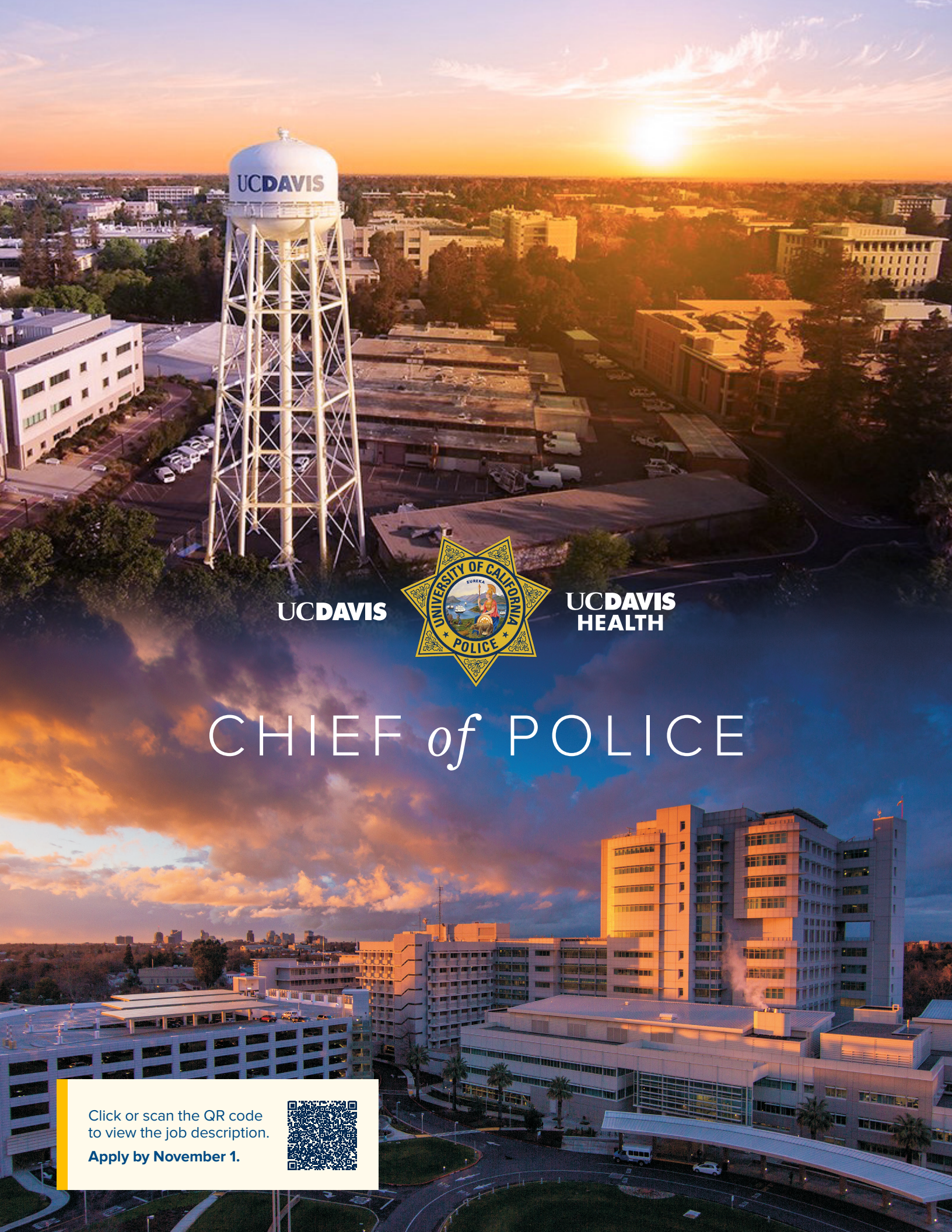




UCDAVIS



UCDAVIS
HEALTH

CHIEF *of* POLICE

Click or scan the QR code
to view the job description.
Apply by November 1.



Leading public safety across two campuses

UC Davis is seeking its next Chief of Police to lead public safety across a complex, multi-site university that brings together a leading public teaching and research university in Davis and a nationally ranked academic health system in Sacramento.

The Davis campus combines the rhythms of a college town with world-class teaching and research, residential life, activities and events, athletics and veterinary and animal care facilities. UC Davis Health brings the pace and complexity of an urban academic health center, with a Level I trauma center and other highly specialized care environments.

