

# CLEMSON N<sup>®</sup>



## CU AT CLEMSON

An executive prospectus for Associate Vice President of Public Safety from the Clemson University Department of Human Resources.





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# A LETTER FROM PRESIDENT CLEMENTS

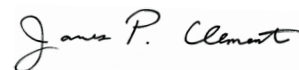
## It's a great time to be at Clemson!

From our first graduating class in 1896 to today, Clemson University has become a leader in higher education by setting records in student success, research, outreach, athletics, fundraising, industry partnerships, innovation and impact. We promote a championship culture across our campuses, and our dedicated faculty, staff, and students contribute to the success of each other. As we continue to elevate Clemson, we seek ambitious, talented professionals who want to join our team.

During the past decade, the University has been consistently ranked as one of the nation's top public universities. We continually enjoy a top 10 ranking in several different Princeton Review ranking categories and are considered one of the Most Trusted Universities according to a survey conducted by Morning Consult. During the past decade, our number of admission applications has tripled, we've significantly increased the number of graduate degrees awarded, and the University successfully completed its most successful capital campaign, topping our \$1 billion goal – the largest achieved by a public university with our alumni base at that time.

Clemson University attracts those who want to make a difference in the lives of others. Ranked as one of the most productive research universities in the country by the Carnegie Classification of Institutions of Higher Education, Clemson is dedicated to teaching, service and discovery. I am excited about our Clemson Elevate strategic plan that provides the roadmap to ensure we deliver the #1 Student Experience in the nation, double research by 2035, and transform lives through measurable health outcomes and economic development. I hope you will consider joining us on this journey.

Clemson University is a great place to work, and Clemson, South Carolina, is a great place to live. I invite you to review this prospectus to learn more about our school, our beautiful main campus and the people who call this place home. Our HR team looks forward to connecting you with one of the unique opportunities available to join our team. Thank you for your interest in Clemson University and Go Tigers!



James P. Clements, Ph.D.  
President

# Clemson® Elevate

Clemson Elevate is a strategic plan to propel Clemson's success and further strengthen its reputation. Applying our guiding principles, criteria and analysis, Clemson will focus on three core strategic pillars, each backed by a series of initiatives and related metrics.



**Deliver the No. 1 student experience in the nation.**

*Every Student Thrives*



**Double research expenditures by 2035, position for AAU membership.**

*Discovery Drives Success*



**Transform lives statewide and beyond through educational, economic, agricultural and health outreach.**

*Service Builds Community*



## Differentiating our impact

Clemson Elevate is the tie that binds student experience and research discovery to real-world community outcomes so that our work matters more, does more and better serves the people of our state, nation and world.

## A focus on Clemson

High-impact, evidence-based academic engagement and significance have guided our institution since its founding 134 years ago. Building upon the last decade — one of record-breaking ascension across research, academics, athletics and the living environment — we choose to elevate further.

Our future will elevate and magnify the unique Clemson Experience for outstanding students who choose Clemson because it is Clemson — experiences inside and outside of the classroom, in a beautiful environment, in preparation for lives of leadership, service and meaning.

# TIGERS STRONG

There's never been a better time to join Clemson University. The number and caliber of our student applications are at all-time highs. We're also posting record numbers for research awards. Our most recent Will to Lead capital campaign surpassed a chart-topping \$1 billion, and we're home to the widely recognized three-time [National Championship Clemson Tigers Football team](#), with two titles won in the last five years.

The demand for enrollment and the demand to work here is as high as it has ever been, and it's just the beginning!



Clemson was designated a **top South Carolina employer** by Forbes in 2023. Ranked 16th, Clemson was the highest ranked university in the state.



Named a **Military Friendly Employer** for four consecutive years.



Clemson was classified as **one of the nation's most active research institutions in 2016**. Carnegie R1 research universities are economic engines that create prosperity in entire regions, and their national and international reputations add significant value to the degrees they award.



For seven consecutive years, Clemson has received the **Excellence in Diversity Award** from *INSIGHT Into Diversity* magazine.



**Top-ranked** national public university in the country for the past decade, according to *U.S. News & World Report*



**No. 3** Clemson was named the No.3 most trusted public University by Morning Consult in 2022.



**5th:** Ranking Clemson received for best town-gown relations, according to the 2024 *Princeton Review*



**7th:** Clemson ranks 7th nationally in Career Services according to the 2024 *Princeton Review*



**Top 25** public institution in America, according to *Wall Street Journal/College Pulse* rankings.

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# ASSOCIATE VICE PRESIDENT PUBLIC SAFETY

## WHERE YOU'LL WORK IN OUR ORGANIZATION:

The Department of Public Safety (DPS) is responsible for ensuring the safety and security of the Clemson University community, including students, faculty, staff, and visitors. The department encompasses various units, including law enforcement, fire, and emergency management and Tiger One involving safety technology systems. DPS plays a vital role in maintaining a safe and secure environment for all members of the University community, contributing to the overall well-being and success of Clemson University. For more information on Clemson's DPS, visit the website.

