

Fayetteville State University invites your interest in the position of

# **ASSOCIATE VICE CHANCELLOR FOR POLICE AND PUBLIC SAFETY/CHIEF OF POLICE**







## Are you a law enforcement executive who:

- ✓ Appreciates and values the developmental experiences of young adults?
- ✓ Enjoys the vibrant interchange of ideas that make up a thriving academic community?
- ✓ Sees yourself as a collaborator and change agent?
- ✓ Recognizes the opportunity for designing a community policing model that engages the campus and broader public for mutual learning about law enforcement, cultural competency, and equity?

Then becoming Fayetteville State University's next Associate Vice Chancellor for Police and Public Safety/Chief of Police may be the career move for you.

Fayetteville State University (FSU), designated as a Historically Black College and University (HBCU) located in North Carolina, is seeking a community-oriented, and collaborative Associate Vice Chancellor for Police and Public Safety/Chief of Police (Chief of Police). The successful candidate will be a tech-savvy leader who energetically "Walks the walk" on community engagement policing strategies, who understands 21st century policing strategies, and is committed to providing a secure and safe environment where students, faculty and staff have maximum opportunity to be successful in meeting their academic and professional goals.





## The Position

Reporting to the General Counsel and Vice Chancellor for Legal, Audit, Risk and Compliance, the chief leads a Department with an estimated \$3M budget that includes divisions of Administrative Services, Patrol, Operations, Emergency Management and Telecommunications.

The FSU chief of police organizes, directs, and supervises the day-to-day activities of the ongoing comprehensive campus police and public safety programs. The chief is also responsible for administrating the college's compliance with the Clery Act and its requirements, as well as managing the campus' emergency management program. Including the Chief, the department has 58 employees to include 22 sworn officers, 22 property security officers, 8 police telecommunicators and 6 administrative staff. More information about the department [can be found here](#).

## About the Fayetteville State University Police and Public Safety Department

The campus consists of 156 acres and 38 buildings. It is an open and public campus. The department works closely with administrators, students, faculty, and staff to create and maintain a safe environment. Its statutory arrest

jurisdiction includes all university property, owned and leased, as well as streets and sidewalks adjacent to the property. In addition, it participates in a mutual aid agreement with several local law enforcement agencies.

## About the University and Community

Founded in 1867 as the Howard School, by 1877, public funding was granted making Fayetteville State the second oldest publicly funded institution of the UNC system. With more than 7,107 students, of which 5,663 are undergraduate students, FSU strives to create an environment that aims to meet the educational, career, and personal aspirations of its students from rural, military, and other diverse backgrounds. FSU seeks to equip its students with academic and practical knowledge to serve local, state, national, and global communities as enlightened citizens, globally astute leaders, and engaged solution creators. FSU offers 37 bachelor's degrees, 9 master's degrees, and 1 doctoral degree.

The FSU campus is in the heart of the city, with updated classrooms,

two early colleges (high schools), a childcare center, and state of the art facilities for students, faculty, and researchers. In addition, eight residence halls and on campus apartments create a robust campus community.

Fayetteville is 50 miles away from Raleigh and less than 100 miles away from Wilmington and the Atlantic Ocean; FSU is within driving distance of many of the beaches, mountains, and cities in the coastal South, and the campus community participates in a wide range of cultural and recreational activities in the area. There are multiple events to choose from, including the mid-April Dogwood Festival and Parade, exhibits at the Museum of the Cape Fear, and performances at the Durham Performing Arts Center.





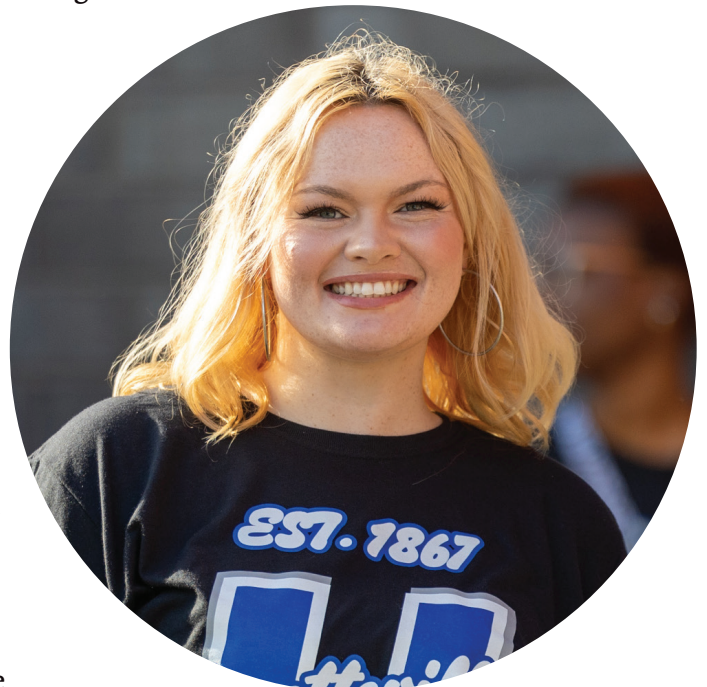
## Minimum Training and Experience

The successful candidate will have a bachelor's degree (master's preferred) with 10 years of experience with federal, state, municipal or university police, including at least five (5) years of senior supervisory/management experience at command staff level. Experience in a higher education public safety or campus police department with on-campus housing is strongly preferred. Must possess applicable certification from the North Carolina Criminal Justice Education and Training Commission or obtain such certification within one year.