Across all university locations, the expectation is the same: **provide professional public safety with sound judgment and genuine respect for the communities we serve.**

Position Details

Salary: The anticipated annual base salary range is \$290,000 to \$341,000, commensurate with experience, qualifications, internal equity and applicable University of California approvals and policy.

Benefits: Relocation and competitive UC Benefits

Apply By Date: November 1, 2026 at 11:59 p.m. PST.
Selection activity may begin at any time.



At a Glance

- Davis + Sacramento
- 24/7/365 operations
- Coordination of security for multiple outlying clinical and research facilities
- 39,500 students and 33,500 employees
- 1.2 million annual patient visits (Sacramento)
- 1 million annual visitors (Davis)
- 5,300 acres (Davis) and 150 acres (Sacramento)



UC Davis is a leader in innovative public safety

Tiered response model

UC Davis has spent years building a tiered approach to public safety. Dispatchers assess each call and activate the responders and resources best suited to the situation. Depending on the need, that can include police officers in traditional duty uniforms, but often the most appropriate responders are CORE officers, Community Safety Specialists, Protective Service Specialists, Aggie Hosts, Health 34 or university partners with specialized expertise.

Technology that advances safety

Drones, cameras, card access systems and a modern 911 Dispatch and Security Operations Center strengthen physical security, situational awareness and response. The department continues to explore new tools and technologies that can improve safety and help it work more efficiently with the resources it has.

Accountability built in

UC Davis Police is accredited by the International Association of Campus Law Enforcement Administrators (IACLEA) and works with an independent Police Accountability Board (PAB) of students, faculty and staff that reviews complaints and makes recommendations to the Chief.

Public data and community feedback provide additional ways to measure performance, support transparency and keep improvement part of the department's work.

Partnerships near and far

The Chief maintains strong relationships with local, state and federal law enforcement agencies, other UC and CSU campuses, the UC Office of the President and partners across the criminal justice system. Those relationships support mutual aid, systemwide coordination and the broader work of public safety.



A Police Chief — and a university leader

This role calls for a seasoned law enforcement leader who also has these attributes:

- **Visible and approachable**
Present and actively engaged with the full range of people we serve – from a first-year student, a worried parent, a concerned faculty member to a patient in crisis.
- **A strong people leader**
Able to earn the confidence of those working in the department, including police officers, security professionals, professional staff and student employees, while developing people and building future leaders.
- **Shared accountability**
Comfortable building coalitions across UC Davis with colleagues in Fire, Emergency Management, Environmental Health and Safety, Risk Management, Transportation and many other units that share responsibility for safety.
- **Collaborative**
Builds strong, trusting partnerships with students, employees, and the broader university community to advance shared goals for safety and well-being.
- **Forward-looking**
Engaged with emerging public-safety practices and technology, and able to turn promising pilots into sound daily operations.
- **Operationally grounded**
Calm and decisive during serious incidents, with the judgment and command experience to lead a complex law enforcement organization.
- **A thoughtful steward**
Budget-minded and resourceful, with an eye toward efficiency, partnerships, grants and technology that stretch university resources further.
- **A clear communicator**
Able to read what different audiences need to know, communicate with discretion and use tools like WarnMe and Aggie Alerts to share timely information during routine operations and critical incidents.
- **A trusted advisor**
Trusted by executive leadership, including the Chancellor, UC Davis Health executives and other senior leaders, for their expertise in navigating complex, highly sensitive matters.



“The next UC Davis Chief of Police will be an integral leader of our Davis and Sacramento campuses, with a focus on public safety and modern practices that help our communities thrive.”

– Chancellor
Gary S. May

Supporting a growing university

The next Chief will inherit a department dedicated to the missions of UC Davis and UC Davis Health and proud of the people and communities it serves.

