

# JOHN N. VINSON, PH.D.

## EXECUTIVE DIVERSITY & INCLUSION LEADER

Systemic DE&I Infrastructure Building ♦ Public Safety ♦ Higher Education Sector Specialty

Fierce integrator of DEI at all levels of institution, specialized in multimillion-dollar budgeting, policy development, and establishing inclusive cultures with key metrics to measure alignment. Leverages data-informed, evidence-based approaches to ensure more perspectives are included and heeded, ultimately enhancing customer service, shrinking turnover, reducing complaints, lawsuits, and payouts, and building brand ambassadors. Dedicated to public safety, diversity, inclusion, social justice, community relations, and influencing safety through a strategic arsenal of technology, programs, and outreach tactics. Mildly conversant in French. Strength areas include:

- DEI Programming / Mindset Shifting
- Anti-Bias Consulting
- Media Communications
- Strategic Planning & Implementation
- Integrating Accountability Protocols
- Policy Development
- Establishing Community Partnerships
- Board Leadership / Organizational Steering
- Global / Multisite Team Leadership
- Risk Assessment / Management
- Law Enforcement Best Practices
- Budget Development / Ownership (\$7.5M+)

### EXPERIENCE

INDIANA UNIVERSITY (IU) | Bloomington, IN

April 2020–Present

**Director of Strategic Planning & Chief Diversity Officer / Police Major – Campus and Community Safety (3/2021–Present)**

*DEI: Provides executive leadership and oversight for policy development and strategy across the scope of Public Safety and Institutional Assurance (PSIA), for diversity, public safety, and community engagement, addressing legislative mandates established by IU.*

- **Systematized implicit bias elimination** serving 125k+ across 9 locations statewide, ramping up robust new policies within 6 months.
- **Fortified relations with community partners** and served on the university-wide Chief Diversity Officer Council.
- **Strengthened diversity and inclusionary programming** to resolve issues affecting comprehensive success across population segments.
- **Mapped out aggressive DEI benchmarks** for lasting change; overhauled recruiting and promotion pipelines to embed diversity goals.

**Captain of Public Safety Operations (4/2020–3/2021)**

*Integrated DEI with police leadership: Commanded staff on inclusion techniques, global engagement, and embracing cultural uniqueness. Raised awareness of social justice, prejudice, and implicit bias and discrimination through targeted training and metrics.*

- **Launched 5-person policy development group** and collaborated with expert consultants to update protocols.
- **Ensured accountability and transparency** via internal affairs investigations, providing needed oversight for improper behaviors.
- **Promoted from Police Captain to Major** based on expertise, strategic thought leadership, culture-building skill, and audit expertise.

UNIVERSITY OF WASHINGTON | Seattle, WA

February 2009–April 2020

**DEI Leader / Assistant Vice President for Student Life – Campus and Community Safety (5/2019–4/2020)**

*Leadership and Administrative Operational Control: Comprehensively assessed security infrastructure for 4-campus organization.*

- **Steered student-life initiatives**; served on committees addressing violence prevention, disability issues, student well-being, and bias.
- **Tightened control** over information / resource access and security camera networks for this large university system.
- **Sparked DEI thinking** with aid from external experts from the National Coalition Building Institute (NCBI) for diversity training.

**Chief of Police / Assistant Vice President for Student Life (8/2016–4/2019)**

*Global Safety for International Students and Staff: Overcame \$2M budget deficit and completed key initiatives while unthreading inherited personnel challenges. Collaborated with executive officers to coordinate safety, policing, and emergency management.*

- **Achieved targeted response times** to priority-one calls, following 9-month data collection with limited resources.
- **Yielded major DEI achievements** including 50% boost to women in leadership and 18% retention growth.
- **Introduced safety app and created the Crime Analyst Unit** to improve crime prevention, tracking, and reduce response time.

**Chief of Police (2/2009–8/2016)**

*Global, Multi-site Security Leadership: Built university-wide safety infrastructure; led multicampus police department serving 73,000+. Monitored \$7M annual budgets, 90 employees, and 3 labor contracts covering negotiations, grievances, and internal investigations.*

- **Recognized with Department of the Year** honors bestowed for excellence in engagement with undergraduate programs.
- **Strengthened community partnerships** with local/county/state/federal law enforcement agencies to eliminate safety threats.
- **Developed Global Crisis Response Team** structuring policies and protocols with always-ready, one-stop activation of resources.

