

# RYAN L. BEAUFORD

An energetic professional experienced in strategic effective leadership and management situated for large private, state, and mid-sized institutions. Innovative and informed in change management with a focus on organizational growth, culture, and performance. Exceptional governance & management skills in situational evaluation and assessment of a comprehensive range of services.

ACCOUNTABILITY | EQUITY | INCLUSION | DIVERSITY | SERVICE | TRANSPARENCY

## PROFESSIONAL HISTORY

<b>Associate Vice President for Public Safety</b> , WEST CHESTER UNIVERSITY	Apr. 2020 – Jun. 2022
<b>Associate Director of Public Safety</b> , WASHINGTON, AND LEE UNIVERSITY	Jan. 2019 – Mar. 2020
<b>Commander</b> , Administrative & Operational Support, SYRACUSE UNIVERSITY	Feb. 2018 – Jan. 2019
<b>Commander</b> , Investigations, Crime Prevention, SYRACUSE UNIVERSITY	Sept. 2012 – Feb. 2018
<b>Lieutenant Patrol</b> , Special Events, Community Relations, SYRACUSE UNIVERSITY	Mar. 2010 – Sept. 2012
<b>Detective Sergeant</b> , SYRACUSE UNIVERSITY	Jun. 2008 – Mar. 2010
<b>Patrol Sergeant</b> , SYRACUSE UNIVERSITY	Aug. 2003 – Jul. 2008
<b>Corporal</b> , SYRACUSE UNIVERSITY	Nov. 1999 – Aug. 2003
<b>Officer</b> , SYRACUSE UNIVERSITY	Jun. 1996 – Nov. 1999

## PRINCIPAL ROLE & RESPONSIBILITIES

- Provide leadership and organizational oversight for all University Public Safety activities to include Police Services, Security Services, Electronic Security Systems, Parking Services, Clery Compliance, Enterprise Risk Management and Emergency Management. Ensured effective implementation of all public safety initiatives, policies, and procedures for the organizational community.
- Provided strategic leadership of proprietary systems within the Department of Public Safety to include electronic access control, security cameras, alarm systems, dispatch, CLERY compliance, incident reporting systems, parking management, radio communication equipment, emergency management systems.
- Liaison with Information Science & Technology Services and University Facilities partners for infrastructure support and related technology.

- Developed relationships with university students/faculty/staff as well as community members and external agencies to promote quality of life, crime prevention and related community engagement interests.
- Provide leadership and budgetary oversight of department and university's electronic access control system including access privileges, background checks.
- Provide leadership oversight of quality service delivery, equipment, training, and professional development of department staff including new or unfamiliar staff training programs as well as annual in-service training programs.
- Budgetary oversight (operational and salaries) = 6.8m annually.

## CORE COMPETENCIES

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| <ul style="list-style-type: none"> <li>• Organizational Leadership</li> <li>• Technologically proficient</li> <li>• Customer Relations Coach</li> <li>• Curriculum Development</li> <li>• Brand Marketing Initiatives</li> <li>• Certified Community Leader</li> <li>• Strategic Alliance Networking</li> <li>• Certified in Conflict Management</li> <li>• Certified General Topics Instructor</li> </ul> | <ul style="list-style-type: none"> <li>• Former NYS [Municipal Trained Police Council] Sworn Peace Officer (2003)</li> <li>• Crisis Communication Advisor</li> <li>• Skilled Public Policy Development and Analysis</li> <li>• Strategic Planning</li> <li>• Budget &amp; Cost Control</li> <li>• Change Management</li> </ul> |
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## ACCOMPLISHMENTS & LEADERSHIP METHODOLOGY

- Fiscal and personnel reorganization that led to a marked and measured enhanced operational processes.
- Directed teams through consistent participation in team meetings demonstrating the ability to manage up or down based on need.
- Developed and implemented an internal administration reporting system to track and monitor services related to contractual agreements. Ensured clear communication throughout projects and within the team.
- Commitment to work-place social justice, equity and trusting relationships.
- Skilled practitioner of organizational behavioral learning as a systems approach.
- Value-centric observant to diversity, equity, and inclusion.
- Civic commitment as volunteer in partnership with a multitude of community stakeholders on a suite of educational projects.
- Modernized organizational operations through technologies to improve productivity, effectiveness, efficiency, and total quality management while minimizing operating cost.
- Proven economic and statistical analysis capability utilizing available data to drive decision-making in managing multiple projects concurrently.

