

An aerial photograph of the NC State University campus in Raleigh, North Carolina. The image shows a dense cluster of modern, multi-story brick and concrete buildings, interspersed with green lawns and mature trees. In the foreground, a prominent feature is a large, cylindrical, blue and white striped water tower with a red and white logo on its top. To the left of the tower is a large, grey, rectangular building. The background shows a vast expanse of green trees and a golf course under a clear sky. A red banner with the text "NC STATE" in white, bold, sans-serif font is positioned at the top center of the image.

NC STATE

**Job Prospectus for
Associate Vice Chancellor for Environmental Health and Public Safety**

Raleigh, NC | Spring 2024

Environmental Health and Public Safety (EHPS)

NC State University, a leading public research (R1) land-grant university, is the largest university in the state of North Carolina and home to more than 38,000 undergraduate and graduate students, and over 9,000 faculty and staff. Twelve colleges comprise NC State, with academics and research spanning a variety of disciplines including engineering, agriculture, sciences, business, textiles, humanities, and veterinary medicine. In Raleigh, NC State operates a 2,200-acre, 450 building main campus which includes a Pulsar nuclear research reactor; and also operates Centennial Campus and Centennial Biomedical Campus which cover 1,300 acres and are home to environmentally sensitive, mixed-use developments inclusive of corporate, industrial and government partners working alongside university research and academic units – including a veterinary hospital with 24/7 emergency care. Additionally, NC State operates agricultural farms, research stations, nurseries and greenhouses, a research forest, and research and extension facilities throughout the state of North Carolina, with a presence in all 100 counties. In total, NC State operates nearly 1,200 buildings on more than 100,000 acres across the state.

As a preeminent public research university, NC State is recognized nationally and internationally for its innovation in education, research, scholarship, and engagement that solves the world's most critical challenges. NC State's research enterprise leads in big data, biomedical engineering, materials science, food safety, translational medicine and more; ranking [6th in research expenditures](#) among public institutions without a medical school. NC State strives to be an "Employer of Choice" within a competitive region and was recognized by Forbes as a [top large employer in North Carolina](#). The university's dynamic and inclusive workplace culture depends on engaged, service-oriented employees and a vibrant, collaborative workplace experience.

The Division of Environmental Health and Public Safety (EHPS) leads prevention, safety and security, emergency management, and transportation operations across the university, working with all university units and external partners to address risks and to promote preparedness and safety across the NC State community. The division manages safety protocols, inspections, and training for safe and compliant receipt, use, and disposal of biochemical materials, hazardous materials and radioactive materials; and oversees the implementation of a Broad Scope License for the use of radioactive material and x-ray equipment at a veterinary hospital and PULSTAR nuclear reactor. The division manages a sworn police force of 60 officers accredited by three agencies, a 911 call center, and emergency response teams (fire and life safety). Emergency preparedness, crisis management, and large campus events are managed by the division, as are on-campus road closures and detours, bus lines serving more than 20,000 passengers per day, parking permits, and 20,000 parking spaces including nine parking decks. Violence prevention and threat management, and protocols and compliance requirements for minors on campus programs, are managed by the division. Additionally, the division manages an integrated network of security technologies, such as video, door access, security stanchions, and alert alarms; and facilitates the university's Security Master Plan. Six departments comprise the EHPS division, employing 200 professionals responsible for environmental health services, public safety, and transportation operations at NC State:

- [Environmental Health and Safety](#)
- [Emergency Preparedness and Strategic Initiatives](#)
- [University Police](#)
- [Risk Assessment](#)
- [Security Applications and Technologies](#)
- [Transportation](#)

Environmental Health and Safety

- Responsible for all aspects of the university's Environmental Health and Safety program (biological safety, radiation safety, chemical and laboratory safety, occupational safety, and health and environmental affairs);
- Administers and implements occupational health and safety policies and procedures promulgated by the department, and by university health and safety committees, complying with select agent rules;
- Oversees implementation of a Broad Scope License for the use of radioactive material and x-ray equipment at a veterinary hospital and PULSTAR nuclear reactor;
- Maintains a Part B RCRA permit for campus management of hazardous waste;
- Provides assistance to the university community across laboratories, offices, and classrooms, building construction, renovation, and maintenance; and training to evaluate and minimize risks, ensure proper disposal of toxic materials, and compliant maintenance and analysis of records and documentation for regulatory agencies;
- Works with safety committees to facilitate regulatory compliance, best practice development, and practical measures to ensure the health and safety of various university environments; and
- Manages over 50 distinct compliance programs.

