



## CHIEF OF POLICE

Date: 1/6/2025  
Institution: Austin Peay State University  
Location: Clarksville, Tennessee  
Position Reports to: Vice President for Finance and Administration  
Division: Finance and Administration  
Salary Range: \$110,000-\$120,000  
Unique Feature: Large Public Military-Affiliated Institution

**Overview of Position:** Reporting to Vice President for Finance and Administration, the Chief of Police is a sworn, armed law enforcement officer and provides administrative and supervisory oversight of the Campus Police Department. The department is currently comprised of approximately thirty employees, including an Assistant Chief, a Lieutenant, a Parking & Transportation Director, three Sergeants, three Corporals, ten Police Officers, five Security Guards, three Dispatchers, a Parking Assistant, and a Parking Control Assistant. The FY25 Budget for the Police Department is \$3.7M (\$1M Operating w/o salaries and benefits) and the main campus is approximately 200 acres.

**We are Seeking:** Austin Peay is seeking a Chief who embraces the opportunity to engage, collaborate and build relationships with a diverse and dynamic college campus community, providing protection and contributing to the success of our University through a community-based approach. The Chief serves as the administrative head of the University Police Department and provides broad input across the University on matters of safety, security, emergency management, parking, and law enforcement operations. Overseeing an annual budget of \$3.7 million dollars inclusive of the compensation budget, the Chief is responsible for oversight of sworn and non-sworn personnel, physical security integrations, and coordination and collaboration with Emergency Management Operations. Our new Chief will be:

- A subject-matter expert in the field of postsecondary safety and security who is able to oversee all operations of the University Police Department, including Patrol, Investigations, and emergency/critical incident response.
- A collaborative leader who embraces the opportunity to engage and build relationships with a diverse and dynamic college campus community.
- An experienced leader who can aid in ensuring compliance with applicable laws, including the Clery Act, Title IX, and other federal and state regulations.
- An approachable team member who is experienced in developing long term goals, strategic plans, operational policies, and procedures.
- A leader who enjoys leading community education, like delivering crime prevention programs and working closely with students and employees on training and education related to safety and emergency procedures with an emphasis on respect, diversity, and inclusivity.



# D. STAFFORD & ASSOCIATES

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- An individual with a background in parking, transportation, and emergency management.
- A person who is able to develop strong physical security plans and implement security systems and solutions to enhance the physical security of facilities.
- Someone with a track record of managing a public safety operations budget.
- A person who has passion to manage and lead a dynamic public safety organization in a growing community.

## Requirements:

- At least 21 years of age and possess a valid motor vehicle operator's license.
- A bachelor's degree in criminal justice, law enforcement, public administration, or a related field.
- A compassionate, ethical, and empathetic leader.
- A minimum of ten years of experience in increasingly responsible, high-level leadership positions within police or public safety agency.
- A minimum of five years in demonstrated success and expertise in leadership or supervisory role, who is not required to have prior Police Chief experience.
- A proven leader in building strong relationships between culturally diverse communities and law enforcement.
- Emergency management experience, specifically utilizing the Incident Command Systems (ICS) or National Incident Management Systems (NIMS) for planning and execution of high-profile events.
- Experience and training in applying best practice techniques to mental health situations.
- Experience and training in de-escalation techniques.
- Successful candidates must meet, or be able to meet, all requirements for certification under [Tennessee Peace Officers Standards and Training \(P.O.S.T.\)](#). *(A candidate who is not Tennessee POST certified would be expected to obtain POST certification within six-months of employment.)*
- Excellent written and verbal communication skills.
- Successful effective supervision within a law enforcement setting.
- Able and willing to work a flexible schedule and to meet requirements of the position, including frequent extended days, nights, weekends, and on call responsibilities. This individual will be required to lift twenty pounds or more, squat, run, be able to work in the cold, heat, rain, or other outdoor conditions, as well as sit and type and interact with people with diverse identities and experiences.
- Provide positive leadership to motivate, develop, recruit, and support staff.
- Demonstrated ability to exercise good judgment in evaluating situations and making decisions; ability to be an effective facilitator who can lead critical analysis of existing processes and can assist those involved in formulating recommendations for improvement without alienating others.
- Intermediate computer proficiency in Microsoft/Google Suite.



**Preferences:**

- Experience in a university or campus environment
- Master's degree is preferred.
- Experience in or high motivation to work in a large, public, military-affiliated institution (as APSU military-affiliated students comprise nearly 30 percent of its total enrollment.)
- Graduation from the FBI National Academy or other similar law enforcement leadership program preferred.