## WHAT WE'RE LOOKING FOR:

Clemson University is seeking an experienced, collaborative, and dynamic public safety leader to serve as the Associate Vice President of Public Safety reporting to the Executive Vice President for Finance and Operations.

The AVP of Public Safety (AVPPS) promotes an inclusive educational and working environment at University locations while also consistently building relationships and collaborating with students, faculty, and staff in support of a positive experience for all members of a diverse and learning-focused community. The AVPPS provides comprehensive vision, strategic leadership, and effective management for the Department of Public Safety.

## WHAT YOU'LL BE RESPONSIBLE FOR:

- Establishes strategic priorities and objectives for Public Safety departments. Maintains authority to issue, modify and approve written departmental directives. Coordinates with department leaders in decision-making with incidents impacting University safety. Works collaboratively to develop, update and train all critical response plans. Informs University officials statewide of reported safety concerns. Directs the activities of the Emergency Operations Center during emergencies. Leads multi-disciplinary teams to develop technology proposals to enhance safety and lead security.
- Oversees all public safety and crowd management activities at major special events. Develops collaborative relationships with University event hosts, sponsors and key partners including Student Affairs, Athletics, Facilities, and Academics Affairs. Coordinates with appropriate University departments and local, state, and federal agencies to review event security planning and fulfill event responsibilities. Issues final approval of event operations.
- Leads multi-disciplinary teams to coordinate risk assessments and technology planning to enhance safety and security capabilities and address threats including cyber-related incidents.
- Coordinates with public safety departments and key partners to develop a strategic technology roadmap that sustains and optimizes current systems while exploring the integration of new and emerging applications to enhance safety and security capabilities for the future.

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- Collaborates with University leadership and regional public safety partners to identify and implement policies, procedures and practices based on relevant and emerging knowledge, needs and technologies in public safety. Serves as the principal advocate for Public Safety to educate the University and surrounding communities regarding their vision, priorities, efforts, and strategies.
  - Develops methods and protocols to share data regarding operations, policies, and practices of public safety departments to increase information sharing, transparency and accountability within the University and the surrounding community.
  - Monitors compliance with state and federal requirements and education guidelines including Clery Act compliance.
  - Directs personnel management and is responsible for the selection of departmental leaders. Responsible for oversight of training, growth and development initiatives, and assessment of all matters related to staff performance and behavior. Collaborates with senior leadership to establish appropriate staffing levels to enhance safety and reduce risk.
  - Leads the co-creation of strategic plans for public safety departments ensuring alignments among departments, Finance and Operations and Clemson Elevate. Requests and allocates departmental resources in alignment with the Finance and Operation's strategic goals, Clemson Elevate, and University goals and objectives; aligns resources to promote and enhance University safety and security in an efficient and transparent manner. Identifies, supports, and applies for grants to support Public Safety operations and new initiatives.

# ASSOCIATE VICE PRESIDENT PUBLIC SAFETY

## THE IDEAL CANDIDATE:

- Bachelor's degree in criminal justice, public administration, or related field from an accredited institution.
- 15+ years in public safety with at least 4 years of experience as a senior leader in a public safety-related field.
- Knowledge of Incident Command Structure and the development of emergency management planning exercises.
- Comprehensive understanding of video access controls and current and emerging public safety technology systems.
- Experience in command supervision, budget management and operational/programmatic responsibilities for safety.
- Proven success in the recruitment, development, and retention of diverse workforce units.
- Experience with securing and maintaining accreditation and certification.
- Master's degree in criminal justice, public administration, or related field preferred.

# A GREAT PLACE TO WORK

Employment at Clemson University offers competitive recruitment and benefits packages, including:

- Relocation reimbursement assistance
- Tuition assistance program
- Spousal partner career assistance programs
- Health and wellness opportunities
- Employee discount program
- On-campus child care facility
- Employee assistance program
- Adoption assistance program
- Employee Tuition Assistance Program
- Comprehensive benefits package including health, dental, vision, life insurance and long-term disability, as well as leave benefits and multiple retirement options
- Exceptional work-life balance

For more information and a comprehensive list of benefits, [visit our benefits site.](#)

## WANT MORE INFORMATION?

If you have any questions regarding the search for Associate Vice President of Public Safety feel free to get in touch. We'd love to talk with you! Please direct any confidential inquiries, nominations, or questions to the search firm assisting the University:

**Caitlin Hummel**, Senior Consultant  
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Summit Search Solutions, Inc.  
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## APPLY TODAY!

