



Oregon State
University

Oregon State University

Associate Vice President & Chief of Police Search

Corvallis, Oregon

About Oregon State University

Founded in 1868 and one of only two land, sea, space and sun grant universities in the U.S., Oregon State is an internationally recognized public research university that draws people from all 50 states and more than 100 countries. OSU is Oregon's statewide university. With its main campus in Corvallis, a branch campus in Bend (OSU-Cascades) and a presence in Newport (Hatfield



Marine Science Center), Portland (OSU Portland Center) and online (Ecampus), the University offers more than 200 undergraduate, graduate and doctoral degree programs. It is the largest university in the state with a total enrollment exceeding 32,000 and has more majors, minors and special programs than any other university or college in Oregon. More than 250,000 degrees have been awarded for OSU since its founding. Oregon State has earned the national distinction for Carnegie Classifications for “community engagement” and for “very high research activity.” OSU’s research expenditures have steadily risen in the recent past, with annual expenditures ranging from \$380 to \$440 million. OSU is distinguished by several very highly ranked programs and colleges, such as its programs in forestry, oceanography and robotics. As a member of the Pac-12 Conference, OSU offers 7 men’s and 10 women’s NCAA Division I sports.

Oregon State has a steadfast commitment to engage in exceptional 21st-century teaching, research, discovery, innovation and engagement and to integrate that research and engagement mission with the delivery of a high-quality, globally relevant and affordable education for the people of the state and beyond. OSU is committed to the ideal that higher education is a public good and that education of the kind it provides, as a research-intensive land grant institution, is uniquely important and should be accessible to all learners. Leaders across the state – within healthcare organizations, community-based not-for-profits, industry, community colleges and local governments, among others – know OSU as an institution that is highly collaborative and inclusive, one that values its partnerships, seeks input and works constructively to advance solutions that address issues of vital importance to Oregon and beyond. These issues include promoting economic prosperity and social progress through access to education, improving the sustainability of earth ecosystems and advancing health and wellness.

Oregon State University is guided by its 2019-2023 strategic plan [SP4.0 – Transformation, Excellence and Impact](#), which articulates the university’s distinctive focus on academic excellence in

all aspects of learning, discovery and engagement. SP4.0 is the fourth five-year plan developed by OSU and coincides with the celebration of Oregon State's 150th anniversary. This fourth iteration of the university's strategic plan lays out goals and actions that will drive the institution closer to a set of distinctive strengths achievable by the year 2030 that are articulated in OSU's [Vision 2030](#) document. The University's strengths fall into four areas: Innovation in Education, Inclusion and Collaboration; Revolutionary Earth Systems Sciences; Leading in Health and Wellness; and Advancing Economic Prosperity and Social Progress.

Oregon State University launched the Office of Institutional Diversity in 2016, underscoring its commitment to bring a new and singular focus to advancing equity, inclusion and social justice. Led by the University's chief diversity officer, OSU developed its first comprehensive diversity strategic plan, [Innovate and Integrate: Plan for Inclusive Excellence](#), in 2018. The plan was developed through extensive engagement with students, faculty and staff who contributed their expertise and experiences. The plan is organized around five key goals – ambitious, but attainable – to achieve inclusive excellence by incorporating existing successful initiatives and embracing innovative ideas.

The office of Institutional Diversity is primarily responsible for monitoring implementation and progress of the diversity strategic plan. However, this work involves all Oregon State community members, and success will require continuous partnership and collaboration.

Oregon State has seven cultural resource centers that provide welcoming, culturally rich gathering places and support for all students.

The Opportunity

Associate Vice President of Public Safety & Chief of Police

The Associate Vice President of Public Safety & Chief of Police (AVP/Chief) will be responsible for the implementation and ongoing development of the law enforcement unit. Along with overall proactive leadership, the AVP/Chief will provide direction, strategic vision and planning for the entire department including the public safety unit, emergency management and planning unit and the Clery Act compliance unit. This position will help to design policies around police operations within OSU as well as design and implement training programs for sworn officers ensuring they are up-to-date on the most recent law enforcement practices. The AVP/Chief will be charged with creating a police force at OSU consisting of performing needs assessments to determine how best to position police operations, development of department specifications, implement policies procedures, plans and strategies as well as the ongoing recruitment for a team of sworn offers dedicated to protect the Corvallis campus community.

Under the general direction of the Senior Associate Vice President for Administration (SAVPA), the AVP/Chief will provide oversight and leadership of all functions and operations of the Department of Public Safety including law enforcement in the protection of life and property, enforcement of University standards and policies, regulations and state laws, as well as the overall safety and well-being of students, faculty, staff and visitors. The scope of leadership for this position will include oversight of public safety and the coordination of law enforcement services for all university campuses and satellite offices, including OSU Cascades, located in Bend, as well as the Hatfield

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Marine Science Center in Newport, a new facility in downtown Portland, 14 Agricultural Experimental Station sites, and 36 county Extension offices.