**Fast Facts**

<b>Number of Students:</b>	More than 10,500 students
<b>Size and type of Campus:</b>	Large, Public, Suburban to Rural: 200 acres
<b>Department Budget:</b>	FY25 Budget for the Police Department is \$3.7M
<b>University Employment Benefits:</b>	<a href="#">Benefits &amp; Wellness</a>

**[LEARN MORE ABOUT AUSTIN PEAY STATE UNIVERSITY](#)**

Located in Clarksville, Tennessee, in the Nashville metropolitan region, Austin Peay State University (APSU) is a thriving campus that serves the northern Middle Tennessee region, the state, the nation, and the world abroad. The university has the Clarksville campus and the Austin Peay Center at Fort Campbell near the Tennessee-Kentucky border. With more than 119,000 alumni and a diverse population of over 10,500 students, Austin Peay is classified as a Master's Large institution by the Carnegie Foundation. It offers doctoral, graduate, bachelor's, and associate degree programs, with many fully online options. With nearly 9,000 undergraduate students and 1,500 graduate students, APSU provides a vibrant residential campus as well as serving online, part-time, and adult learners across multiple degree offerings. Austin Peay student athletes compete in the Atlantic Sun Conference in NCAA Division I. Austin Peay has a strong relationship with the United States military and is one of only two universities with its own facility on an active military installation – at nearby Fort Campbell. APSU military-affiliated students comprise nearly 30 percent of its total enrollment.

With a population of more than 185,000, Clarksville is Tennessee's fifth-largest city and is located just 45 minutes from Nashville. It is one of the fastest growing and youngest cities in the country, with a growth percentage of 10.5% over a four-year period. Clarksville ranks as the third most diverse city in Tennessee, is home to the state's youngest population, and was named "No 1. Best Place to Live" in 2019 by Money magazine. Tennessee is a zero-income tax state, meaning residents do not pay state taxes on their personal income. Clarksville is also more affordable than the average city, with its cost of living measuring an impressive 89 of 100 on the living index and



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its homeowner housing ranking standing at 79.3. Nearby Nashville is a major metropolitan area with more than two million residents. It prides itself for serving as the home of country music and for its sprawling entertainment and cultural offerings across music, film, and television. It is also the base of the Tennessee Titans football, Nashville Predators hockey, and Nashville SC soccer teams. Nashville is well-recognized for its vibrant creative community, filled with art galleries, theaters, and performance stages, in addition to its deep historical culture with its museums and national history attractions.

Austin Peay State University (APSU) is an equal opportunity employer and does not discriminate against students, employees, or applicants for admission or employment on the basis of race, color, religion, creed, national origin, sex (including pregnancy), sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs and activities sponsored by APSU.

Inquiries or complaints regarding Title IX, should be directed to the Chief of Institutional Culture and Title IX Coordinator, [williamsr@apsu.edu](mailto:williamsr@apsu.edu), 931-221-7690, 418 College Street, Office of Institutional Culture in Rm116, Clarksville, TN 37044. Other inquiries or complaints regarding non-discrimination policies may be directed to the Director of Equal Opportunity and Affirmative Action, Title IX Deputy Coordinator, Sheila Bryant, [bryantsm@apsu.edu](mailto:bryantsm@apsu.edu), 931-221-7178. The Austin Peay State University policy on nondiscrimination can be found at Policy 6:001.

In compliance with federal law known as the “Clery Act”, the Austin Peay Annual Security and Fire Safety Report (ASF SR) is available for your review. The ASF SR contains information about campus crime statistics, safety programs and security policies for each campus. You may view or download the ASF SR at:

[Clery Act Annual Security and Fire Safety Report 2024](#)

Hard copies of any of the reports are also available in the University Police Department, which is located at: Public Safety/Campus Police Shasteen Building. You can also request a copy by Phone: [\(931\) 221-7786](tel:9312217786) or Email: [apsupolice@apsu.edu](mailto:apsupolice@apsu.edu)

### **Voluntary Demographic Information**

As part of Austin Peay State University’s commitment to equal employment opportunity efforts, the institution conducts a survey of all job applicants. Submission of this information is entirely voluntary, and its contents are confidential to the Office of Institutional Culture. Please click on the following link to complete the forms: [https://link.edgepilot.com/s/cef672d6/8JPaYk\\_IPkyIDpUBP8nSSw?u=https://www.apsu.edu/equity-access/apsu-oeai-demographic.pdf](https://link.edgepilot.com/s/cef672d6/8JPaYk_IPkyIDpUBP8nSSw?u=https://www.apsu.edu/equity-access/apsu-oeai-demographic.pdf)