Emergency Preparedness and Strategic Initiatives

- Responsible for emergency planning, crisis management, and mission continuity, including WolfAlert, NC State's emergency communication system;
- Works with all units and departments across the university to develop academic, research, mission, and business continuity plans;
- Coordinates disaster preparedness and recovery operations such as conducting tabletop and full-scale disaster recovery exercises - including coordinating large-scale and complex exercises with municipal, state, and federal partners;
- Responsible for fire and life safety, including managing a team of first responders who are certified EMTs; conducting fire and safety inspections, reviewing building plans, providing fire and life safety training, and managing an AED program;
- Responsible for university insurance including insurance procurement, risk control, claims assistance, and risk management control; and working with all units to ensure the university is properly insured for property, casualty and potential liability; and
- Leads coordination of large-scale events on campus, working with stakeholders and third-parties to ensure proper preparations.



University Police

- The NC State University Police Department is a dedicated and diverse group of professionals committed to making NC State a safe and desirable place to live, work, learn, and visit;
- The fully sworn police department, with a full-time 911 Center, provides police services to the campus 24 hours a day, 365 days a year;
- 60 sworn law enforcement officers and 13 telecommunicators comprise the university police department, in addition to seven administrators;
- The Field Operations division consists of uniformed patrol, criminal investigations, the threat assessment unit, the community engagement unit, and the career development unit;
- The Administrative division houses motor fleet management, property and evidence unit, Clery Compliance unit, Professional Standards, Information Technology unit, Special Events and Emergency Planning unit, and the Emergency Communication Center (911);
- Services provided to the university community include the WolfGuard ID program, safety escort program, site security assessment program, community liaison program, ride-along program, and numerous student, faculty, and staff-focused training and community engagement programs; and
- University Police are accredited by the Commission on Accreditation of Law Enforcement Agencies (CALEA), the International Association of Campus Law Enforcement Administrators (IACLEA), and the North Carolina Law Enforcement Accreditation (NCLEA); and have dedicated staff to ensure adherence to Clery compliance, and professional standards including transparency and reporting.

Risk Assessment

- Focused on fostering a safe university community for those directly and indirectly connected to NC State, the Risk Assessment department encompasses the Office of Violence Prevention and Threat Management (VPTM) and the Office of Youth Programs and Compliance (YPC) - considered best practice programs in the field;
- The VPTM program is designed to identify, de-escalate, and decrease the potential for violent activity and/or threatening behavior in students, employees, or non-affiliated individuals;
- The Director/Risk Assessment Case Manager (RACM) chairs the university's Behavior Assessment Team (BAT), a multidisciplinary team responsible for preventing incidents of targeted violence through the use of threat assessment, intervention, and management strategies of situations that pose or reasonably pose a threat to the safety of the community;
- Staff work with university partners to address violent behavior such as threats, aggressive acts, physical violence, stalking, interpersonal violence, and/or other behaviors that fall under the NC State's campus/workplace violence regulation; by assessing and managing more than 500 cases annually;
- VPTM provides specialized training to the BAT; and workplace violence prevention and related training to the community; and
- The Office of Youth Programs and Compliance promotes a safe and healthy environment for minors participating in NC State activities through a comprehensive compliance program; and oversees university protocol and procedures to address appropriate protection and supervision of minors participating in university-sponsored programs and programs operated by third-parties who use university property and facilities.

Security Applications and Technologies (SAT)

- Consults, designs, integrate, and maintains the network of security technologies at NC State, including video, door access, security stanchions, and duress and alert alarms;
- Maintains over 4,000 access points and 4,000 cameras across campus;
- Operations include a Tier 1-3 Help Desk, application engineering, field operations, project management, systems engineering, and software development; and
- Established the university's first Security Master Plan in 2015, and facilitated the 2023 update, providing a

- strategic, operational, and resource management tool to guide NC State in the planning and management of campus security infrastructure.

Transportation

- Responsible for university parking and transportation services;
- Manages 20,000 parking spaces (inclusive of nine parking decks) and corresponding student, faculty, staff, and visitor parking permits and parking enforcement;
- Operates the Wolf Line bus transportation system which serves more than 20,000 passengers per day;
- Promotes alternative transportation (bicycle and pedestrian mobility) to reduce vehicle congestion and emissions on campus;
- Coordinates traffic operations on all campus roadways including signalization, traffic speed, control signage, road closures, and detours; and
- Serves as a key partner in regional transportation planning efforts, including multi-modal forums and technical studies with the City of Raleigh, Wake County, the North Carolina Department of Transportation (NCDOT), and the Capital Area Metropolitan Planning Organization (CAMPO).



The Opportunity

The Division of Environmental Health and Public Safety at NC State University invites applications for the position of Associate Vice Chancellor for Environmental Health and Public Safety

The Position

The Associate Vice Chancellor (AVC) for Environmental Health and Public Safety serves as the chief safety and security officer for NC State University, and is responsible for providing strategic, collaborative, and compliant leadership across environmental health services, public safety and transportation operations at NC State.

