



**Northern Illinois
University**

Your Future. Our Focus.

Chief of Police and Public Safety

Leadership Profile

Fall 2025





Executive Summary

Northern Illinois University (NIU) seeks a dynamic and collaborative individual to serve as the next chief of police and public safety (CoPPS).

NIU is a nationally recognized public research university with expertise that benefits its region and spans the globe in a wide variety of fields including the sciences, humanities, arts, business, engineering, education, health and law. Through its main campus in DeKalb and its education centers for students and working professionals in Chicago, Naperville and Rockford, NIU offers more than 130 different degree programs across seven colleges, in addition to a variety of programs that lead to undergraduate and graduate certificate programs. NIU enrolls over 15,400 students, including approximately 972 international students and 3,700 graduate students.

The Northern Illinois University Department of Police and Public Safety (DPPS) is recognized as a professional organization operating under an active community-policing philosophy that encourages the entire campus community to promote crime prevention and safety awareness.

The next CoPPS will provide leadership to DPPS while making strategic judgments and continually refining the department's strategies to advance campus safety. The CoPPS will ensure a community-policing approach that effectively connects police staff with students, faculty, staff and community partners.

About the Position

The [CoPPS](#) serves as the senior law enforcement official responsible for the protection, safety, and security of persons, property, equipment and facilities in and around NIU-controlled properties, and is responsible for supervisory oversight of the DPPS. The CoPPS is responsible for maintaining the public peace and order, and enforces all applicable federal, state and local laws, rules, regulations, and university policies.

The CoPPS is also the principle administrator for planning, directing and managing the comprehensive law enforcement, public safety and security, and emergency preparedness services for all components of NIU. The CoPPS serves as the ambassador for all safety- and security-related services, and works closely with key university, local, state and federal partners.

Reporting to the chief strategy officer, the CoPPS works collaboratively with the president, executive vice president/provost, vice presidents, deans, senior directors, faculty, staff and students on public safety, emergency preparedness and security technology enhancements with the goal of leading a best-in-class university police and public safety organization. The CoPPS is also expected to work in collaboration with other critical campus internal and external partners including the city of DeKalb and DeKalb County. Additional responsibilities can be found in the CoPPS position description.

Expectations of Leadership

The CoPPS is an autonomous senior executive with responsibility for supervisory oversight of the DPPS. The need for autonomy is complemented by a willingness to collaborate when appropriate, especially with other campus, community, state and federal leaders. The duties of the position require a variety of responses, and the CoPPS must be flexible, adaptable and creative enough to respond to unusual, volatile and stressful situations while directing the activities of other personnel.

The CoPPS encounters a diversity of people from a variety of backgrounds. The activities the CoPPS engages in are interconnected, involving personal contact and the potential to impact large numbers of people. Candidates for this position must be able to communicate effectively with people who have different lived experiences.





About the Department

The NIU DPPS, comprised of over [40 sworn officers and 13 support staff](#), is a professional organization existing to protect and serve the NIU campus community. The department also offers safety resources to students, faculty, staff and community members.

The DPPS serves NIU's main campus in DeKalb and other off-campus NIU properties, and collaborates with the DeKalb Police Department to cover certain off-campus areas including the Annie Glidden North area and downtown DeKalb.



About NIU

Northern Illinois University is a student-centered, nationally recognized public research university with expertise that benefits its region and spans the globe in a wide variety of fields including the sciences, humanities, arts, business, engineering, education, health and law. The Wall Street Journal and CollegeNET recognize NIU as a leading institution for social mobility, or helping its students climb the socioeconomic ladder. Through its main campus in DeKalb, Illinois, and education centers for students and working professionals in Chicago, Naperville and Rockford, NIU offers more than 100 areas of study while serving a diverse and international student body.

NIU's vision is to be an engine for innovation to advance social mobility; promote personal, professional and intellectual growth; and transform the world through research, artistry, teaching and outreach.

The mission of NIU is to empower students through educational excellence and experiential learning as we pursue knowledge, share our research and artistry, and engage communities for the benefit of the region, state, nation and world.

Compensation and Benefits

This position comes with a competitive salary range of \$168,500 to \$175,000 per year. This salary is supplemented by an excellent benefits package which includes valuable health, dental, vision and life insurance coverage, generous paid time off, a tuition waiver and retirement benefits. Learn more at go.niu.edu/benefits.

Procedure for Candidacy

The hiring process is confidential and will be treated as such until the final stages of the search. To [apply](#), send a cover letter, résumé and references to HumanResources@niu.edu before Sept. 16, 2025. The search committee will review applications from Sept. 16 to Oct. 1, 2025. The highest-qualified candidates will be invited to virtual interviews in late October. Finalists will participate in on-campus interviews during November, with a decision expected during the last week of November. The expectation is for the next CoPPS to begin Jan. 1, 2026.

Employment is contingent on the successful completion of a detailed background investigation and other university requirements.



About DeKalb County

Located 60 miles west of Chicago, DeKalb County has a population of just over 100,000. It holds the cities of DeKalb, Sycamore, Sandwich and Genoa, as well as dozens of smaller towns, townships and unincorporated communities. The county seat is Sycamore, and the largest city is DeKalb, with a population of just over 45,000.

Northern Illinois University is proud to be located in the heart of DeKalb, Illinois, close to the thriving downtown and small businesses that are the center of our community. We're proud to be a community that unites and supports one another.

More information can be found at proudlydekalb.com.