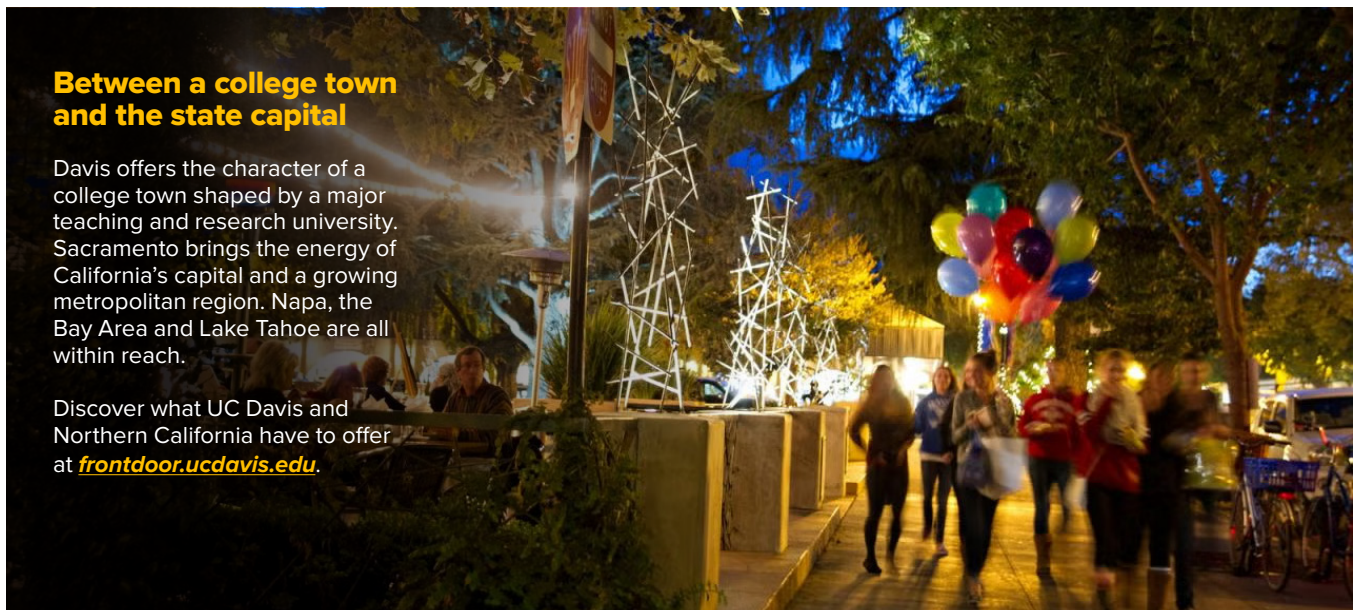
UC Davis continues to grow and change. New veterinary hospitals, research space, athletics venues, student housing and events & activities bring more people onto campus and more complexity to the job. At UC Davis Health, a new California Tower will open in 2030 to modernize and expand access. Plans are also emerging for additional medical buildings in several outlying areas in the region.

The next Chief will help the police department keep pace with the university: developing people, advancing tiered response, investing in the right technology, maintaining accreditation and the highest standards, and shaping public safety across UC Davis and the University of California.

Between a college town and the state capital

Davis offers the character of a college town shaped by a major teaching and research university. Sacramento brings the energy of California's capital and a growing metropolitan region. Napa, the Bay Area and Lake Tahoe are all within reach.

Discover what UC Davis and Northern California have to offer at frontdoor.ucdavis.edu.



DEPARTMENT SNAPSHOT

- 50 sworn personnel
- 36 professional and administrative staff
- 100 Protective Service Officers/Specialists/Supervisors
- 100 student workers in Aggie Host/Safe Rides
- ~\$46 million annual operating budget
- 46-vehicle fleet
- 24/7/365 operations
- IACLEA accredited since 2021

QUALIFICATIONS

Required

- Bachelor's degree in criminal justice, public or business administration, or similar discipline.
- Captain rank or above in a previous or current role.
- Command-level law enforcement leadership.
- POST Management Certificate, or ability to obtain this certificate within one year of appointment for out-of-state candidates.

Preferred

- Master's degree in criminal justice, public or business administration, or similar discipline.
- Large, complex or multi-site command experience.
- Leadership at a university, medical center or similar environment.
- Advanced executive law enforcement training.

For questions and nominations, please contact Michele Haynes, Senior Talent Acquisition Partner at mchaynes@ucdavis.edu.

As you consider joining UC Davis, we invite you to explore our Principles of Community, our Clinical Strategic Plan and strategic vision for research and education. We believe you belong here. The University of California, Davis is an Equal Opportunity Employer. All qualified applicants will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.