

National Search for Associate Vice Chancellor, Chief of Police



**University of Colorado
Anschutz Medical Campus**

**Aurora, Colorado
June 2025**



About CU Anschutz Medical Campus

The University of Colorado Anschutz Medical Campus is a premier academic medical center located in Aurora, Colorado. As one of the nation's leading R1 research institutions, CU Anschutz is dedicated to transforming education, science, medicine, and healthcare. The campus is home to over 4,500 degree-seeking students and 15,000 employees across six health sciences schools and colleges, and it serves over 2.6 million patients annually.

CU Anschutz is recognized nationally for its excellence in various areas including but not limited to:

- **National Cancer Institute Designated Comprehensive Cancer Center:** The only one in Colorado and one of only 71 nationally.
- **Ranked 12th in the nation for health sciences research** and 19th globally, according to Nature's 2024 Index report.
- **America's Best Large Employer:** Recognized nationally by Forbes in 2024 and 2025 as one of America's best large employers for its benefits, employee recognition, opportunities for advancement and much more.
- **Age-Friendly University:** Designated for leadership in research, education, and care for older adults.
- **Military Friendly:** Top 10 designation as a Military Friendly School for providing military service members and their families with high-quality education programs, and a DoD Skillbridge participating employer.

National Rankings: <https://www.cuanschutz.edu/national-designation-highlights>

The Role: Associate Vice Chancellor and Chief of Police

The University of Colorado Anschutz Medical Campus seeks a dynamic and visionary servant leader to serve as the Associate Vice Chancellor and Chief of Police. This executive position reports directly to the Executive Vice Chancellor for Finance and Administration and CFO and will be responsible for overseeing the CU Anschutz Police Department (CUPD), ensuring the safety and

security of the campus community, and fostering a culture of accountability, trust and collaboration.

Key Responsibilities:

- **Leadership and Strategy:** Provide strategic direction and leadership to CUPD, aligning departmental goals with the university's mission and values.
- **Community Engagement:** Build and maintain strong relationships with students, faculty, staff, and external stakeholders to promote a safe and welcoming campus environment.
- **Operational Excellence:** Oversee the day-to-day operations of CUPD, including law enforcement, emergency management, crime prevention, Clery Act compliance, electronic security & badging, and public safety initiatives.
- **Policy Development:** Develop and implement policies and procedures that ensure compliance with legal and regulatory requirements, and best practices in campus safety.
- **Crisis Management:** Lead the university's response to emergencies and critical incidents, coordinating with internal and external agencies as necessary.

Ideal Candidate:

The next Associate Vice Chancellor and Chief of Police will be highly visible on campus, and be accessible to students, faculty, staff, and members of the police department. The Chief will build trust and develop strong relationships across a broad range of campus constituencies and become rooted in the campus community. They will understand and value the distinct differences between traditional law enforcement work and policing on a research and medical campus.

We desire a leader who is transparent, approachable, personable and of impeccable character. The Chief will continue a legacy of police innovation that includes strategies to recruit and retain exceptional police department employees that mirror the community, provide robust career development opportunities for their employees, embrace emerging technologies, and adopt best practices that enhance campus safety, emergency preparedness and response. The Chief will understand the importance of fiscal responsibility and explore innovative solutions to overcome financial challenges.



For a complete review of the job description including required and preferred qualifications, please view the job posting and anticipated salary range in our CU Careers Taleo portal at <https://cu.taleo.net/careersection/2/jobdetail.ftl?job=37199&lang=en>

About CU Anschutz Police Department (CUPD)

The CU Anschutz Police Department is a fully commissioned law enforcement agency dedicated to ensuring the safety and security of the CU Anschutz Medical Campus. The department of more than 70 employees and four divisions is accredited through the International Association of Campus Law Enforcement Administrators (IACLEA) conforming to the highest standards for campus law enforcement and protective services. CUPD officers are Colorado P.O.S.T. certified and hold police commissions with the State of Colorado. Officers are responsible for patrolling the campus, responding to emergencies, conducting investigations, and providing crime prevention education. The department works closely with university administration, faculty, staff, and students to create a safe and welcoming environment for all members of the campus community.

CUPD is committed to community policing principles, emphasizing transparency, accountability, and proactive engagement with the community. The department offers a range of services including but not limited to:

- 24/7 patrol and emergency response
- Crime prevention, safety education programs, and Clery Act Reporting
- Electronic security and badging
- Emergency management
- Collaboration with local law enforcement agencies and community organizations



For more detailed information on CUPD's mission, divisions, and services, please visit <https://www.cuanschutz.edu/police>

Location: City of Aurora, Colorado

Located just east of Denver, the City of Aurora is the "Gateway to the Rockies" and Colorado's third-largest city. It is a vibrant community known for its rich cultural tapestry and dynamic economic

growth. Aurora offers a high quality of life with a mix of urban and suburban environments, abundant parks, open spaces, and recreational opportunities.

