



THE UNIVERSITY OF TEXAS SYSTEM POLICE

Executive Director

The **OPPORTUNITY**

THE UNIVERSITY OF TEXAS SYSTEM IS CONDUCTING A NATIONAL SEARCH FOR ITS EXECUTIVE DIRECTOR OF POLICE.

The UT System seeks a creative, results-oriented individual to provide dynamic leadership over its law enforcement enterprise. The Executive Director plays a crucial role in the continuous improvement of the capabilities of the UT System police force, ensuring it functions as a comprehensive university and healthcare-based law enforcement agency across 14 UT institutions. The Executive Director will oversee and guide comprehensive police and security services tailored to the unique environment of academic institutions, health institutions and medical facilities bringing a strategic focus on the safety and security needs throughout the UT System.



The University of Texas System **AUSTIN, TX**

WITH 14 UT INSTITUTIONS THAT ENROLL MORE THAN 256,000 STUDENTS, THE UT SYSTEM IS THE LARGEST PUBLIC UNIVERSITY SYSTEM IN TEXAS AND ONE OF THE LARGEST IN THE UNITED STATES.

UT institutions graduated over 63,000 students last year and awarded more than one-third of the undergraduate degrees in Texas as well as 60% of the state's medical degrees. The combined efforts of UT-owned and affiliated hospitals and clinics resulted in over 10.6 million outpatient visits and more than 2 million hospital days in 2023. The UT System's research enterprise accounted for \$4.3 billion in expenditures last year, and its federally-funded research ranked No. 1 in Texas in Texas and No. 2 in the U.S. With an operating budget of \$29.1 billion in FY 2024, UT institutions collectively employ more than 122,000 faculty, healthcare professionals, support staff, and students, requiring a strategic focus on the safety and security needs throughout the UT System.

The University of Texas **SYSTEM POLICE**

THE UNIVERSITY OF TEXAS SYSTEM POLICE IS RECOGNIZED AS A SINGLE POLICE AGENCY AND IS THE THIRD LARGEST STATE LAW ENFORCEMENT AGENCY IN TEXAS.

It holds primary jurisdiction in the sixty-eight (68) counties where the UT System has real property and delivers comprehensive law enforcement services. The UT System Police is responsible for the safety and security of students, faculty, staff, and patients and visitors to its institutions and for protecting UT System assets within the jurisdictional boundaries.

The UT System Police consists of 654 sworn officers and 922 civilian staff, of whom the vast majority are assigned to one of the fourteen (14) UT System campus police departments. Each department is led by a Chief of Police who manages law enforcement and security on their campus. Each Chief reports to campus leadership on operational matters. The UT System Police provides oversight on matters relating to resource management, UT System policy, in-service training, inspections, and other administrative matters.

The UT System institutions are as follows:

UT System academic institutions:

[The University of Texas at Arlington](#)

[The University of Texas at Austin](#)

[The University of Texas at Dallas](#)

[The University of Texas at El Paso](#)

[The University of Texas Permian Basin](#)

[The University of Texas Rio Grande Valley](#)

[The University of Texas at San Antonio](#)

[Stephen F. Austin State University](#)

[The University of Texas at Tyler](#)

UT System health institutions:

[The University of Texas Southwestern Medical Center](#)

[The University of Texas Medical Branch at Galveston](#)

[The University of Texas Health Science Center at Houston](#)

[The University of Texas Health Science Center at San Antonio](#)

[The University of Texas MD Anderson Cancer Center](#)



The University of Texas **SYSTEM POLICE**

THE UNIVERSITY OF TEXAS SYSTEM POLICE IS RESPONSIBLE FOR PROTECTING AND SERVING INDIVIDUALS WHO COMPRISE THE STUDENT BODY, FACULTY, STAFF, AND PATIENTS AND VISITORS OF THE UNIVERSITY OF TEXAS SYSTEM INSTITUTIONS.

The University of Texas System Police operate the UT System Police Academy to ensure it trains, develops, and mentors cadets during the basic peace officer course and other law enforcement officers during in-service training.

UT System Police strives to set law enforcement and security trends and standards in Texas and nationally. The UT System Police also supports the institutions' police departments with contemporary policy updates and, in some cases, augments its staff with special expertise, advisors, and other resources. The Executive Director will have a major role in shaping the work of the Academy for the future.

The UT System Police staff consists of commissioned officers and civilian professional staff working under the leadership of the Executive Director. The staff is assigned to work in one of three sections, each led by the Executive Director or an Assistant Director, as follows:



- The **Administration Services Section** is responsible for Advanced Development and Career Excellence, Policy Formation and Dissemination, Texas Commission on Law Enforcement Records/Licensee Databases, Training Support, Finance, Travel and Budget.
- The **Police Academy/Training Section** manages all aspects of Academy Training classes, In-service training, TCOLE compliance, and the System Rapid Response Team.
- The **Operations Section** includes Administrative Investigations, Inspections, Equal Opportunity and Compliance, and Criminal Investigations. Inspectors also have regional responsibilities (multiple UT campus sites) and assists where their technical expertise in law enforcement and security is needed.



