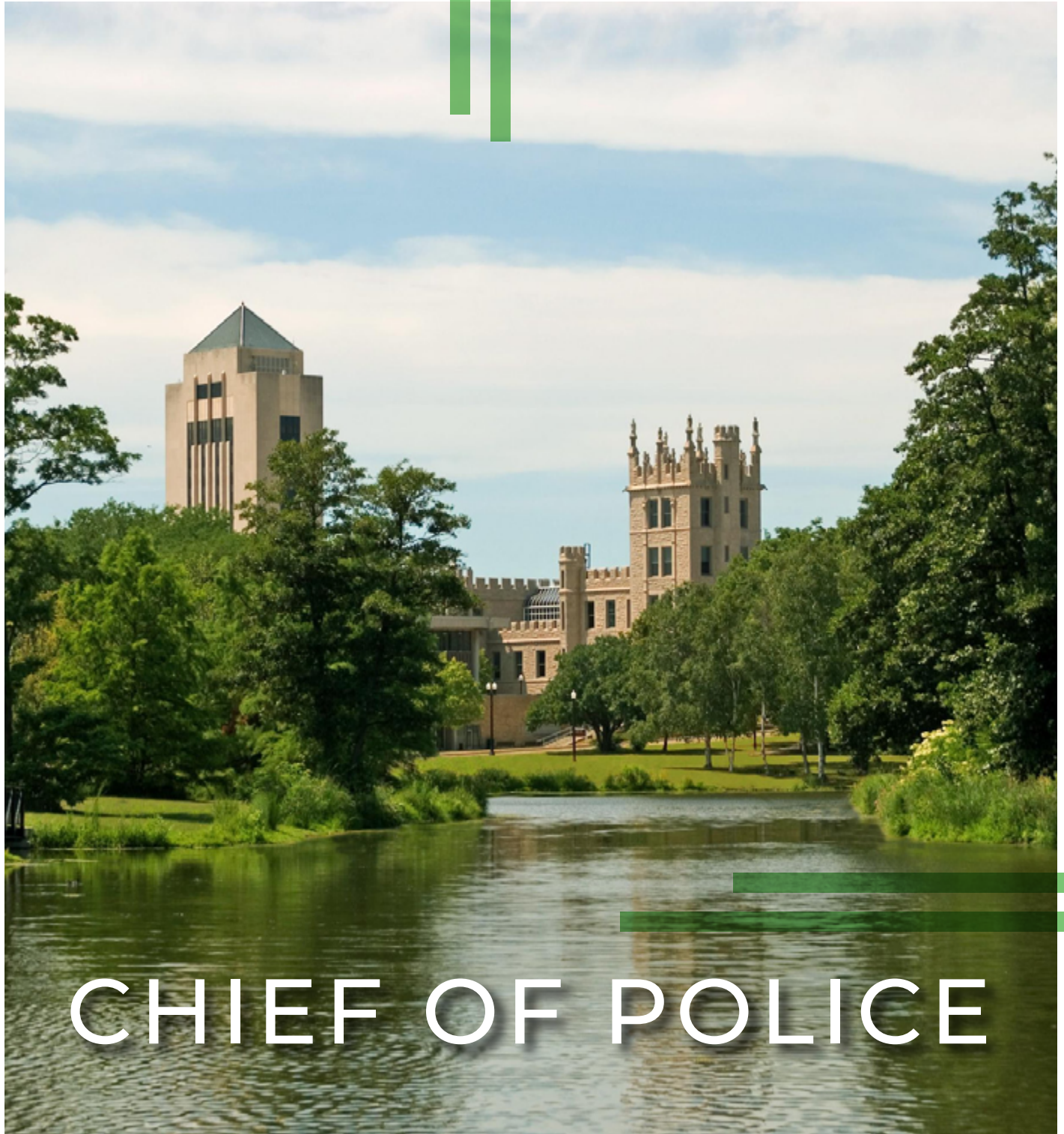


A NATIONAL SEARCH

is underway for a new
Chief of Police

Northern Illinois University

DEKALB, IL



CHIEF OF POLICE



DEKALB, ILLINOIS



**Northern Illinois
University**

01. THE OPPORTUNITY

A national search is underway to attract a highly qualified candidate to lead the Department of Police and Public Safety (DPPS) at Northern Illinois University (NIU) in DeKalb, Illinois.