Aurora is a welcoming place for individuals and families from all backgrounds. The city's strategic location provides easy access to the Denver International Airport and the Rocky Mountains for outdoor activities such as hiking, skiing, and mountain biking, while also offering a thriving cultural scene, dining, shopping, and entertainment options. Aurora was named one of the best places to live in 2025 by Livability Magazine.

The Aurora community values safety and collaboration, making it an ideal location for the CU Anschutz Medical Campus and the leadership role of Chief of Police. The city's commitment to innovation, growth, and community engagement aligns well with the campus' mission to advance health sciences education, research, and patient care. Learn more about Aurora, Colorado at <https://www.visitaurora.com/>



Compensation and Employee Benefits at CU Anschutz

CU Anschutz will offer the next Chief of Police exceptional compensation and benefits. The CU comprehensive benefits package is designed to support the well-being and professional growth of our employees. Key benefits include:

- **Health and Welfare Plans:** Multiple medical, dental, and vision plan options to suit individual and family needs. Voluntary short and long-term disability plans, life insurance, and options to enroll in health savings and flexible spending accounts.
- **Retirement Plans:** Employer contributions of 10% of gross pay into a 401(a)-retirement plan. Employees with prior Colorado PERA-covered employment may be able to choose between the PERA or CU 401(a) retirement plans.

- **Health & Fitness:** Access to join the CU Anschutz Health & Wellness Center offering a state-of-the-art fitness facility, heated pool and indoor track with personal training experts, group exercise classes, acupuncture, massage therapy, and more.
- **Paid Time Off:** 22 vacation days, 15 sick days, and 10 holiday days per year, plus bereavement leave, paid parental leave and leave under Colorado's FMLI program.
- **Tuition Assistance:** Up to 12 credit hours per year for employees and their eligible dependents.
- **Public Service Loan Forgiveness:** Eligibility for federal student loan forgiveness programs.
- **Flexible Work Arrangements:** Opportunities for flexible work arrangements where applicable.
- **Child and Elder Care Resources:** Access to Care@Work by Care.com, and other resources to support work-life balance.
- **Employee Discounts:** Access to LifeMart discounts on travel, fitness memberships, and more through CU Advantage and Care.com.
- **Professional Development:** Learning and development programs from LinkedIn Learning, Coursera, and other campus programs to enhance skills and career growth.
- **Public Transportation:** The RTD Eco Pass is included free for employees purchasing a regular parking pass or at a discounted rate for non-parking pass holders. The Eco Pass offers unlimited rides on fixed-route bus, commuter rail, and light rail in Denver, Aurora, and surrounding areas.

For more detailed information on benefits and wellness programs, please visit the CU Employee Services website at <https://www.cu.edu/employee-services/benefits-wellness> and the CU Advantage employee program at <https://advantage.cu.edu/campus/cu-anschutz>



Application Process

Interested candidates are invited to submit an employment application, including a resume and compelling cover letter detailing their qualifications, experience, competencies and vision for the role. Professional references will not be contacted until mutual interest is established. Applications and materials should be submitted via CU Careers specific to the job posting instructions found at <https://cu.taleo.net/careersection/2/jobdetail.ftl?job=37199&lang=en>

The recruitment will be confidential through the initial stages and is considered “open” until a final selection is made. Candidates are encouraged to apply by July 31, 2025, for optimal consideration.

Only the most highly qualified and competitive candidates will be invited to participate in virtual interviews with the Selection Committee. Finalists will be invited to participate in additional interviews, including an on-site visit with campus stakeholders. A comprehensive police background check including physical and psychological evaluations, and polygraph examination will be performed for finalists.

For candidates located outside of Colorado, provisional Colorado POST certification is required prior to employment and full certification is required within six months of hire.

<https://post.colorado.gov/certification/certification-types/provisional-certification>

Confidential inquiries and questions regarding this opportunity may be made to the Executive Recruiter for this position, Ms. Lindsey Fouquette, MBA, SHRM-SCP, Director of Talent Acquisition & Classification, at lindsey.fouquette@cuanschutz.edu

The University of Colorado is an equal opportunity employer and complies with all applicable federal, state, and local laws governing nondiscrimination in employment. We are committed to creating a workplace where all individuals are treated with respect and dignity, and we encourage individuals from all backgrounds to apply, including protected veterans and individuals with disabilities.