



THE UNIVERSITY OF
NEW MEXICO®

invites your interest in the position of

CHIEF OF POLICE

Recruitment Services Provided By Ralph Andersen & Associates

Albuquerque

Nearly a million people live in the Albuquerque area in a combination of urban, suburban, and rural settings. As one of the oldest cities in the United States, Albuquerque embraces its multicultural and multiracial history, heritage and solidarity that is embedded in everyday life.

The Albuquerque population is one of the most culturally diverse in the country, resulting in a vibrant and energetic community. Six in ten Albuquerque residents are people of color, and the median age is 37 years. The rich diversity and vibrant communities contribute to a city that is brimming with traditional New Mexican restaurants, thousands of shops and galleries, world-class visual and performing arts, and some of the best golf courses in the Southwest. Nowhere is the confluence of past and present more dramatic than in Albuquerque, where the modern city skyline is set against a backdrop of the stunning Sandia Mountains, an endless, timeless blue sky, while surrounded by Native American pueblos, vibrant Indigenous communities that have occupied these lands since before Spanish conquest. Albuquerque has been named one of the best places for outdoor enthusiasts to live and work and is widely recognized for offering an unparalleled balance between work and play.



The University of New Mexico

Founded in 1889 as New Mexico's flagship institution, The University of New Mexico (UNM) is situated near old Route 66 in the heart of Albuquerque. UNM is a highly competitive research university that serves a student community that is diverse in terms of race, ethnicity, indigeneity, socioeconomic origins, languages, gender, and sexuality, among other axes of difference. The University resides in a region that lies at a unique and culturally diverse crossroads of Indigenous, Spanish, Mexican, and U.S. historical legacies, and includes diverse communities such as African American, Asian, Asian American, and Pacific Islanders.

The main campus has approximately 330 facilities in nearly 800 acres. In addition to the three Albuquerque campuses, the University also boasts branch campuses located in Gallup, Los Alamos, Valencia, and Taos. The Valencia and Gallup campuses are staffed with police officers and work under Memoranda of Understanding between the respective campuses.

The student population of 26,000 is reflective of the highly diverse population of New Mexico and includes historically underrepresented groups, including a Hispanic/Latinx student population of over 45%, some of whom are descendants of Spanish colonists with deep roots in the region as well as recent immigrants from a variety of nations in Latin America and the Caribbean, and around 5% American Indian students from the state's Indigenous nations, comprised of 19 Pueblos, 3 Apache Nations and the Navajo Nation. It is a point of pride that the University represents a cross-section of cultures and backgrounds. UNM has a decades-long commitment to the state's residents, maintaining low tuition and providing significant scholarship and financial aid to about 74% of students, including 39% of students who received Pell Grants in 2015 and 40% who are first in their families to have the opportunity to pursue four-year college degrees.

From the magnificent mesas to the west, past the banks of the historic Rio Grande and to the Sandia Mountains to the east, Albuquerque is a blend of culture and cuisine, styles and stories, people, pursuits, and panoramas.

Offering a distinctive campus environment with a Pueblo Revival architectural theme, the campus buildings echo nearby Native Pueblo architecture. The nationally recognized campus arboretum and the popular duck pond offer an outstanding botanical experience in the midst of one of New Mexico's great public open spaces.

The University of New Mexico sits on the traditional homelands of the Pueblo of Sandia. The original peoples of New Mexico Pueblo, Navajo, and Apache since time immemorial, have deep connections to the land and have made significant contributions to the broader community statewide. UNM honors the land itself and those who remain stewards of this land throughout the generations and acknowledge its committed relationship to Indigenous peoples.



The University of New Mexico Police Department

The UNM Police Department provides its services through 62 employees, including 40 sworn officers and 22 professional staff. The Department's annual budget is approximately \$5 million. Reporting directly to the Chief of Police are a Deputy Chief and an administrative assistant. The Police Department has an Operations Division and Administrative Division, each led by a commander, as well as a Security Operations Division, led by a civilian director. An organizational chart is available at: <https://police.unm.edu/html/OrgChart2020.pdf>.

