

Lenard Vare

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Professional Experience

Investigator/Administrative Manager **California State University, Sacramento, CA**

2020 – 2021

- Conducted workplace investigations, sexual harassment and sexual misconduct investigations, Title IX complaint investigations, policy compliance, and addressing a variety of investigations in an educational environment on an interim, limited-term capacity.

Chief Operating Officer/ Exec. Director **SuperCom / LCA, Oakland, CA**

2018 – 2020

- Managed the overall operations of the U.S. based division of a publicly traded company which provided digital identity solutions and advanced safety and security products, deployed electronic monitoring and programs for both the private and public sector and provided e-solutions and biometric identification products.
- Created strategic planning, improved services, client relationships, marketing, provided day-to-day oversight to program directors in various programming sites in multiple agencies, ensured quality control, and created business opportunities.
- Increased revenue and generated new income through grants and RFP awards totaling over \$6 million in less than one year.

Director/Jail Administrator **County of Napa, Department of Corrections, Napa, CA**

2008 - 2018

- Responsible for the overall operations, policy formation, strategic planning, budgeting, grant funding, contract oversight, negotiations and contract administration over multiple projects, staffing, HR processes, investigations, systems planning, emergency response, audits, and programs.
- Planned and provided consulting roles in new construction design for various projects for a new correctional campus with a budget of over \$100 million.
- Successfully managed RFP and grants resulting in awards to the agency of \$38 million towards new jail design and planning.

Adjunct Professor of Criminal Justice **University of Phoenix, Sacramento, CA**

2011 - 2016

- Taught a variety of courses in criminal justice and corrections at the University of Phoenix in both graduate and undergraduate courses.

Warden/Prison Administrator

Nevada Department of Corrections, Carson City, NV

2004 - 2008

- Managed the overall operations of three major correctional institutions in the State of Nevada with budgets of approximately \$40 million.
- Performed senior level HR functions, managed investigation teams, classification and programming divisions and oversaw the operations of a Correctional Peace Officer Academy.
- Conducted a variety of internal affairs investigations and security audits. Conducted department-wide staff training on diversity and sensitivity as well as on workplace violence and bullying.
- Implemented multiple programs that reduced recidivism and improved public safety.

Correctional Manager

Nevada Department of Corrections, Carson City, NV

2003 – 2004

- Managed the operations of the only Restitution Center operated by the Department of Corrections. Provided training and supervision to staff in all aspects of correctional management. Oversaw an annual budget of \$2 million and oversaw the operations of a community correctional facility.

Correctional Lieutenant

Nevada Department of Corrections, Carson City, NV

1998 – 2003

- Oversaw the operations of Nevada Division of Forestry partnered minimum custody facilities and trained inmates in responding to wild-land fires and fire suppression. Coordinated training and education for correctional employees in correctional practices and in the management of inmates inside correctional institutions and outside in the community. Oversaw the operations of specialized units including the Hostage/Crisis Negotiations Team, Special Emergency Response Team, and the Fugitive Recovery Team.
- Assisted in the creation of several programs including a boot camp style training facility, a drug treatment program, and a wild horse-gentling program.

Correctional Sergeant

Nevada Department of Corrections, Tonopah, NV

1996 – 1998

- Under the supervision of the Lieutenant, oversaw the operations of a correctional institution and managed day-to-day operational issues. Provided training to correctional staff in classrooms during correctional academies and during periodic refresher training.

Education

University of Nevada, Reno

- *Master's in Justice Management (2010)*
Summa Cum Laude

University of Phoenix, Reno, NV

- *Bachelor of Science in Criminal Justice Administration (2004)*
Summa Cum Laude

Training and Certifications

<i>Certified Jail Manager</i>	American Jail Association, Hagerstown, MD
<i>PC832 Training and Certification</i>	California POST, CA
<i>Adult Corrections Officer CORE</i>	Standards and Training for Corrections, State of California
<i>Project Management Professional</i>	Project Management Institute, CA
<i>SHRM Certification training (Society for Human Resource Mgmt.)</i>	San Jose State University, CA
<i>Nevada Category III Peace Officer</i>	State of Nevada, NV

Publications

- Vare, L. (2014, November). *Of Elephants and Men*. *American Jails*, 28(5), p35 -39.
- Vare, L. (2015, September). *Manipulation Revisited*. *American Jails*, 29(4), p31-36.
- *Jails and the Mentally Ill. A briefing paper* – Council on Mentally Ill Offenders (2010). *Served on the team with California Corrections Standards Authority which developed a white paper on the status of mentally ill offenders in California's jails.*