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ISABELLA COUNTY SHERIFF'S DEPARTMENT | *Undersheriff*, Mount Pleasant, MI January 2005–February 2009

*Day-to-Day Operations Leadership: Planned and directed road patrol, labor contracts, detective bureau, records, and jail operations.*

- **Provided oversight for \$4.2M budget**, 196-bed jail facility, and 60 employees in service of 65,000 county residents.
- **Formulated policies** regarding personnel actions, labor relations, management support, budget, training, and internal affairs.

### **INVOLVEMENTS – Full list available at [LinkedIn.com/in/JohnVinsonPhD](https://www.linkedin.com/in/JohnVinsonPhD)**

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#### *Presentations & Publications:*

**United States Department of Education: Gender Equity**, NCBI expert panelist on equity solutions

**The Talk: Race in America**, Indiana University, yearlong docuseries on diversity, equity, and inclusion

**Police Homicide: Race and Ethnicity**, Co-Author, Journal of Trauma and Acute Care

**Executive Development Institute | Case Study in Campus Protests**, IACLEA leadership workshops

**International Congress on Law and Mental Health**, Prague, Czech Republic

**Protests & Policing in the United States (Panelist)**, Seattle University

**Emergency Management in Higher Education**, Peking University, China

**National Roundtable Discussion on Reducing Gender Bias in Policing**, Washington, D.C.

**On Illuminating Podcast**, Featured Guest, Light and Truth on Diversity, Equity, and Inclusion...creating a sense of belonging

#### *Community Involvements:*

**Chief Diversity Council**, Indiana University

**Privacy Assurance and Security Systems Council**, University of Washington

**Criminal Justice Advisory Committee**, Seattle University

**Mass Shooting Work Group | Security Camera Task Force | Sexual Violence Prevention Task Force**, Washington State

#### *Undergraduate & Graduate-Level Teaching Assignments (concurrent with law enforcement duties):*

**Public Administration, Criminal Justice, and Emergency Management Courses**, Central Michigan University

**Crime Analysis, Law, and Social Control Courses**, Seattle University

**Ethics and History of Criminal Justice Courses**, Central Washington University

**Stakeholder Relations Course**, New England College

**Cultural Diversity & Ethics Course**, Kirtland Community College

**Police Administration & Operation and Criminal Justice Courses**, Montcalm Community College

#### *Professional Organizations:*

**National Association of Diversity Officers in Higher Education (NADOHE)**, Member

**International Association of Chiefs of Police (IACP)**, Board Member / Former Section Chair

**FBI National Academy Associates**, Member

**International Association of Campus Law Enforcement Administrators (IACLEA)**, Board Member / Former Subcommittee Member

### **EDUCATION & ADDITIONAL SKILLS**

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**Doctor of Philosophy (Ph.D.) specialized in Public Administration** | Western Michigan University, Kalamazoo, MI

**Master of Science (M.S.) in Public Administration** | Central Michigan University, Mount Pleasant, MI

**Bachelor of Science (B.S.) in Business Administration** | Central Michigan University, Mount Pleasant, MI

**FBI National Academy** | Graduate, Session #226

**Graduate Certificate in Cybersecurity** | St. Bonaventure University, New York, NY

**Regulatory Compliance** | IT-CGIS, CALEA, FERPA, HIPPA, Title IX, Federal/State Laws, U.S. Constitution

**Software Applications** | CGIS, MS Office Suite, Power DMS, Cam-access Control Systems, Mass Emergency Notification Systems

**Development Courses** | Western Society of Criminology (2x Conference Attendee), NIJ Technology Institute for Law Enforcement, Leading Change, Global Threats, Computer Forensics, Marketing Communications, Leadership, Ethical Hacking, Cybersecurity

**Executive Leadership Development** | International Association of Chiefs of Police Training (IACP, Annual Conference Attendee),

International Association of Campus Law Enforcement Administrators (IACLEA Executive Development Institute, Conference Attendee)