The Position

Reporting to the University's Senior Vice President for Finance and Administration, the Chief of Police for The University of New Mexico plans, directs, and evaluates all aspects of the integrated police and physical security operations for the University and its various campuses, ensuring optimal coordination and efficiency of services and programs, and ensuring enforcement of all local, State, and Federal laws and relevant University policies and procedures. The Chief of Police leads the management and coordination of all campus public safety functions including University police and security services, and also serves as the contract administrator for security services provided by outside vendors.



Challenges and Opportunities



We anticipate that UNM's next Chief of Police will face many challenges, which in turn provide opportunities to excel:

- ◆ Homelessness and mental health related issues are an ongoing matter of concern for many campus stakeholders. As these issues tend to spill over from the City of Albuquerque and impact campus life. The next Chief of Police will need to develop effective strategies that will assist those in need, while maintaining a high quality of life and feeling of safety on campus.
- ◆ Given its location in Albuquerque, UNM has seen spikes in property crime and, particularly, auto theft. Given that the perception of safety has a direct impact on enrollment, the next Chief of Police will have an opportunity to implement crime reduction strategies in collaboration with the Albuquerque Police Department and the Bernalillo County Sheriff's Department, in order to make UNM students, parents, and employees feel as safe as possible in their learning environment.
- ◆ Campus stakeholders wish to see greater levels of visibility and interaction between the UNMPD employees and the campus community. The next Chief of Police will be expected to facilitate a higher level of community engagement with students, staff, and faculty.
- ◆ The UNM campus includes the Health Sciences Center and UNM Hospitals. The next Chief of Police will have the opportunity to build stronger relationships with the medical campus at UNM including partnering with UNMH Security to improve safety for the patients and staff.
- ◆ As is the case in nearly every community, the relationship of trust between police and those they serve is currently under scrutiny. It will be imperative the next Chief of Police work with police officers, students, staff and the University community to improve trust and cooperation, in order to build visible police support for a learning environment in which all can thrive and feel respected.
- ◆ It is likely that UNMPD staffing will need to be increased to enhance and expand services to the University community. The next Chief of Police will need to creatively address organizational staffing while continuing to provide excellent customer service in a fiscally responsible manner.
- ◆ A real opportunity exists to increase cooperation and inner operability with the UNM branch campuses. The next Chief of Police will need to focus on working with the branch campuses to ensure all within the UNM system feel safe and secure.
- ◆ In light of the national dialogue regarding police reform and, in particular, the unique requirements/challenges of the University setting, the next Chief of Police will be responsible to ensure the safety of public demonstrations, including respecting the first amendment rights of all involved. The Chief of Police will also work with other stakeholders to lead change in this important area.

The Ideal Candidate

In addition to being ethical, well-qualified, and experienced, the next Chief of Police must possess certain traits that are essential for success:

- ◆ A demonstrated commitment to diversity, equity, inclusion, and student success, as well as working with broadly diverse communities. A strong record of outreach and bridge-building to all stakeholders will be essential in developing relationships necessary to strengthen the University community. The next Chief of Police must possess intersectional competency that considers the simultaneity of race, gender, class, Indigeneity as categories of experience with oppression/resistance.
- ◆ The next Chief of Police will need to welcome and consider diverse opinions, as well as demonstrate familiarity and preparation to offer leadership in the complex areas involved in police reform and social justice.
- ◆ A record of creativity in addressing complex issues will be essential for the next Chief of Police. The UNM community is a learning environment and expects its Chief of Police to look for innovative ways to collaborate with the various University stakeholders to solve crime and quality of life issues, while respecting and protecting the vibrant and sometimes contentious exchange of ideas typical of a university campus.
- ◆ Collaboration with partner agencies on and off-campus will be necessary for the next Chief of Police to operate effectively within the larger UNM area. A demonstrated track record inter-agency of collaboration will greatly assist the UNMPD in further establishing itself as a valued partner in the region.
- ◆ Experience leading in a university environment and understanding of university policing is a highly desirable attribute for the next Chief of Police. While university work experience is not required, a strong understanding of best practices available to police in a university setting will be a great asset in the next Chief of Police.
- ◆ A demonstrated track record of sensitively addressing matters of mental health and homelessness is necessary for the next Chief of Police to effectively serve the campus community and their urban neighbors.



