

# Lenard Vare

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## ***Professional Experience***

### ***Corrections Consultant and Expert***                      **Carsel & Ayves, Inc., Texas**

2020 –

- Conducting case reviews and providing consultation and expert reporting in litigation related to jails and prisons. Providing training to corrections and probation agencies on a variety of topics including suicide prevention in correctional settings.
- Testifying in both federal and state courts as needed.
- Serving as a consultant on death penalty cases.
- Reviewing cases on behalf of attorneys in several states on wide-ranging topics involving correctional facilities including in-custody suicides, homicides, use of force incidents, sexual assaults, treatment of mental health inmates, inmate transportation, classification of offenders, and management of jails and prisons.

### ***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 and New York, NY**

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.
- Assisted in course development, community outreach, and conducting specialized training for corrections agencies.

***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.
- Opened and successfully operated the only youthful offender prison in the state focused on housing gang members and violent offenders under the age of 25. Implemented several programs which resulted in zero violent incidents at the prison for over 12 months and improved inmate behavior through pro-social programming.
- Performed senior level HR functions, managed investigation teams, classification and programing 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.

***Correctional Officer***

**Nevada Department of Corrections, Carson City, NV**

1995 – 1996

- Served as a sworn correctional peace officer at a medium security prison and a low security fire camp. Supervised inmate fire fighters on wildland fires and managed community work crews.

***Correctional Sergeant***

**City of Coalinga, CA**

1993 – 1995

- Served in the capacity of a sworn corrections peace officer for the City of Coalinga overseeing the operations of a medium security city-operated prison that housed prisoners from the California Department of Corrections. Watch commander duties included managing a team of officers, security details, inmate transportation, shift assignments, and supervisory duties.

***Correctional Officer***

**City of Coalinga, CA**

1992 – 1993

- Served as a sworn corrections peace officer providing security and supervision over a medium-custody prison. Managed culinary operations as well as inmate receiving and release functions. Oversaw work crews in the community, handled inmate transportation, responded to emergencies as needed.

***Education***

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**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***

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***Certified Jail Manager***

**American Jail Association, Hagerstown, MD**

***PC832 Training and Certification***

**California POST, CA**

***Adult Corrections Officer CORE***

**Standards and Training for Corrections, State of California**

***Project Management Professional***

**Project Management Institute, CA**

***SHRM Certification training***

**San Jose State University, CA**

***(Society for Human Resource Mgmt.)***

***Nevada Category III Peace Officer***

**State of Nevada, NV**

## ***Publications***

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- Vare, L. (2023). *Elephant Keepers: Reflections of a Prison Warden*. ISBN-13: 979-8867609245.
- 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.*