

**DARREN MITCHELL**

# Darren D. Mitchell



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October 5, 2021

Gary Peterson, CEO/President  
Public Sector Search & Consulting, Inc.  
6520 Lonetree Blvd, Suite #1040  
Rocklin, CA 95765

Dear Mr. Peterson:

It is with great enthusiasm that I submit my application for the Chief of Police position at Northern Illinois University (NIU). After serving the NIU community for over 21 years as a law enforcement officer, I feel confident that I possess the requisite skills and have built the relationships necessary to be a successful chief of police for NIU. During my career in law enforcement, I have worked hard to establish myself as a fair, respectful department leader and a skilled administrator with a proven ability to manage resources, both human and financial, to maximize efficiency and ensure the highest quality work product.

As a police leader, I have done work to further community and problem-oriented policing concepts. I have developed and put into practice community policing models that make officers more visible and accessible as they engage with students, staff, and others in a manner that encourages interaction and an appreciation for their presence. My vision for the department includes the expansion of integrated community policing models, which includes traditional forms of patrol activities and progressive community-based efforts. It also includes crime prevention measures through educational programming. In my experience, these are very effective initiatives to help build public trust.

I am passionate about topics related to police reform, racial and social injustice, as well as diversity, equity, and inclusion. I have participated in conversations surrounding the national dialogue on these important community issues. One of my most recent actions include joining the 30x30 Initiative, an effort by law enforcement leaders to advance the representation and experiences of women in all ranks of policing across the United States.

I have vital experience in matters concerning police union representation, contract negotiation and mediation. Our department personnel include four (4) separate collective bargaining units (sergeants, officers, security guards, and telecommunicators). As the acting chief of police, I helped to successfully negotiate to completion three collective bargaining agreements in a six-month period, where negotiations had previously been stalled. As a Patrol Officer, I was instrumental in the successful negotiation of the first

five (5) year contract between NIU and the Officers' Union. Following a successful contract negotiation, I was elected President of the Officers' Union.

I have a verifiable record of cultivating exceptional relationships within communities and with other service providers. One of my key strengths is the ability to set community members at ease and encourage them to ask questions concerning their police department, professional standards, and agency goals. I have served on and continue to be a part of several university and community committees.

I am a decisive, results-oriented, participatory professional who is looking to remain in this progressive, forward-thinking community that inspires its students and staff with exceptional police services. I have experience in organizational improvement, effective management of change, improvement of service delivery, and supervision of high performance teams. I have a Master of Science degree, and I am a graduate of the advanced police management institute at the Northwestern University Police Staff and Command School.

In order for any law enforcement executive to be successful, they must possess and exhibit a certain set of core values. I believe there is a direct correlation between being able to successfully carry out the duties and responsibilities of a Chief of Police and the set of core values a candidate subscribes to. The core values that have guided me throughout my career include integrity, compassion, dedication, enthusiasm and teamwork. My core values are an inherent part of who I am personally and professionally.

I welcome the opportunity to further discuss my qualifications and the continued value I will provide to assist Northern Illinois University in a manner that is consistent with the university's vision, mission and values. I also look forward to learning more about how I can contribute to the ongoing success of the University and community. Thank you for your time and consideration.

Sincerely,

Darren D. Mitchell  
Acting Chief of Police  
NIU Police and Public Safety

# Darren D. Mitchell

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## LAW ENFORCEMENT EXPERIENCE

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### **NORTHERN ILLINOIS UNIVERSITY - DEPARTMENT OF POLICE AND PUBLIC SAFETY**

#### **Acting Chief of Police, April 2021-Present**

Responsible and accountable for all operations within the police department including patrol, investigations, records, telecommunications, security guards, event security, and student employees. Entrusted to manage the department's \$5.6 million dollar budget. Collaborate with university leadership and key stakeholders in a manner that is consistent with the university's vision, mission and values. Key accomplishments include:

- Guided the completion of the process for the police department to achieve its first-ever accreditation by the Illinois Law Enforcement Accreditation Program.
- Developed a Community Policing deployment strategy that creates more visible police presence through foot patrols and active contacts with students in the Annie Glidden North area.
- Worked with labor relations to successfully negotiate and ratify three outstanding collective bargaining agreements with police sergeants, security guards, and telecommunicators.
- Joined the 30x30 Initiative, an effort by law enforcement leaders to advance the representation and experiences of women in all ranks of policing across the United States.
- Initiated monthly command staff meetings for strategic planning, training, and other organizational compliance and development initiatives.
- Initiated monthly supervisor meetings to increase effective communication and *esprit de corps* between department units.
- Forged strong working relationship with DeKalb City Police Chief and established weekly meetings to discuss and develop public safety initiatives and priorities.
- Established a more visible, accessible and approachable posture both inside the department and across campus.

#### **Deputy Chief of Police, January 2011-April 2021**

Second in command to the Chief of Police. Responsibilities included strategic planning, budget, policies and procedures, training, handling grievances, determining disciplinary measures, coordinating accountability sessions, and contract negotiations. Other responsibilities and key accomplishments included:

- Managed the operations of the Police Dispatch Center with 10 full-time employees.
- Responsible for Access Control operations of all residence hall facilities, including the hiring and training of 16 full-time employees.
- Developed security planning initiatives for over 60 campus events held annually including athletic, academic, and social functions.
- Supervised and directed the development of security assessments for over 70 University buildings.
- Created strategic planning initiatives for 10 security guards and 20 student employees.
- Managed the operations of the Office of Emergency Management and Planning.
- Managed and directed the activities of agency supervisors and those performing patrol or investigative functions ensuring compliance with all agency rules, regulations, policies and procedures.
- Served as Acting Chief of Police from November 2012-September 2013.

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**LAW ENFORCEMENT EXPERIENCE (continued)**

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**Lieutenant, Public Safety Operations**, March 2008-January 2011

Managed and directed the activities of 21 sworn and 11 administrative/support personnel including Detectives, Traffic, Access Control, K-9, and Telecommunications Units. Also managed the activities of S.A.F.E. Officers, a patrol unit; H.E.L.P. Officers, a housing unit; and C.A.M.P.U.S. Officers, an undercover unit. Key accomplishments included:

- Coordinated all training for 85 department personnel including the F.T.O. Program.
- Implemented and managed Access Control Unit, which was responsible for all late-night security of approximately 6,000 residents at all Residence Hall facilities.
- Served as chair of the Police Hiring and Promotions Committee.
- Served on Illinois Governor's Campus Security Task Force, which was instrumental in the development of new state legislation addressing campus safety and security.
- Managed the transformation of the Detectives' Unit into a crime prevention-oriented unit utilizing crime mapping and customer satisfaction surveys as quality control measures to help improve police services.

**Lieutenant, Emergency Management and Planning**, April 2005-March 2008

Tasked with implementing the Department's new division with two EMP specialists under my command. Responsible for coordinating the development of the University's Emergency Operations Plan, critical incident management, and all related training and exercises. Key accomplishments included:

- Participated in the development and implementation of a \$1.2M emergency communications and public information system for the University.
- Coordinated the development of the University's first Avian Influenza and Public Health Emergencies Plan.
- Co-authored federal grant application for Emergency Management in Higher Education resulting in NIU receiving over a half-million dollars in funding. NIU was one of only 13 institutions to receive this grant in 2008.

**Patrol Sergeant, Police Operations**, July 2002-April 2005

Managed a new community-policing initiative and supervised 9 patrol officers, 9 security guards, and 25 student employees. Key accomplishments included:

- Helped implement new community-policing model that established six (6) Community Safety Centers within each of the residence halls, which reduced campus crime by 59%.
- Developed Incident Action Plans for football games for attendees in excess of 20,000.
- Served as Training Coordinator for the department's 10-member Critical Incident Response Team.
- Instrumental in helping to diversify the sworn personnel through active engagement and recruitment.