Qualifications

The following are minimum qualifications required for the Chief of Police:

Education: Bachelor's degree from an accredited college or university.

Experience: At least 7 years of experience in law enforcement, with a preference of 3-5 years of law enforcement experience in a university setting, and 5 years functioning in a command position (lieutenant or above).

Completed degree(s) from an accredited institution that are above the minimum education requirement may be substituted for experience on a year for year basis.

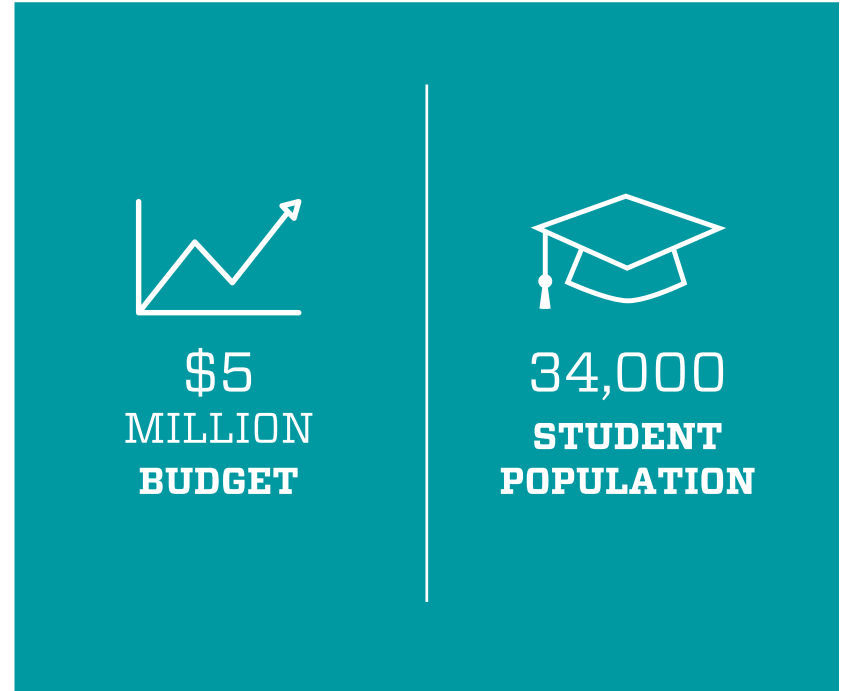


Compensation and Benefits

The University of New Mexico will offer a competitive salary, commensurate with career experience and qualifications. UNM offers an excellent benefits package including:

- ◆ Medical, Dental, Prescription Drug, Flexible Spending Account, Vision
- ◆ Life Insurance and Accidental Death & Dismemberment
- ◆ Disability: Long-term and Short-term disability and Long-Term Care
- ◆ Leave: Annual Leave, Sick Leave, Catastrophic Leave
- ◆ Retiree Benefits
- ◆ Educational Benefits
- ◆ Relocation Assistance

Full details are available at <https://hr.unm.edu/benefits>.



Recruitment Process



This position is considered open until filled with the first review of resumes to begin **July 12, 2021**. To be considered, candidates must submit a compelling cover letter and comprehensive resume via email to apply@ralphandersen.com. Interested candidates should apply early in the process for optimum consideration.

Before final interviews, candidates will be required to sign a release form to authorize verifications to be conducted, including employment history, degrees obtained, and other certifications.

This recruitment incorporates existing rules and regulations that govern public sector recruitments in the State of New Mexico.

Confidential inquiries are welcomed to Chief Greg Nelson (ret.) or Chief Bryan Noblett (ret.) at (916) 630-4900.



POLICE DEPARTMENT

The University of New Mexico is committed to hiring and retaining a diverse workforce. We are an Equal Opportunity Employer, making decisions without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, veteran status, disability, or any other protected class.

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