Clemson University, in consultation with Summit Search Solutions, Inc., will begin a confidential review of application materials immediately and continue until the position is filled; parties who apply by **May 31, 2024**, will be given first consideration.

Please submit a CV/resume, letter of application, and a list of five references upon application. All applications and nominations will be held in confidence. Applications must be submitted directly to [Interfolio](#).

*Please note, references will not be contacted until the final stages of the interview process.*



# UPSTATE SOUTH CAROLINA: HOME TO THE WORLD!

The Upstate region of South Carolina is geographically situated at the [heart of the booming Charlotte-Atlanta corridor](#) and is part of a 10-county region anchored by Greenville and Spartanburg. Good schools, good jobs, a booming international community and more make this an attractive place to relocate from anywhere in the world.

**11,000+** job postings/month

**576** international companies

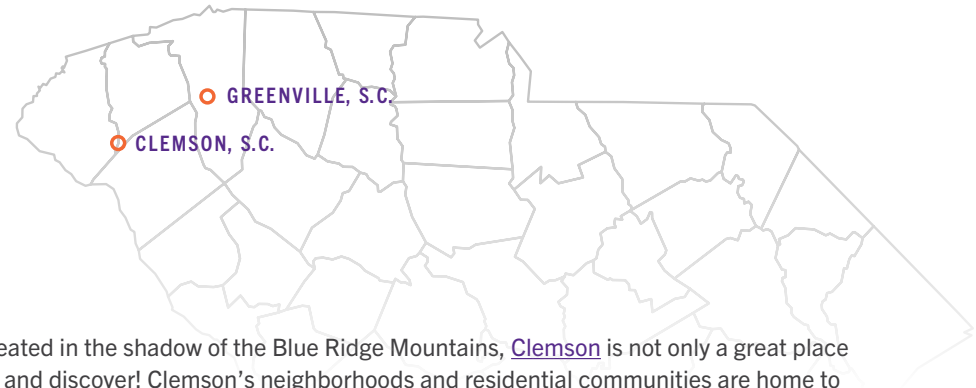
**730** miles of bike trails

**219** days of sunshine annually

**152** food trucks

**1-of-a-kind region**

Source: [MoveUpstateSC.com](#)



## CLEMSON, S.C.

On the shores of Lake Hartwell and seated in the shadow of the Blue Ridge Mountains, [Clemson](#) is not only a great place to work; it's a great place to live, play and discover! Clemson's neighborhoods and residential communities are home to nearly 18,000 people and offer easy access to local theater, farmers markets, art studios and more. With temperate falls and winters, the city's walkable downtown is a four-season district to eat, drink and shop. The [state's botanical gardens](#) and adjacent Lake Hartwell are great spots to cool off during the warm summer months.

**5<sup>th</sup>** Ranking Clemson received among colleges where town-gown relations are great, according to the 2020 *Princeton Review*.

**GREENVILLE, S.C.** America's "Next Big Small Town" according to People magazine is also a top-ranked spot for foodies and travel, and it's one of America's fastest growing cities. Discover all that this burgeoning and much-bragged-about downtown has to offer. Downtown Greenville is just 30 minutes from Clemson's main campus, and it is home to concert venues, the Greenville Symphony Orchestra, more than 1,000 restaurants, several minor league sports teams, the Swamp Rabbit system of multiuse trails and much more.



The next-best thing to seeing Greenville in person? Exploring it through photos from the [Yeah, THAT Greenville](#) visitors bureau.

## BLUE RIDGE MAJESTY

[Anderson, Oconee and Pickens](#) counties are home to some of the most beautiful natural resources in the country. Clemson is located in the heart of this beautiful tricounty area, providing easy access to hiking and biking, waterfalls and lakes and a wide variety of events, festivals and concerts that provide exceptional quality of life alongside untouched natural beauty.



Need ideas for things to do in and around the Upstate? Check out the Upcountry Carolina Association for fun activities for everyone across the region!



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Clemson University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender, pregnancy, national origin, age, disability, veteran's status, genetic information or protected activity (e.g., opposition to prohibited discrimination or participation in any complaint process, etc.) in employment, educational programs and activities, admissions and financial aid. This includes a prohibition against sexual harassment and sexual violence as mandated by Title IX of the Education Amendments of 1972.