

**ORGANIZATION:** Brown University  
**POSITION:** Vice President for Campus Safety  
**REPORTS TO:** Executive Vice President for Planning and Policy  
**LOCATION:** Providence, Rhode Island  
**TO APPLY:** Please send resume and cover letter to [BrownVPCS@pbrsearch.com](mailto:BrownVPCS@pbrsearch.com).

## **BACKGROUND**

Brown University seeks a strategic and collaborative leader to serve as the Vice President for Campus Safety. The Vice President is a senior leader who plays a critical role in the University's efforts to promote and sustain a campus community in which all of its members—students, faculty, and staff—are treated with respect, and provided with equal access to the full array of employment and educational resources the University provides in a setting defined by wellbeing, safety, and security. The Vice President values working in a diverse environment of scholars and learners, and embraces and models the importance of community engagement. The Vice President carries out their responsibilities, in deep collaboration with other campus leaders and partners, in a manner consistent with the following **Principles for Wellbeing, Safety, and Security at Brown University:**

Brown's responsibility for the wellness, safety, and security of the community is grounded in a core set of commitments:

1. Conducting work at the highest standards of professional excellence.
2. Fostering the equitable treatment of others, rooted in dignity and respect.
3. Being transparent about how work is conducted (recognizing that transparency may sometimes be limited by the need for confidentiality and privacy).
4. Being accountable to the community with respect to all aspects of work.

These principles for promoting wellbeing, safety, and security at Brown are intrinsically linked to the advancement of the University's mission of education, research, and service. Our community has a collective responsibility to ensure that the University's actions contribute to a safe environment for our surrounding neighbors and campus visitors.

This responsibility is shared by numerous administrative units across Brown, including (but not limited to) the Division of Campus Life, University Health Services, Environmental Health & Safety, the Office of University Events and Conference Services, the Office of Institutional Equity and Diversity, the Department of Facilities Management, the Department of Transportation, and the Department of Public Safety. Collaboration and coordination across these units is essential to our holistic approach.

## **RESPONSIBILITIES**

The Vice President for Campus Safety is responsible for leading all aspects of the Brown University Department of Public Safety, a nationally accredited campus law enforcement agency consisting of 57 sworn officers (graduates of a state-certified police academy and licensed as Rhode Island Special Police Officers with police jurisdiction on campus and upon the streets and highways adjacent to the campus), 28 nonsworn (civilian) officers, and 6 administrative staff (including finance, human resources, data management, crime analysis, and community outreach). The Vice President oversees the Department and collaborates with campus partners to achieve the following objectives:

- **Provide leadership, coordination, and strategic direction for the University's programs and initiatives that promote, improve, and sustain campus wellbeing, safety, and security in a manner commensurate with the principles above.** The Vice President is the University's senior leader in the area of campus safety, but works in close collaboration and partnership with other

senior leaders and campus partners to ensure that a well-coordinated set of programs, activities, initiatives, and policies actively and effectively support the wellbeing, safety, and security of all students, faculty, staff, visitors, and guests. The Vice President collaborates with others in providing strategic direction, coordination, and expert guidance to fellow vice presidents and deans and their staff members responsible for the implementation of programs and priorities in pursuit of these goals. The Vice President for Campus Safety will be a critically important thought leader with University-wide purview and authority regarding campus safety.

- **Serve as a highly visible and engaged leader on campus and in the Providence community with regard to campus safety policies, programs, and initiatives.** The Vice President for Campus Safety will be an active and visible presence within the Department of Public Safety, across the campus, and in the local community. Engagement with students, faculty, and staff on a regular basis will be critical to foster trust and confidence in the Department and the Vice President's leadership, as well as to gain knowledge and insight regarding policies, practices, and programs that can be improved. Interaction with the Providence community and city and state law enforcement partners is also a key leadership activity for the Vice President.
- **Develop, implement, and oversee Department and University programs and policies that ensure the work of public safety is conducted at the highest standards of professional excellence.** In addition to maintaining national accreditation, the Department is expected to conduct its work at the highest levels of quality and excellence. Policies, training, ongoing professional development, supervision, and transparent processes for accountability are essential to achieve this objective. The Vice President will both conduct themselves in such a manner and lead the Department in doing so on a daily basis.
- **Coordinate educational and training efforts and processes for accountability for members of the Department of Public Safety that foster and ensure the equitable treatment of others, rooted in dignity and respect.** Acknowledging the realities of structural racism, implicit bias, and inequitable treatment in American society at large and in higher education and law enforcement in particular, the Vice President has special responsibility for providing leadership and direction to address these issues with regard to campus safety at Brown University and ensuring that they have no place in the Department of Public Safety. The Vice President is responsible for ensuring that all members of the Department of Public Safety are highly educated about and proficient with the community standards and values that characterize Brown; understand their responsibilities with respect to discrimination, harassment, and profiling; and know how to carry out their responsibilities in a manner that actively values equity, diversity, and inclusion. The Vice President has overall responsibility and ultimate accountability for ensuring that no member of the Department of Public Safety engages in discrimination, harassment, or profiling.
- **Monitor, measure, and report on progress on University initiatives related to campus safety, and make that information and data available to the campus community in a proactive and transparent manner.** The Vice President is responsible for promoting transparency about how work is conducted and the challenges and opportunities facing the campus with regard to safety. This includes, but is not limited to, mandatory reporting, such as the Clery Report, and information and data reporting that educates the community and promotes confidence and trust in the Department of Public Safety, including information regarding motor vehicle and pedestrian stops, data collected and assessed to ensure compliance with the University prohibition on racial and other forms of profiling, and disciplinary and accountability processes involving members of the Department.