- Provided direction, advice and intellectual leadership to internal and external users and delivery teams.
- Effective written, oral, and relational skills with excellent customer responsiveness and stakeholder engagement.
- Leverages business experience and acumen in identifying strategic alternatives and project approach to client matters.
- Served as key point of contact with stakeholders.
- Developed and/or elevated new business opportunities through the identification of follow-on work and new leads.
- Shared subject matter expertise with others to elevate organization capabilities to deliver best in class solutions for clients.
- Leader of ad hoc work streams on critical people-related issues such as recruitment, learning and development.
- Proactively instituted and or sustained productive relationships with neighboring businesses.
- Plan, organize and provide support through consumer-focused leadership for effective service.
- Accomplished Grant Writing skills with a focus on Non-Profit Organizations.

## EDUCATIONAL BACKGROUND

DOCTORAL STUDENT  
DEPARTMENT OF PUBLIC ADMINISTRATION  
*West Chester University*



EXECUTIVE MASTER OF PUBLIC ADMINISTRATION  
MAXWELL SCHOOL OF CITIZENSHIP AND PUBLIC AFFAIRS  
*Syracuse University*



BACHELOR OF PROFESSIONAL STUDIES  
ORGANIZATION LEADERSHIP  
*Syracuse University*



CERTIFICATE of ADVANCED STUDIES (CAS) CONFLICT RESOLUTION  
MAXWELL SCHOOL OF CITIZENSHIP  
*Syracuse University*

## PROFESSIONAL AFFILIATIONS

Active Board Member YMCA of West Chester, Pa.

Regular Member National Organization of Black Law Enforcement Executives



Member NASPA Student Affairs Administrators in Higher Education



Past President Board of Directors, Central New York Jazz Arts Foundation



Former Vice President of Operations, 100 Black Men of Syracuse, Inc.



Past board member, Cornell Cooperative Extension Onondaga



Past board member, Faith, and Hope Community Center



Leadership of Greater Syracuse, Class of 2013



Program Curriculum Project Coordinator and Co-Facilitator Interfaith Works of Central New York



Member Syracuse University Dr. Martin Luther King, Jr. Celebration Committee, Chair 2008

# Thomas James Calucci

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## Objective:

- Seeking to make a positive impact through a position at University of California Polytechnic Humboldt which requires me to utilize my many years of experience, my organizational skills, my law enforcement, and threat assessment abilities, and my ability to provide excellent leadership.

## Education:

### **MASTER OF SCIENCE- CLINICAL MENTAL HEALTH COUNSELING | UNIVERSITY OF TEXAS AT SAN ANTONIO**

- Expected graduation date of December, 2022

### **BACHELOR OF APPLIED SCIENCE | DECEMBER 2015 | WAYLAND BAPTIST UNIVERSITY**

- Major: Human Services
- Graduated with a 3.190 cumulative GPA (3.7 at Wayland Baptist University)

### **1987-1992 | SUNY AT BUFFALO**

- Major: Sociology
- 60 hours earned towards degree

## TCOLE Licensure:

Master Peace Office license- issued 3/1/2007

Mental Health Peace Officer license- issued 12/15/2005

Basic Instructor license- issued 11/19/2004

## Skills & Abilities:

- Certified in Threat/ Risk Assessment tools- SIVRA-35, WAVR-21, SAM
- 20-plus Years of Supervisory Experience
- Strong Analytical, Organizational, & Leadership Skills
- Proven Ability to Develop Collaborative Work Relationships
- 15 Years of Experience as an On-The-Job Trainer, Educator & Mentor
- Skilled in conducting major criminal investigations
- Positive Work History of High Ethical Values
- 20 plus Years of Positive Work History in High Stress, Fast-Paced Environment
- Police Instructor and Practitioner of Crisis Intervention Training
- Co-chair of UTSA Behavioral Intervention Team
- Certified in Threat/ Risk Assessment
- Proven ability to conduct and supervise internal investigations

