroom, men's and women's locker rooms with showers, an in-house weight room, communication department staff offices, and a 24-hour, seven-day-a-week emergency call center.

The first-floor communication department serves as a storm shelter for officers and staff and allows for continuous operation of the emergency call center during severe or inclement weather.

The second floor is home to senior staff, administrative department, investigations department and training department staff offices. A conference room, breakroom and 1,500-square-foot training room for police department staff are located on the second floor. UAB police officers will also host public training courses in that space.



Technology to Support Campus Safety

B-Alert

The department distributes timely warnings via the UAB's B-ALERT emergency notification system to communicate through voice calls, SMS text messages and emails to the entire campus all at the same time. B-ALERT also integrates with Facebook and Twitter. Timely Warnings are issued to alert the university community to certain crimes in a manner that is timely and will aid in the prevention of similar crimes.

Help Phones

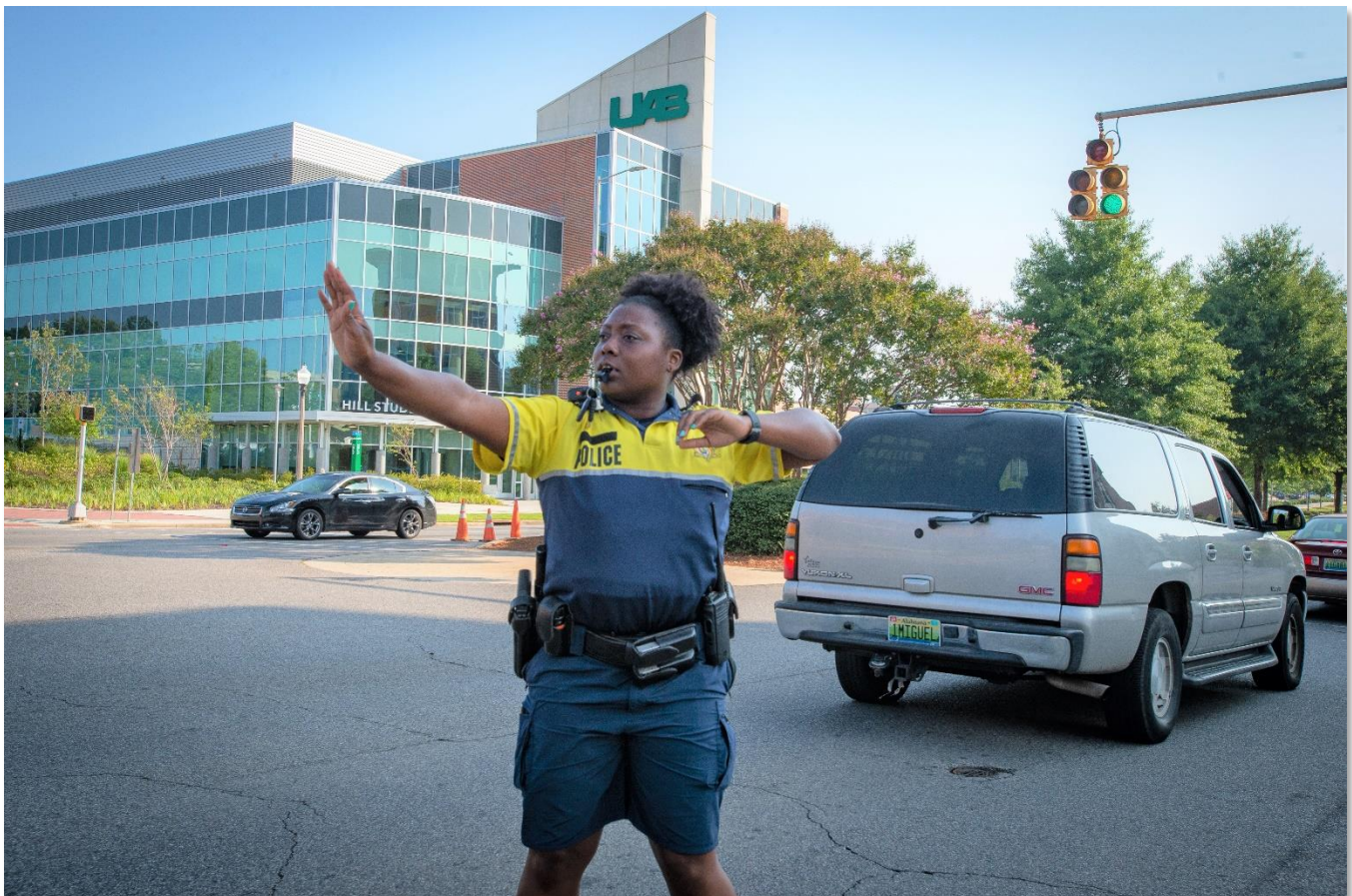
There are over 490+ Help Phones conveniently located throughout the UAB Campus. These phones are in building hallways, elevators, parking lots, parking decks, between buildings and in various remote areas. They are a direct link to the UAB Police & Public Safety Department and are monitored 24 hours a day.