**Patrol Officer, Police Operations**, January 2000-July 2002

Empowered and entrusted to enforce all applicable Federal, State and local laws, rules, regulations and University policies and procedures. Key accomplishments included:

- Elected Union President, Metropolitan Alliance of Police, Chapter 291.
- Represented the Department on a multi-disciplinary Violence Response Team.
- Selected as a Department Field Training Officer (FTO).

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## OTHER PROFESSIONAL EXPERIENCE

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### STATE OF ILLINOIS CIVIL SERVICE SYSTEM

#### Oral Board Assessor, May 2007-Present

- Evaluate the dimensions, attributes and qualities for state university police officers seeking promotion to the rank of corporal, sergeant or lieutenant.
- Make promotional recommendations based on observations during a comprehensive elongated oral board process including in-basket, fact-finding, and group exercises.

### NORTHERN ILLINOIS UNIVERSITY

#### Director of Campus Parking Services, September 2015-December 2016

- Established the University's online parking permit system in collaboration with other department heads.
- Increased the diversity in the supervisory personnel by 33% through recruitment and hiring.
- Expanded the pay station locations and oversaw the completion of the electric vehicle charging station project.

#### Instructor, Department of Orientation & Campus Information, Fall 2001, 2003 & 2005

- Taught undergraduate students about the exploration of factors influencing the transition into Northern Illinois University. Taught students proper time management, test taking, and study skills.

#### Assistant Director, Educational Services & Programs, November 1994-January 2000

- Developed and implemented a comprehensive recruitment strategy for the CHANCE Program, which included territorial management and regular visits to secondary schools, community colleges, and community agencies.
- Acted as liaison between the CHANCE Program and other offices, organizations, and agencies involved with the college selection process and retention services.
- Coordinated campus visits for student groups and other outreach-related activities.
- Pre-screened admissions applications, interviewed, and selected applicants.
- Hired, trained, and supervised student summer orientation staff.

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## PRESENTATIONS

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- **Panelist** – NIU Academic Diversity, Equity and Inclusion – “Guilty on Three Counts: Understanding the Derek Chauvin Verdict – DeKalb, IL (May 2021)
- **Panelist** – NIU Presidential Commission on Race and Ethnicity – “Diversity: Policing on Campus and in America” – DeKalb, IL (April 2021)
- **Guest Speaker** - U.S. Department of Education - "Emergency Management for Higher Education" - Philadelphia, PA (August 2010)
- **Keynote Speaker** - Public-Private Partnership of Dane County - "Workplace Violence - Plans and Preparations" - Madison, WI (January 2010)
- **Guest Speaker** - U.S. Department of Education - "Emergency Management for Higher Education" - San Antonio, TX (December 2009)
- **Guest Speaker** - Valley View School District - "2<sup>nd</sup> Annual School Safety Conference" - Bolingbrook, IL (September 2009)
- **Keynote Speaker** - National Campus Security Summit - Edmond, OK (April 2008)

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## BOARD/COMMITTEE PARTICIPATION

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- Chair, NIU Police-Citizen Advisory Group, 2021-Present
- Chair, NIU Campus Violence Prevention Committee, 2021-Present
- NIU Background Check Review Committee, 2021-Present
- DeKalb County Community Foundation Advisory Committee, 2020-Present
- Interpersonal Violence Programming and Networking Committee, 2006-2013
- DeKalb County 911 Emergency Telephone Systems Board, 2008-2013
- NIU Campus Violence and Threat Assessment Committee, 2008-2013
- Campus Security and Environmental Quality Committee, 2005-2013
- American Red Cross Board of Directors - DeKalb County, 2006-2008
- DeKalb County Emergency Preparedness Task Force, 2005-2013
- DeKalb County Interoperable Governance Committee, 2010-2013
- NIU & City of DeKalb Communiversity Committee, 2006-2013
- Illinois Governor's Task Force on Campus Security, 2007-2008
- NIU Housing Emergency Response Task Force, 2005-2008
- NIU Criminal Disclosure Review Committee, 2009-2013
- NIU Virginia Tech Report Review Committee, 2007-2008
- Crime Stoppers Board – DeKalb County, 2007-2013
- NIU H1N1 Pandemic Committee, 2009-2013