The AVP/Chief is a highly visible role that interacts with senior level administrators in strategic planning, long-range physical planning and development, and development of law enforcement programs for the future benefit of the university and the OSU community to include close collaboration with Student Affairs, Faculty Affairs, and Human Resources on broad issues of health and safety.

Minimum Qualifications

- A Bachelor's Degree in police science, administration of justice, criminology, public administration, business administration or related field and ten years of progressively responsible supervisory experience in law enforcement organization, military operational security, or other complex security operations in a variety of assignments, e.g. patrol investigations, crowd management and crime presentation.
- Supervisory experience must include at least five years at law enforcement Lieutenant rank or higher.
- Experience working with a diverse, multi-cultural population.
- Experience with incorporating and managing law enforcement officers in support of large events, functions and incidents.
- Demonstrate a proven track record for strong team-building focused on inclusive decision making.
- Graduation from the Federal Bureau of Investigation (FBI) National Academy or other senior law enforcement management/leadership school.
- Knowledge and experience in employee relations.
- Experience supervising union represented employees.
- Able to obtain Oregon Department of Public Safety Standards and Training (DPSST) Police Certification within one year of appointment and a DPSST Executive Police Certification within two years of appointment.
- The incumbent must obtain and maintain Law Enforcement Data Systems (LEDS) access.
- A demonstrable commitment to promoting and enhancing diversity.
- Strong background in developing and implementing training programs.

Preferred Qualifications

- Master's Degree for an accredited university in Criminal Justice, Public or Business Administration.
- Recent, relevant experience in the direct supervision of campus law enforcement and/or armed campus security officers.
- Record of ongoing attendance at contemporary law enforcement and/or security training courses.

- Experience working with/managing Clery Act compliance, particularly in conducting direct evaluations of reported crimes and timely warning situations.
- Completion of ICS-300 training (FEMA training)

Leadership

Paul Odenthal, Senior Associate Vice President for Administration



Paul Odenthal is the senior associate vice president for administration and oversees public safety, insurance and risk management services, environmental health and safety, capital planning and development, real property, facilities services and transportation services. He is also designated to act on behalf of the vice president for finance and administration.

Paul has over 30-years of experience leading large organizations in facilities operations and support services integration on both Navy installations and in the education environment. Prior to joining OSU, Paul served as executive administrator for facilities over the Beaverton Oregon School District's 54 campuses. His career as a Navy Civil Engineer Corps Officer included serving as a naval base commander, integrating all aspects of community and safety services for over 30,000 people; Commodore of a Naval Construction Group, executing peacetime and combat construction, disaster recovery and humanitarian assistance operations worldwide; and Deputy Commander of Naval Facilities Engineering Command MidAtlantic, managing the infrastructure of the Navy's largest region.

He holds both a bachelors and masters of science in civil engineering from Oregon State University, a Masters of Art in Military Operations from Air University, and he completed the Advanced Executive Program at the Kellogg School of Management, Northwest University. Paul is a registered Professional Civil Engineer in California and a Certified Energy Manager.

Corvallis Campus

Oregon State University's Corvallis campus features stately historic buildings, state-of-the-art

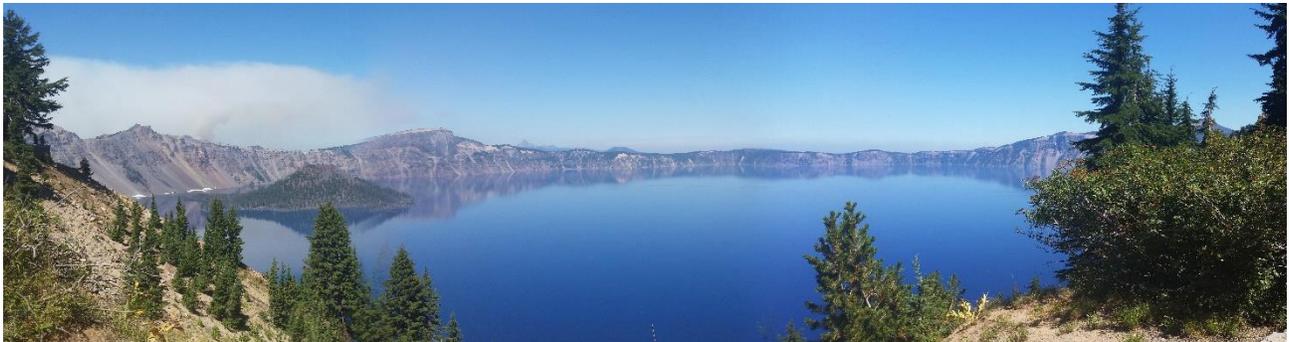


facilities, expensive open spaces and gardens across 520 acres. The Corvallis campus is home to more than 24,400 students, 11 colleges, the Honors College, the Graduate School, four ROTC programs and multiple research centers and institutes. Students can participate in more than 400 clubs and organizations on campus, while seven cultural resource centers provide a welcoming, inclusive community for learning, celebration and self-expression. The community of Corvallis consistently ranks among the nations' best cities to live, as well as one of the smartest, most innovative and most environmentally responsible cities. With a population of nearly 58,000, Corvallis features a lively downtown along the Willamette River, abundant parks and appealing neighborhoods. Corvallis is also ideally located for exploring Oregon. Both the Oregon Coast and the mountains of the Cascade Range are an hour away by car. Portland, Oregon's largest metro area, is just 90 minutes away.