Rave Guardian

A variety of resources and services are available to UAB students and employees that contribute to the overall safety and security of the campus, reducing the success of criminals. Rave Guardian is a way to improve personal safety and protect others by building individual private safety networks. This free app provides instant communications with friends, family, co-workers, UAB Police, and even 911 in the event of an emergency.

Technology to Support the Department

UAB's Police and Public Safety have implemented a variety of technologies to advance the efficiency and effectiveness of services and to protect officers and the public. In-car and body worn camera systems, electronic key systems, advanced GIS and interactive mapping, communications and communications recording, video surveillance, and records management, as well as intelligence gathering and sharing systems - to highlight a few.



UAB Police & Public Safety

VISION STATEMENT

This Department will be the vanguard of safety for our university community by doing anything for anybody at any time.

MISSION STATEMENT

To provide high quality accessible service to the University community that helps foster safety and security on campus by being responsive to the changing needs of our customers.



Public Safety Programs

The UAB Police and Public Safety department advances its vision and mission by engaging the campus community in a broad spectrum of safety education and programming. Additionally, the **UAB Police Advisory Board** deploys community volunteers to listen to the needs of people and presents those concerns to UAB's Chief of Police. The program encourages involvement by acknowledging the concerns of each individual.

Education and Programming include:

- **UAB Campus Watch**- Applying the concept of Neighborhood Watch to the campus/medical center environment. This program encourages the community to take an active role in the fight against crime.
- **Rape Aggression Defense**- This program teaches an individual how to become aware of potential aggressors, and to protect oneself from existing aggressors. UAB students, faculty, and staff learn how to defend themselves if attacked.
- **Operation I.D.** - Property protection with the aid of an engraver. The engraver helps the UAB community to become more mindful about their valuables and allows for speedy recovery of lost or stolen items.
- **Drug and Alcohol Abuse** – Teaching the signs, symptoms, and consequences of abuse. This program is very beneficial towards educating our students on the causes and effects of drugs and alcohol abuse.
- **Pedestrian Safety Campaign** – Encouragement of safe habits and traffic policies. Pedestrian Safety is a very serious concern, and a behavioral change is needed.
- **Get Mugged Campaign** – Understanding the need to be aware of your surroundings.

- **UAB Healthy Lifestyles** – Teaching the youth about life choices and consequences. Persuading adolescents to make better decisions that are beneficial to their health.
- **Cashier Awareness Seminar** – Teaching methods of identifying US currency. Cashiers learn to identify counterfeit money.
- **Domestic Violence Seminar** – Teaching the signs and symptoms of abuse. During this seminar, the UAB community learns different approaches to getting help for themselves and love one's going through domestic violent situations.
- **Workplace Violence Seminar** – Learning different methods to identify and curtailing workplace violence. Reviewing laws and employee rights.
- **Personal Safety Awareness Seminar** – Informing the community of the dangers that lurk in the area. Offering suggestions to keeping persons and their environment safe.
- **Finger Printing Program**- Making parents aware of the benefits of having their children fingerprinted. An initiative for the community to understand being identified by finger printing and a productive activity for young children.

Additional programs and services include:

- Bicycle Training
- Blazer Express Safety Escort
- UAB Help Phones
- Victim Awareness Assistance

Finally – members of the Police and Public Safety department go the extra mile by volunteering for a variety of campus and community initiative. Annually, the department volunteers for the UAB Benevolent Fund, building Habitat for Humanity houses, providing childcare during the holidays, and participating in the UAB Toy Drive.

Awards

The department demonstrates appreciation of their team through annual awards, including Leadership Awards, the Chief's Choice Award, the Professional Staff Award, as a monthly Top Cop and Civilian of the Month award, and the Employee of the Quarter and Employee of the Year awards.

The University of Alabama at Birmingham's Police and Public Safety Department has achieved Accreditation from the International Association of Campus Law Enforcement Administrators, the leading authority for campus public safety. UAB's Police Department was the first university police force in Alabama accredited by the International Association of Campus Law Enforcement Administrators (IACLEA). The International Association of Campus Law Enforcement Administrators is the largest professional association devoted to excellence in campus public safety and law enforcement. UAB Police's IACLEA accreditation has been extended through July 2025, at which time the department will be expected to demonstrate continued compliance with all applicable standards required for accreditation. This accreditation runs concurrently with the department's CALEA (Commission on Accreditation for Law Enforcement Agencies) accreditation award.