Strategy and Leadership

- Serves as one of the university's leaders, providing vision and strategy in support of NC State's mission and strategic plan, [Wolfpack 2030: Powering the Extraordinary](#);
- Reports to the Executive Vice Chancellor for Finance and Administration and joins six other Associate Vice Chancellors in promoting the [Principles of Work](#) (employee engagement, customer service, responsible stewardship) throughout the Office of Finance and Administration, and NC State;
- Advises university leadership, engaging routinely with the Chancellor, Provost, Cabinet, College Deans, NC State Board of Trustees and other senior university officials and their staff;
- Serves on university task forces and committees, in support of strategic initiatives, governance and compliance matters and operational improvements/university effectiveness efforts; and
- Represents the university to external stakeholders including the UNC System, City of Raleigh, Wake County, state and federal entities, and professional organizations.

Oversight of Environmental Health Services, Public Safety and Transportation Operations

- Oversees six departments that comprise the EHPS division as described above, with responsibility for essential emergency planning and response, university safety and security including law enforcement, environmental health and safety, violence prevention and risk assessment, transit and parking, and insurance; and
- Responsible for ensuring NC State is a standard bearer in achieving industry best practices, and adheres to NC State, UNC System, state, and federal regulations.

Collaboration, Engagement and Compliance

- Consults regularly with leaders at the university, municipal, regional, state, and national levels, and is responsible for building collaborative, effective partnerships to ensure sound, coordinated, and compliance-focused operational procedures;
- Responsible for the formulation of university-wide emergency plans, recovery, and risk mitigation activities, the university's Violence Prevention and Management Program, and the university's Crisis Communications Plan;
- Serves on university-wide safety committees including the Emergency Management and Continuity Steering Committee, Campus Safety Committee, Behavior Assessment Team, Crisis Communications Team, Institutional Animal Care and Use Committee (IACUC), Biosafety and Radiation Safety Committees;
- Serves as the point of contact/liaison with select health and safety, and preparedness regulatory agencies, and
- Responsible for building and maintaining relationships with UNC system institutions, local law enforcement agencies, local emergency management, and the GoRaleigh and GoTriangle transit systems.

Managerial and Supervisory Responsibilities

- Oversees operations, services, and employees across six EHPS departments as described above: Environmental Health and Safety, Emergency Preparedness and Strategic Initiatives, University Police, Risk Assessment, Security Applications and Technologies, and Transportation;
- Directly supervises a staff of six departmental directors as described above, and the division's business officer; and is responsible for all aspects of managing the division's workforce; and
- Provides senior leadership oversight, career development, and performance management to employees within the division, designed to support a highly productive and knowledgeable workforce focused on employee engagement, customer service, and resource stewardship as defined by the Office of Finance and Administration's [Principles of Work](#); and
- Other duties as assigned.

Qualifications

Requires a relevant post-baccalaureate degree with a minimum of five (5) years or greater of related professional experience, or a relevant undergraduate degree and a minimum of ten (10) or greater of relevant experience may be substituted for the advanced degree. All degrees must be from appropriately accredited institutions.

The successful candidate will possess the following qualities and experience:

- Demonstrated strategic, visionary, and compliance-focused leadership experience in enhancing the safety and security operations within a large, complex organization;
- Evidence of innovative process improvement strategies and successful implementation; and the ability to formulate, implement, and promote policy, including conceptualizing the impacts and resulting operational changes across an organization;
- Broad knowledge of state and federal regulations specific to safety and security operations, as well as best practices across higher-ed institutions and the public sector, or similar organizations;
- Excellent judgment and successful track record in assessing complex operational strategies and sound decision-making;
- Strong leadership, operational, collaboration, and communication skills, including the ability to effectively communicate and establish good working relationships with a wide range of constituencies at all levels including

organizations external to the university; and the ability to communicate complex operational matters across all levels of the organization;

- Successful experience in leading cross-departmental projects;
- Demonstrated experience deploying or managing technologies to improve operations;
- Excellent resource management and planning skills;
- Demonstrated commitment to enhancing and promoting the university's mission and strategic plan;
- Demonstrated commitment to safety, employee engagement, customer service, and responsible stewardship;
- Experience supervising large teams across multiple departments, including experience in implementing career development strategies and employee retention tactics;
- Experience in growing, coaching, empowering, and delegating to direct reports and similar management levels, to ensure best-in-class programming, development of subject matter expertise, and establishment as leaders within their respective fields; and
- Highest degree of integrity, professionalism, good judgment, and the ability to maintain confidentiality.