*Please note that North Carolina law does not recognize or have a reciprocal relationship with Federal law enforcement certification but recognizes and gives partial credit for military police (MP) training, receipt of an MP occupational specialty classification and performance of MP duties.*

## Key priorities of the next Chief include

- » Ensuring security of an open campus.
- » Serving as a leader in the design and implementation of a facilities master plan.
- » Educating the university community about the mission and services of the police department to ensure transparent, effective, and collaborative partnerships.
- » Responding strategically to current and emerging law enforcement such as the pandemic, civil unrest, and emotional health needs with 21st century policing methods.
- » Proactively leading and promoting a culture of employee engagement to increase retention and address challenges.
- » Mentoring departmental personnel and possessing a commitment to continuously developing leadership skills of those in the department.
- » Balancing customer service and public safety delivery models that expect excellence from staff who are trained in cultural competencies, appreciate human differences and broad diversities, and are committed to the department's mission.



## The Successful Candidate

- » Is an individual with impeccable integrity and a proven record of consistency in managing both internal and external relationships in order to develop trust and to create opportunities for collaborative problem solving, and partnerships.
- » Models courteous engagement and outstanding customer service with staff and students while ensuring clear and firm adherence to safety principles and laws.
- » Has a track record of public safety success that comes from a balance of engagement and enforcement.
- » Has the ability to maintain and confidently develop a team-oriented culture that delivers outstanding service to community stakeholders.
- » Holds comprehensive knowledge of police methods, practices and procedures; thorough knowledge of local, state and federal laws, especially CLERY and Title IX.
- » Is media-savvy with a history of fostering good relationships with the media.
- » Proactively develops and supports staff to achieve excellence through increased training, responsibility, productivity, morale and retention.
- » Is experienced in cultivating and maintaining mutual aid relationships, serving as inter-agency liaison with law enforcement, fire and emergency agencies that provide support to all campus locations.
- » Is consistently updating personal knowledge regarding public policy, public perception and law enforcement trends (e.g. video, panic buttons).
- » Is skilled in budget development and management and maintenance of effective service levels despite resource constraints.
- » Communicates excellently both verbally and in writing and possesses well-developed interpersonal skills and abilities.

The hiring range is \$91,720 - \$145,681 and will be commensurate with experience.

Fayetteville State University offers outstanding benefits which can be reviewed [on our website here](#).

## Employee Benefits

- » Health Insurance
- » Dental Insurance
- » Vision Care
- » Health Care Flexible Spending Account (HCFSA)
- » Cancer Insurance
- » Critical Illness Insurance
- » Accident Plan
- » TRICARE Supplement
- » Life Insurance
- » Accidental Death & Dismemberment Insurance
- » Disability Insurance
- » Long-Term Disability Insurance
- » Short-Term Disability Insurance
- » Supplemental Disability Insurance
- » Optional Retirement Program (ORP)
- » TSERS for State Law Enforcement Officers
- » Supplemental Retirement
- » Vacation
- » Sick Leave
- » Holidays
- » Tuition Waiver
- » Academic Assistance
- » Work/Life Programs
- » Leave of Absence
- » Shared Leave



# SPECIAL INSTRUCTIONS TO APPLICANTS

## To apply, go to:

<https://agency.governmentjobs.com/developmentalassociates/default.cfm>

## Click on

Chief of Police/Associate VC for Police and Public Safety - FSU.

## Selection process

To learn more about the selection process, visit Client Openings:

<https://developmentalassociates.com/client-openings>

All applications must be fully completed and submitted online via the Developmental Associates application portal – NOT the university portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters can be uploaded with the application. Application review begins July 29, 2025.

Note, all candidate materials will be confidential. References will not be contacted without a candidate's knowledge. Fayetteville State University is an equal opportunity employer committed to a diverse faculty, staff, and student body

and welcomes all applicants. Candidates who can contribute to Fayetteville State's commitment to inclusivity are encouraged to identify their experiences in their cover letter.

A virtual skill evaluation for semi-finalists will take place TBD in August 28-29, 2025. This process involves 3-4 hours of engagement across two days, not including preparation time. Interviews with the search committee will follow at a subsequent time. All inquiries should be emailed to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com).



Developmental Associates, LLC is managing the recruitment and selection process for this position.



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