The **POSITION**

THE EXECUTIVE DIRECTOR IS THE CHIEF LAW ENFORCEMENT OFFICER FOR THE UNIVERSITY OF TEXAS SYSTEM AND THE CHIEF ADMINISTRATIVE OFFICER FOR THE UT SYSTEM POLICE.

The Executive Director is responsible for formulating and establishing policies, procedures, rules, regulations, standards, and practices for UT System Police on matters related to security, telecommunications, law enforcement, or training. Through the UT System Police Academy, the Executive Director advances the science and delivery of police training and education. The academy provides basic and advanced training to UT System Police and outside police agencies.

The Executive Director is also responsible, among other duties, for ensuring the following functions:

- Conducting periodic inspections of institution police departments, evaluating their performance as police agencies, and reporting findings to the president and the chief of police.
- Reviewing and providing consultation regarding compensation, staffing levels, and resources available for police personnel throughout UT System.
- Establishing and maintaining uniform reporting for UT institution police departments.
- Coordinating the use of police personnel throughout UT System for any emergency or crisis situation, including the exclusive authority to direct the mobilization and deployment of the System Rapid Response Team.
- Providing ongoing support and consultation to the institutions' police departments regarding law enforcement and security-related policies, procedures, standards, and practices.
- Providing specialized dignitary protection or criminal investigative and tactical support to the UT institutions as necessary.



MISSION:

The **University of Texas System Police** is charged with the responsibility of protecting the life and property of individuals who comprise the student body, faculty, and staff of the University of Texas System community. The Executive Director of Police has responsibility for the oversight of law enforcement and security for The University of Texas System, one of the largest public university systems in the U.S.

The ideal **CANDIDATE**

THE EXECUTIVE DIRECTOR MUST BE A COLLABORATIVE LEADER AND AN EXPERIENCED EXECUTIVE WHO INSPIRES CONFIDENCE AND TRUST FROM THE BOARD OF REGENTS, THE CHANCELLOR, AND INSTITUTIONAL LEADERSHIP.

The Executive Director must also have the respect of institutional police chiefs' commissioned and professional staff. Top candidates will have had a significant career in a major university or city and will be superior law enforcement executives known for their engaging, confident style and excellent communication skills. The ideal candidate will have a strong presence and experience in communicating to the media and public. The Executive Director will foster cooperation and coordination among the police chiefs of the University of Texas System. In addition, candidates should demonstrate significant capacity to lead on the following:

- Ensuring adequate staffing of institution police departments.
- Having a record of success in recruiting, supporting, mentoring, and retaining commissioned and civilian professional staff.
- Continually evaluating operational best practices and ensuring policy alignment.
- Expanding the capacity of the UT System Police Academy and upgrading and/or expanding the physical plant to increase enrollment and creating an exceptional workplace and learning environment.
- Acknowledging the significance of accreditation and continuing the department's established professional trajectory. Several UT System police departments are accredited by the State of Texas, ICALEA, and/or CALEA.

This career capstone position warrants serious consideration for the select candidate who clearly exceeds typical expectations on a local, regional, and national basis.

Qualifying **CRITERIA**

Experience — At least ten (10) years of increasingly responsible full-time sworn law enforcement experience, including at least five years of command experience at the highest levels in a large university or municipal police department is required. Candidates must have a proven track record of working effectively in a collaborative environment. Experience should include strategic planning, crime reduction, accountability, and project management. Candidates must be able to effectively interact with the media, the public, campus stakeholders, and elected officials.

Education — A bachelor's degree from an accredited college or university with major coursework in criminal justice, law, public administration, political science, or a related field preferred. A master's degree in public administration or a related field and advanced training such as the FBI National Executive Institute, FBI National Academy, or Police Executive Research Forum – Senior Management Institute for Police will also be favorably considered.

Must be TCOLE certified or be eligible to become certified within one year.

Compensation & Benefits

The compensation for this position is competitive and will be based on the selected candidate's qualifications.

An excellent benefits package is provided and can be [viewed here](#).

Nomination and **APPLICATION PROCEDURES**

TO APPLY

This position will be considered “open” until a final selection is made. Candidates are encouraged to apply by June 28, 2024.

Electronic submittals are encouraged and will be accepted at apply@publicsectorsearch.com. They should include a cover letter, a comprehensive resume, and a list of references. Only the most highly qualified candidates will be invited to participate in the selection process.

After a selection, an offer will follow, contingent on the successful completion of the remainder of the UT System hiring process. Ideally, the new Executive Director will join the UT System Police in August 2024 or upon a mutually agreed upon date.

APPLY WITH CONFIDENCE

Candidates should direct inquiries and questions regarding this position or the recruitment process to:

Public Sector Search & Consulting, Inc.

Mr. Gary Peterson,
Chief of Police (ret.) - President/CEO

916.789.9990 (office)

916.622.5323 (mobile)

gary@publicsectorsearch.com

www.publicsectorsearch.com

ADDRESS

6520 Lonetree Blvd.
Suite 1040
Rocklin, CA 95765

PHONE & FAX

Phone (916) 789-9990
Fax (916) 290-0201

WEB & EMAIL

Email info@publicsectorsearch.com
gary@publicsectorsearch.com
Web publicsectorsearch.com