This moment comes at a time of historic social awakening about systemic racism, the role of police, and a worldwide pandemic. Like many institutions, NIU is addressing these challenges in ways that advance student learning and campus security and safety.

02.

NORTHERN ILLINOIS UNIVERSITY

Northern Illinois University is a nationally recognized public research university with expertise that benefits its region and spans the globe in a wide variety of fields, including the sciences, humanities, arts, business, engineering, education, health, and law. Through its main campus in DeKalb and its education centers for students and working professionals in Chicago, Naperville, and Rockford, NIU offers more than 130 different degree programs across seven colleges, in addition to a variety of programs that lead to undergraduate and graduate certificate programs. NIU enrolls over 16,500 students, including approximately 750 international students and 4,500 graduate students. The student population is very diverse, with students who are White (48.2%), Hispanic/Latino (21.1%), Black (19.2%), Asian (5.9%), two or more races (3.9%) and both Native American and Native Hawaiian (0.1%).

NIU is a world-class university that attracts students from around the globe while still primarily serving Illinois. NIU's strategic location, just 65 miles west of Chicago, has provided faculty and students with the opportunity to build exceptional national and international partnerships with such industries as Fermilab in Batavia, Ideal Industries in Sycamore and Argonne National Laboratory in Lemont, as well as with the legendary Moscow Art Theatre in Russia.



Northern Illinois University
Vision, Mission and Core Values



GREATER DEKALB COMMUNITY

DeKalb is a vibrant community of approximately 44,000 residents. The city boasts state-of-the-art healthcare, excellent schools and big city arts and culture, while maintaining a small-town atmosphere relatively free of traffic and congestion. There are excellent shopping, dining and other entertainment options in DeKalb and the neighboring community of Sycamore, in the city of Rockford and in the Fox River Valley. Chicago's world-class museums, restaurants and theater scenes are easily accessible from DeKalb. For information about DeKalb and the surrounding area visit: <https://www.niu.edu/visit/>

03

THE DEPARTMENT OF POLICE AND PUBLIC SAFETY



The Northern Illinois University Police and Public Safety Department (DPPS) is recognized as a professional organization operating under an active community-policing philosophy that encourages the entire campus community to promote crime prevention and safety awareness.

The DPPS services NIU's main campus and works collaboratively with DeKalb PD to coordinate coverage of off-campus areas. Those areas include, the Annie Glidden North area, downtown DeKalb, and other off campus NIU properties which expands their area of coverage to 3.5 square miles. The DPPS is staffed with 52 sworn police officers and 62 professional and support staff (including 40 student employees) working in a relatively flat organizational structure that provides key services including first response, crime prevention, community policing, criminal investigation, emergency management planning, telecommunication (Dispatch) and personal safety education.

Organizational Chart is available at: [NIU Department of Police and Public Safety Org Chart](#)





04. THE POSITION

NIU seeks an experienced and dynamic individual to serve as its next Chief of Police. The Chief reports to Dr. Matt Streb, the Chief of Staff for NIU's President, Dr. Lisa C. Freeman.

The Chief of Police is responsible for protecting the safety and security of NIU students, faculty, staff and visitors, as well as the physical campus. The chief works collaboratively with the chief of staff and campus stakeholders to ensure national best practices in campus policing. The Chief is also expected to work in collaboration with other critical campus internal and external partners, including the City of DeKalb. The next chief of police will provide leadership to DPPS while making strategic judgments and continually refining the department's strategies to advance campus safety. The Chief will ensure a community policing approach that effectively connects police staff with students, faculty, staff, and community partners. Additional qualifications as outlined in NIU's position description are as follows: [Job Description](#).



05. OPPORTUNITIES AND CHALLENGES



While the DPPS is a well-respected and professional university police department, this position provides an opportunity to improve public safety services to the campus community. The Chief of Police must be a creative, flexible and innovative leader who has a collaborative spirit, accompanied by sincere optimism. In addition, candidates should demonstrate significant capacity for progress in the following areas:

Foster a Diverse and Inclusive Campus Community

Diversity, equity and inclusion are crucial components of a campus community that respects and values all members for their intrinsic dignity. The Chief of Police should be a leader in supporting, understanding, embracing, and nurturing these concepts, both internally and externally from the department into the campus and local area.