- **Oversee Brown’s full compliance with all federal and state laws and municipal ordinances related to campus safety, including the Clery Act.** The Department of Public Safety (DPS) is responsible for the collection and reporting of crime statistics, as required by the Clery Act. The Vice President is responsible for ensuring that all responsibilities pursuant to the Clery Act, including timely warnings, are met in full.

In addition, the Vice President will be a strategic and inspiring leader who collaborates with others in the development of University-wide policies and programs related to campus safety. The Vice President will:

- Chair a newly-formed Campus Safety Leadership Council that will be comprised of Brown administrators who work on campus safety issues, including representatives from the areas described in the principles above, in order to align and improve policies and programs on campus safety.
- Serve as the key administrative contact for the University’s Community Safety Advisory Board that includes students, faculty, staff, and community members, which shall meet regularly with campus leaders responsible for public safety.
- Serve on the President’s Executive Committee.

The Vice President for Campus Safety currently reports to the Executive Vice President for Planning and Policy.

## **QUALIFICATIONS**

The ideal candidate will have:

- Significant leadership experience in a similar or related position, ideally in a college or university setting.
- The ability to work with high integrity on complex and sensitive issues in a collaborative and strategic manner. Demonstrated excellence in strategy, priority-setting, and project and initiative execution and follow-through. A results-oriented leader who is attentive to process.
- Knowledge that safety is broader and more complex than policing, as well as a holistic understanding of, approach to, and strategies for campus safety in an academic setting.
- The ability to work collaboratively and communicate and interact effectively with multiple campus partners, including faculty, students, and staff, from diverse experiences and perspectives.
- Demonstrated ability to communicate effectively and build relationships within the Department of Public Safety and across the campus, as well as an ability to maintain and grow those relationships over time, develop structures to ensure and promote effective communication and collaboration, and hold self and others accountable doing so.
- Demonstrated ability to support a community of diverse perspectives and cultures in an inclusive environment. Experience with, knowledge of, and demonstrated competency with addressing issues of structural racism, implicit bias, and inequitable treatment in the execution of campus safety activities.
- The ability to mentor, develop, and support the staff members who work in the Department of Public Safety, and demonstrated ability to build and sustain a positive, inclusive, and mutually respectful culture around a shared vision of success. Leadership experience in a collective bargaining environment is desirable.
- Outstanding management, planning, and analytic skills.
- Excellent oral and written communications skills.
- Subject matter expertise in federal and state laws and regulations and municipal ordinances related to campus safety, including the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act).

- Experience and familiarity with appropriate use of conflict management, de-escalation, and alternative dispute resolution as techniques in promoting and ensuring campus safety.
- Experience and familiarity with appropriate and ethical use of technology in supporting campus safety and law enforcement programs.
- Familiarity with the national accreditation standards of the Commission on the Accreditation of Law Enforcement Agencies (CALEA).

The candidate must have a B.A. with an advanced degree preferred, with a preference for degree(s) and/or professional experience in the areas of psychology or social work, and at least 10 years of relevant work experience. The candidate will be expected to qualify for appointment as a special police officer by the Superintendent of the Rhode Island State Police under Rhode Island General Law § 12-2.1-1.

*Brown University is committed to fostering a diverse and inclusive academic global community; as an EEO/AA employer, Brown considers applicants for employment without regard to, and does not discriminate on the basis of, gender, sex, sexual orientation, gender identity, national origin, age, race, protected veteran status, disability, or any other legally protected status.*