## Experience:

### **CAPTAIN| UTSA POLICE DEPARTMENT| 2018- PRESENT**

- Oversees and provides Leadership to four department sections:
  - Communications Section
  - Criminal Investigations Section
  - Behavioral Intervention/ Threat Assessment Team
  - Community Affairs Section
  - Training/Evidence
  - Special Events
- Co-Chair UTSA Behavioral Intervention Team (BIT)
- Development and implementation of department goals and objectives
- Conducts/ supervises Internal Affairs Investigations
- Reviews/ monitors budgetary processes
- Implements new Community Affairs/ Crime Prevention programs
- Reviews statistical data for crimes occurring on and off campus
- Meets with community stakeholders addressing crimes occurring on campus
- Performs annual evaluations of direct reports
- Provides input on the promotional process of eligible personnel
- Assists in the coordination of special events occurring on campus
- Ensures dignitary protection of VIPs
- Reviews and makes recommendations on departmental policies and procedures
- Police Instructor
- Member of Workplace Bullying Committee
- Member of Postvention Committee
- Member of Healthy Minds Committee

### **LIEUTENANT | UTSA POLICE DEPARTMENT | 2015- 2018**

- Oversaw and provided Leadership to five department sections:
  - Communications Section
  - Professional Standards and Education (Training) Section
  - Criminal Investigations Section
  - Accreditation Section
  - Community Affairs Section
- Assisted in the development and implementation of department goals and objectives
- Co-Chair UTSA Behavioral Intervention Team (BIT)
- Conducted Internal Investigations
- Reviewed/ monitored budgetary processes
- Implemented new Community Affairs/ Crime Prevention programs
- Reviewed statistical data for crimes occurring on and off campus
- Met with community stakeholders addressing crimes occurring on campus

- Performed annual evaluations of direct reports
- Assisted in background investigations of new hires
- Provided input on the promotional process of eligible personnel
- Assisted in the coordination of special events occurring on campus
- Reviewed and made recommendations on departmental policies and procedures

#### **DETECTIVE SERGEANT | UTSA POLICE DEPARTMENT | 2006-2015**

- Responsible for selecting, training, supervising, & evaluating four detectives
- Supervised investigative processes of crimes on campus
- Analyses of monthly & annual section statistics
- Maintained intelligence files
- Conducted internal investigations
- Conducted special investigations relating to white collar or monetary crimes
- Developed protocol for Behavioral Intervention Team (BIT)
- Served as co-Chair of BIT
- Performed and monitored background investigations
- Attended FBI Command College

#### **POLICE OFFICER | UTSA POLICE DEPARTMENT | 2000-2004**

- Patrolled campus properties while enforcing local, state, and federal laws
- Enforced university parking regulations and issued citations as necessary
- Served as Field Training Officer for two years
- Served as Detective in CID intermittently, upon request
- Taught Crisis Intervention Courses to the Police Department and Student Life Staff
- Promoted to Corporal in 2004

### **Recognitions:**

- 2001- Officer of the Semester Award
- 2002- Chief's Commendation Award
- 2003- Student Affairs Team Spirit Award
- 2006- Chief's Commendation Award
- 2008- Larry W. Fultz Memorial Award for Excellence
- 2008- Police Officer of the Year Award
- 2008- American Society for Industrial Security- Officer of the Year Award
- 2008- UTSA Extra Mile Award
- 2009- Chief's Letter of Excellence- Given for locating a missing person
- 2013- Supervisor of the Year Award
- 2014- Certificate of Appreciation- United States Immigration and Customs Enforcement

### **Presentations**

- 2010- Texas Homeland Security Conference
- 2011- Texas Emergency Management Conference
- 2012- Texas Crisis Intervention Conference

- 2013- The Research, Education, Assessment and Leadership Alcohol Summit
- 2009-2019- Crisis Intervention classes at the AACOG and UT System Police Academies
- 2020-2022- De-escalation, Preventing Workplace Violence, Recognition of Persons on the Pathway to Violence

References furnished upon request.