Recruit and Retain Exceptional Police Officers

The Chief of Police will demonstrate a vision for, as well as a record of success in, recruiting, supporting, mentoring, and retaining staff from underrepresented groups. As the leader of DPPS, the Chief of Police creates and implements strategies to increase department diversity at all ranks, in both the short and long term.

Develop and Implement Innovative Programs Aligned with Student Safety

The Chief of Police will work collaboratively across departments to continually evaluate interdepartmental operations and practices to ensure that DPPS's safety and security programs are aligned with NIU's vision, mission and goals. The Chief will also nurture the relationship with the City of DeKalb to advance safety on and off campus.

Promote the DPPS as a Resource for Students, Faculty and Staff

COVID-19 and its accompanying impact on campus life are challenging students, faculty and staff as they return to campus after more than a year. The department's role in providing accurate information and appropriate resources will be critical. It is important for the Chief of Police to be present and ensure all staff are adequately trained in assessing and appropriately responding to mental health calls involving distressed individuals.

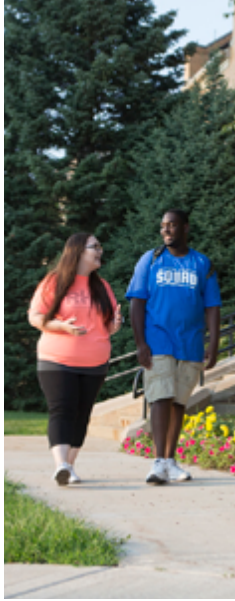




06. COMPENSATION AND BENEFITS

This at-will position has a very competitive salary for the region and the starting salary will be commensurate with experience and education of the selected candidate. The salary is augmented by an excellent benefits package. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.



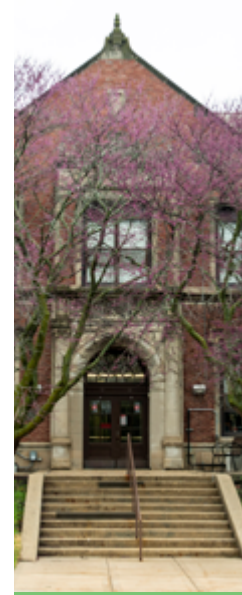
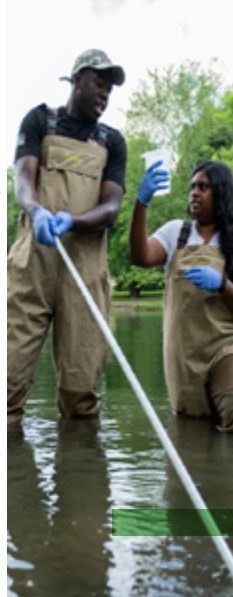


07. TO BE CONSIDERED

NOMINATION AND APPLICATION PROCEDURES

This is a confidential process, and it will be handled accordingly throughout the various stages of the search. Please apply by submitting a cover letter, resume and references to apply@publicsectorsearch.com before October 16, 2021. The first review of applications will occur on October 25, 2021. Candidates are strongly encouraged to apply early for optimal consideration. Only the most highly qualified candidates will be invited to participate in virtual interviews with the Police Chief Search Committee in early November. Finalists will be invited to campus for the final selection process in mid-November, with an appointment anticipated in December 2021.

Employment is contingent on the successful completion of a detailed background investigation and other University requirements.



APPLY WITH CONFIDENCE

Confidential inquiries regarding this career opportunity are welcomed and should be directed to the search consultant:

Public Sector Search & Consulting, Inc.

Chief Gary Peterson (Ret.), President & CEO

gary@publicsectorsearch.com

Mobile: (916) 622-5323 | Office: (916) 789-9990

In accordance with applicable statutes and regulations, NIU is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, ancestry, sex, religion, age, physical and mental disability, marital status, veteran status, sexual orientation, gender identity, gender expression, political affiliation, or any other factor unrelated to professional qualifications, and will comply with all applicable federal and state statutes, regulations and orders pertaining to nondiscrimination, equal opportunity and affirmative action.



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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