This accreditation is given every four years. To achieve this accreditation, certain UAB Police standards, policies and procedures, and documentation are reviewed by the IACLEA Accreditation Commission over a two-week period.

The UAB Police and Public Safety Department demonstrated to outside, impartial experts its compliance with national best-practice standards that denote current best practices in the profession. Fewer than 100 agencies have earned this distinctive recognition.

This is UAB's fifth IACLEA Accreditation Award.

The Role

Associate Vice President for Public Safety & Chief of Police

Summary

To provide direct managerial responsibility over public safety, which includes emergency management, police department management and operations, and physical security to enhance and standardize public safety operations across the University and UAB Medicine. To serve as the chief advisor on public safety and police operations to senior leadership. To advise senior leaders on public safety matters and directly supervise the senior law enforcement and other public safety professionals.

Essential Functions

- Provides effective leadership and management oversight for the UAB-Police Department as well as the Emergency Management and Physical Security functions.
- Works collaboratively with police departments and other public safety functions locally and on each of the UA System's campuses. Initiates and facilitates public safety-related initiatives across the University that promote the efficient and effective use of resources and also ensures consistency in public safety operations on the UAB campus. Serves as the primary point of contact on all University-related public safety matters.
- Plans, directs, and coordinates, through subordinate level staff, the annual budgets and work plans for the UAB Police Department, Emergency Management, and Physical Security.
- Represents the University to elected officials, and other outside agencies on public safety matters; coordinates assigned activities with other University departments, campuses, and outside agencies and organizations.
- Develops and implements appropriate communications protocols and processes regarding public safety matters on the UAB campus.
- Participates on a variety of boards, commissions, and committees; serves as the University's primary representative to committees and community organizations concerned with improvements in law enforcement and other public safety operations.
- Attends and participates in professional group meetings; maintains awareness of emerging trends and developments in the field of law enforcement, crime prevention, campus security, emergency preparedness and related support services; incorporates new developments as appropriate.
- Provides oversight to ensure regular periodic audits, drills and testing of all security related systems are performed and documented in proper format.
- Provides subject matter expertise in the areas of security operations, investigations and emergency preparedness activities.
- Collaborates directly with the UAB Health System and Hospital Security Officer(s) on the incident command staff during all designated hospital emergencies.
- Emphasizes a culture of safety and best security practices across the UAB enterprise.
- Serves as the primary liaison to local, state, and federal law enforcement and public safety agencies for UAB and UAB Medicine.
- Provides staff assistance to the Sr. Vice President for Finance and Administration on public safety matters; prepares and presents staff reports and other necessary correspondence; attends meetings as required.
- Develops effective strategies for the recruitment, professional development and retention of qualified police officers.



QUALIFICATIONS

Education & Experience

Bachelor's degree in Criminal Justice, Public Administration, Business Management, or a related field is required; master's degree is preferred - Work experience may not substitute for education requirement

Eight (8) years of public safety, policing, law enforcement experience required, with experience in a large, urban, research college or university and/or medical center preferred

Four (4) years of experience at a supervisory level

Management of funds with signatory and/or budget authority

Licensing & Certification

Valid Driver's License from the State of Alabama or ability to be licensed in the State of Alabama

Alabama Peace Officers Standards and Training Commission (APOSTC) certification or ability to be certified based on qualifications in a similar jurisdiction

Special Skills, Knowledge & Abilities

Familiarity with federal and state laws related to campus public safety and patient rights (e.g., HIPAA, FERPA, Clery Reporting, department accreditation, Title IX, access to university records), and related best practices

Ability to maintain cooperative and effective working relationships

Strong written and verbal communication skills

Ability to relate easily and comfortably with widely diverse groups and individuals in a university environment

Excellent stewardship, planning and effective management of public resources and personnel

Leadership skills

Project management skills

Analytical skills

Negotiation skills

Presentation skills

Prioritization skills

Process improvement and quality skills

Nominations & Applications

LeadExec is partnering with The University of Alabama at Birmingham 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
chiefofpolice@leadexec.com

This position is open until filled but only applications received by **Thursday, April 7, 2022**, can be assured full consideration. Applications should include a detailed letter of interest and a current curriculum vitae/resume.

Ability to attain certification through the Alabama Peace Officers Standards & Training Commission (APOSTC) is required to advance.

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



UAB is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable, and family-friendly environment in which all faculty and staff can excel and achieve work/life balance irrespective of, race, national origin, age, genetic or family medical history, gender, faith, gender identity and expression as well as sexual orientation. UAB also encourages applications from individuals with disabilities and veterans.