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## AWARDS/RECOGNITION

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- McKinley “Deacon” Davis CHANCE Program 50 Alumni at 50 Years’ Award, 2018  
Honored for academic and professional achievements
- Northwestern University Executive Leadership Award, 2009  
Demonstrating Outstanding Leadership
- Deacon Davis Diversity Award, 2009  
Significant contributions to improving the status of minorities at NIU
- Outstanding Alumni Award, 2009  
Commitment to the African American community in the pursuit of higher education
- Medal of Valor, 2008  
Exceptional dedication to duty at the risk of personal injury or sacrifice
- Life Saving Award, 2008  
Exceptional dedication to duty during the crisis of February 14<sup>th</sup>
- Distinguished Performance Award, 2007  
Exhibited leadership and the success of the EMP Division
- Outstanding Supervisor Award, 2002  
Success in helping to decrease campus crime by 59%
- Chief’s Award, 2002  
Commitment to the goals and mission of the Department
- Three (3) Chief’s Letters of Commendation, 2001  
Each for exceptional performance

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## PROFESSIONAL AFFILIATIONS

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- International Association of Chiefs of Police
- Illinois Association of Chiefs of Police
- DeKalb County Law Enforcement Administrators Association

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## EDUCATION

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**Master of Science**, May 1999  
Major: Adult Continuing Education  
Northern Illinois University, DeKalb, IL

**Bachelor of Arts**, May 1994  
Major: Political Science  
Northern Illinois University, DeKalb, IL

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## ADVANCED PROFESSIONAL TRAINING

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**Northwestern University Executive Management Program**, March 2010  
Emphasis: Conceptual and Critical Thinking, Evanston, IL

**Northwestern University Executive Decision-Making Program**, February 2009  
Emphasis: Emotional Intelligence, Leadership and Decision Making, Evanston, IL

**Northwestern University School of Police Staff and Command**, June 2003  
Emphasis: Administration & Management, Evanston, IL

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## SELECT CERTIFICATIONS & TRAINING

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**Response to Sexual Assault/Abuse**, 2019, Illinois Training and Standards Board

**F.B.I. Executive Leadership Institute**, 2018, U.S. Department of Justice

**Lead Homicide Investigator**, 2017, Illinois Training and Standards Board

**360 Degree Leadership**, 2017, Illinois Training and Standards Board

**Search & Seizure, 4<sup>th</sup> Amendment**, 2017, Illinois Training and Standards Board

**Crisis Intervention Team Training**, 2017, Illinois Training and Standards Board

**Title IX Coordinator and Investigator Training**, 2017, D. Stafford & Associates

**Law Enforcement Executive in the 21<sup>st</sup> Century**, 2013, Illinois Training and Standards Board

**Advanced Special Weapons and Tactics (S.W.A.T.)**, 2010, Team Training Unit #2

**F.B.I. Statement Analysis Strategies**, 2010, U.S. Department of Justice

**Advanced Criminal Investigations**, 2010, Northwestern University Center for Public Safety

**Death Investigations**, 2010, Northwestern University Center for Public Safety

**Problem Oriented Community Policing**, 2010, Mobile Team Training Unit #2

**Managing a 911 Dispatch Center**, 2008, APCO Institute

**Strategic Leadership Planning Executive Institute**, 2007, Illinois Law Enforcement Training and Standards Board

**Homicide & Questioned Death Scene Investigation**, 2007, Public Agency Training Council