Oregon, Beautiful & Welcoming

Oregon's diverse geography creates beautiful vistas that can be found everywhere – along the rugged Pacific Ocean coastline, over soaring, snow-capped mountains, along mighty rivers, through bountiful valleys, lush forests and a vast high desert.

Thriving urban cities and charming small towns share a welcoming sense of community. Virtually unlimited opportunities for outdoor recreation, a vibrant arts scene, world-famous wineries and breweries, and an abundance of local farmers markets all contribute to Oregon's enviable quality of life. The cost of living is moderate, as is the climate. True, it does rain, but Oregon also offers four distinct seasons and plenty of sunny days.



Oregon's economy is strong and diverse. Driven by Intel and other major firms, the state's high-tech industry is flourishing. Oregon is home to Nike, Columbia Sportswear, Adidas America and hundreds of national and global sporting goods companies.

Innovation in agriculture, forestry and wood products manufacturing are substantial Oregon Assets. One-fifth of Oregon's economy is in international trade, much of that with Pacific Rim countries.

For more information, traveloregon.com and oregon4biz.com.

About the Department of Public Safety

Building on 150 years of Oregon's land grant institution, Oregon State University serves the state, the nation and the world as a premier 21st-century research university.

As a land grant institution committed to teaching, research, and outreach and engagement, Oregon State University promotes economic, social, cultural, and environmental progress for the people of Oregon, the nation, and the world.

We will be welcoming and foster belonging and success for all. We are a diverse community, defined by the rich palette of cultures we share, and we will strive to eliminate achievement gaps among sub-groups of students, and inequities in the advancement of faculty and staff. We will foster the personal success of each member of the university community and instill a commitment to serve Oregon, the nation, and the world.

OSU is building an organizational culture founded on the values of inclusion, mutual respect, good physical and mental health, collaboration, and humility, so that people from every background are welcomed and thrive, our community is diverse, and our leadership advances both excellence and innovation.

The OSU Department of Public Safety (DPS) will support and emulate the mission, core values and goals as outlined in SP 4.0 by providing for a safe campus for students, faculty, staff and visitors that facilitates Oregon State University's educational, research, and community service goals; and to provide these services with the highest standards of inclusivity, transparency and accountability.

As an integral part of an institution of learning, the Department of Public Safety (DPS) is committed to the success of our students, faculty and staff and believes that interactions involving members of the Oregon State University community, the general public and public safety personnel should strive to follow an educational model, be responsive and non-escalatory, and be restorative, not punitive, whenever possible.

The university provides public safety services in many different ways at OSU facilities throughout Oregon, including efforts to advance building safety, educational programs, campus patrols in Corvallis and Bend, support services to employees and students, emergency crime response and law enforcement services on the Corvallis campus, and collaboration with local agencies for fire and medical first response. OSU has a history of providing public safety services on its Corvallis campus since the mid-1930s and law enforcement services since 1974, including the Oregon State Police (OSP) providing licensed law enforcement services since 1989.

The provision of public safety on OSU's Corvallis campus will undergo a transition when agreements for licensed law enforcement services with Oregon State Police end on December 31, 2020. OSU leadership has determined the best course of law enforcement services in a manner that is aligned with the values and principles of OSU is to bring this function within the university. Effective January 1, 2020, pursuant to ORS 352.118 and 352.121. OSU will utilize its own sworn officers to provide law enforcement services for the Corvallis campus.

OSU's Corvallis campus police force will follow best practices and standards for community policing within higher education. DPS is committed to hiring outstanding people and train them to operate in

accordance with our educational values and policies. OSU holds its force accountable to those values and policies, and funds, hires and trainings staff to prioritize student, faculty and staff engagement, transparency, inclusivity, equity, crime prevention and partnership with campus and area social and health services.

Currently, the main areas within DPS are Dispatch, Public Safety, Law Enforcement, Emergency Management and Cleary.

Procedure for Candidacy

All applicants interested in the Associate Vice President and Chief of Police position should apply at [OSU Jobs](#).

Candidates should provide a recent resume and a letter of application that addresses the responsibilities and requirements described in the job posting. In addition, candidates will be expected to answer the following question as part of the application process:

In your past work, how have you demonstrated a commitment to diversity and how do you see that influencing your work here at Oregon State University?

Emailed or mailed documents will not be accepted. All applicant material must be submitted through the OSU Jobs portal for consideration.

OSU commits to inclusive excellence by advancing equity and diversity in all that we do. We are an Affirmative Action/Equal Opportunity employer, and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community.

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