

**SCOTT NADEAU, MS**

◀ **Experienced Executive Leader** ▶

**CAREER PROFILE**

Accomplished professional with a 30+ year career in leadership. Transformed community partnerships leading to increased community and stakeholder's support. Contributed to city municipalities receiving numerous awards and recognitions. Successful educator, trainer, and author throughout career.

**Skill sets:**

- Operations and project management
- Strategic planning and improvement
- Instituting cost-effective solutions
- Community engagement
- Diversity and equity inclusion strategies
- Building strategic partnerships and relationships
- Public speaking and presentations
- Proactive problem solving
- Budget management and maintenance
- Employee development and oversight
- System and program development
- Microsoft Office Suite

---

**TEACHING EXPERIENCE**

- Bureau of Criminal Apprehension** 2019 – present  
**Contract Employee**
  - Instructed classes to include Leadership, Community Engagement, Organizational Transformation, and Change Management.
- University of St. Thomas** – Saint Paul, MN 2015 – present  
**Community Faculty Member**
  - Instructor in Graduate-level Leadership Program. Areas of instruction included research, assessments, collaboration, and leadership.
- Metropolitan State University** – Saint Paul, MN 2004 – present  
**Community Faculty Member**
  - Instructor in both classroom and on-line formats.

**WORK EXPERIENCE**

- City of Maplewood** – Maplewood, MN 7/2017 – 7/2021  
**Chief of Police – Director of Public Safety**  
Recruited to City of Maplewood to managed fire, police, and EMS departments consisting of 57 police officers and 35 fire and EMS personnel. Oversaw public safety budget of \$27M.
  - Built strategic partnerships with citizens, businesses, schools, and groups.
  - Achieved success in diversity and equity inclusion programs. Increased diversity of workforce over 130% in 4 years. Received Regional Award.
  - Initiated and led *Multicultural Advisory Committee* engaging underrepresented communities. Program was rolled out and utilized by other cities in the Twin Cities based on its' success.
  - Collaborated with Ramsey County to hire an embedded Mental Health Social Worker for problem solving regarding homelessness and mental illness.
  - Increased citizen engagement over 100% in first year. Led efforts to connect the public safety staff, police, and fire to citizens in the community.
  - Keynote speaker for numerous professional conferences and a range of forums and lectures in the city, state, and internationally. Focused on community policing and building partnerships.
  - Developed, designed, and administered leadership and policy training.
- City of Columbia Heights** – Columbia Heights, MN 4/2008 – 7/2017  
**Chief of Police**  
Oversaw City of Columbia Heights Police Department of 28 Police Officers.
  - Managed the construction of a new Safety Center, including hiring contractors, managing budget, and working with construction managers.
  - Received the 2015 L. Anthony Sutin Award from the U.S. Department of Justice.

- Received Community Policing Award through IACP, 2012.
- Contributed to the City of Columbia Heights receiving one of 10 All American City Awards in 2016 for community policing and building relationships with multicultural communities.
- Received 2012 Anoka County Public Health Award.
- Cut crime overall 50% through implementation of new policies and procedures, organizational transformation, and building sustainable strategic partnerships with citizen business groups.
- Initiated and managed county-wide projects.
- Instituted cost-effective measures to ensure resources and people were focused on problem solving.
- Increased diversity significantly within the police department.

**City of Brooklyn Center** – Brooklyn Center, MN

1/1985 – 4/2008

**Police Commander (1/2005 – 4/2008)**

Led staff of 10 responsible for criminal investigations and reducing violent crime.

- Implemented community and problem-oriented policing initiatives.
- Trained and served as department's Public Information Officer.
- Set up comprehensive systems for tracking and auditing forfeiture and property.

**Sergeant – Detective (1985 – 2008)**

**Snap Fitness** – Maplewood, MN

2012 - 2014

**Franchise Owner – Business Manager**

- Increased membership growth 40% in 2012 through innovative marketing, strong customer service, and attention to the individual needs of the members.

## EDUCATION

**Metropolitan State University** – Saint Paul, MN

Graduated 5/2004

Master of Public and Non-Profit administration – GPA 3.96.

**BS Law Enforcement** – GPA 3.98

Graduated 6/1998

- Outstanding Student of the Year

**AAS, North Hennepin Community College** – Brooklyn Park, MN

Graduated from the 257<sup>th</sup> class of the Federal Bureau of Investigation's National Academy, 2014.

## PROFESSIONAL ASSOCIATIONS

Board Member / Vice President, Law Enforcement Memorial Association, 2012 - 2015

Anoka County Chiefs of Police Association, Past President 2010

Anoka County Joint Law Enforcement Council

Minnesota Chiefs of Police Association, Minnesota Peace and Peace Officers Association

International Chiefs of Police Association

Brooklyn Center Police Association, Columbia Heights Police Association

Metropolitan State University Alumni Association

FBI – Law Enforcement Leadership Academy Alumnus

## VOLUNTEER EXPERIENCE

Board Member / City Facilitator / Community Engagement, Big Brothers Big Sisters of the Greater Twin Cities, 2006 - present

Lee Carlson Center for Mental Health and Well Being / Board Member, 2015 – 2017

Law Enforcement Memorial Association Vice-President / Board Member 2012 – 2014.

Leadership Trainer, Minnesota Chiefs of Police Association (Leadership and CLEO Command Academies), 2006 – 2016

Special Olympics Torch Run – Participant / Facilitator

Youth Small Group Leader – Cornerstone Church, New Hope, MN