Preferred qualifications include:

- The successful candidate will likely possess 10-15 years of applicable, increasingly complex, and successful senior leadership experience;
- Extensive administrative and operational experience in higher education or equivalent organization is highly desirable;
- Strong leadership, operational, collaboration and communication skills, including the ability to effectively communicate and establish good working relationships with a wide range of constituencies at all levels including organizations external to the university; and the ability to communicate complex operational matters across all levels of the organization; and
- Broad knowledge of state and federal regulations specific to safety and security operations, as well as best practices across higher education institutions and the public sector, or similar organizations.



How to Apply

Inquiries and nominations are invited and may be directed to: NC State Executive Search Services: Justin Lang, at (919) 513-1963 or jdlang2@ncsu.edu or Jennibeth Brackett, at (919) 268-2861 or vkbrack2@ncsu.edu.

Confidential review of applications will begin in April 2024, and will continue until the position is filled. Candidates should provide a resume/CV, cover letter and the names and contact information for three (3) professional references. References will not be contacted without prior knowledge and approval of candidates. These materials may be submitted online at <https://jobs.ncsu.edu/> (position # 00007231).

About NC State

At NC State, we create prosperity for North Carolina and the nation. We began as a land-grant institution grounded in agriculture and engineering. Today, we're a preeminent research enterprise that excels across disciplines.

NC State is a powerhouse in science, technology, engineering, and math. We lead in agriculture, education, textiles, business, and natural resources management. We're at the forefront of teaching and research in design, the humanities and the social sciences. And we are home to one of the world's best colleges of veterinary medicine.

Our more than 38,000 undergraduate and graduate students learn by doing. They pursue original research and start new companies. They forge connections with top employers and serve communities local and global. Through it all, they enjoy an outstanding return on investment.

Whether it's [Princeton Review](#) ranking NC State among the nation's best values for universities, Money magazine naming it the No. 1 best college for your money in North Carolina, or [U.S. News & World Report](#) ranking NC State among the top 10 best values in public higher education, the university has many reasons to be proud.

Each year, NC State adds [\\$6.5 billion to the statewide economy](#), equivalent to creating more than 90,000 new jobs. That represents a significant return on investment for the citizens of North Carolina in the form of research advances, innovative technologies, successful companies, skilled graduates, and new jobs waiting for them.

Our 9,000 faculty and staff are world leaders in their fields, bridging the divides between academic disciplines and training high-caliber students to meet tomorrow's challenges. Together, they forge powerful partnerships with government, industry, nonprofits and academia to remake our world for the better. We expect everyone to give of their talents, skills, time, and effort to make NC State an environment of inclusive excellence for all.



About Raleigh and North Carolina

North Carolina's rapid growth makes the state a diversity leader and top spot for young professionals and families. Raleigh reflects statewide growth as a city on the rise:

- No. 4 among the best places to live in the U.S. ([Money](#), 2022)
- One of America's top 15 best-run cities ([WalletHub](#), 2023)
- No. 5 among the best-performing economies in the U.S. ([Milken Institute](#), 2021)

With Durham and Chapel Hill, the capital city anchors the Research Triangle, a national hotspot for high-tech enterprise. The region's top companies — including IBM, Cisco Systems, SAS Institute, Biogen Idec and GlaxoSmith-Kline — rank among the country's best employers. NC State also maintains strong agricultural partnerships with Bayer, BASF and Syngenta, companies that lead the way in hiring new NC State graduates.

Celebrating its 137th year in 2024, NC State continues to make its founding purpose a reality. Every day our career-ready graduates and world-leading faculty make the fruits of learning, discovery and engagement available to people across the state, throughout the nation and around the world.

- NCDOT Maps & Publications: <https://www.ncdot.gov/travel-maps/>
- Raleigh Visitors and Convention Bureau: <https://www.visitraleigh.com/>
- NCSU: <https://www.ncsu.edu/about/>
- NC State Arboretum: <https://jcra.ncsu.edu/>
- NC Museum of Art: <https://ncartmuseum.org/>
- NC Museum of History: <https://www.ncmuseumofhistory.org/>
- NC Museum of Natural Sciences: <https://naturalsciences.org/>
- NC Symphony: <https://www.ncsymphony.org/>
- NC Zoo (Asheboro NC, 90 minutes west): <https://www.nczoo.org/>
- Duke Energy Center for the Performing Arts: <https://www.dukeenergycenterraleigh.com/>
- PNC Arena (Entertainment, NC State Basketball, Carolina Hurricanes Hockey-NHL): <https://www.pncarena.com/>
- Things to Do in Raleigh: <https://www.visitraleigh.com/things-to-do/>
- Raleigh Restaurants: <https://www.visitraleigh.com/foodie/restaurants/>



NC State University is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, gender identity, age, sexual orientation, genetic information, status as an individual with a disability, or status as a protected veteran. Individuals with disabilities requiring disability-related accommodations in the application and interview process are welcome to contact 919-515-3148 to speak with a representative at the Office for Institutional Equity and Diversity.