

Edwin Kaup

Chicago, IL 60631

12 Mar 2022

Sidney A. McPhee
President
Middle Tennessee State University
Building CAB Rm 0204
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RE: Application for Assistant Vice President for University Police and Chief of Police

Dear Dr. McPhee,

I would like to submit this letter of introduction as the basis for my application for Assistant Vice President for University Police and Chief of Police. Below is an overview of my policing and management experience with the reasons I believe I would be an ideal candidate for this position.

My attached resume highlights some of my accomplishments in the 26 years I have been with the Chicago Police Department (CPD). I believe you will find my education and experience are in line with the qualifications you expect in your new Chief. I have demonstrated success in patrol, investigations, and administration.

My diverse experience in a large metropolitan police department makes me an ideal candidate for this position. I believe the leader you envision must have experience in all facets of policing and be able to transfer those experiences to new situations that routinely occur in law enforcement, especially in a campus setting.

As you see from my resume, I have a vast amount of experience in most bureaus within my police agency. The diverse population and geography of my jurisdiction, as well as the quantity and variety of incidents that occur on a daily basis have given me an exceptionally well-rounded inventory of skills that will lead to success as the Assistant Vice President for University Police and Chief of Police.

I have worked in commands with substantial community challenges and others where the challenges were not as great, but were no less important to the community members. I have worked collaboratively with our citizens, political leaders, faith based groups, city, state, and federal agencies, state and private universities, and the business community to accomplish goals and improve efficiency. I believe my experiences working with such diverse communities,

private groups, and outside agencies is what you need for your new chief. Throughout my career I have served in commands with both large and small public and private universities. During my tenure as the Commanding Officer of Policy and Procedure, my analytical section provided all of the crime statistics needed for Clery compliance to the universities in Chicago.

My experience with institutional change and policy reflect my ability to adapt to the ever changing role law enforcement has in the communities we serve. This experience includes implementing best practices to make the department more professional, improving community relationships, and raising the efficiency of all members. Through thoughtful collaborative policy implementation and training I have helped lead the CPD through major department-wide reorganization, consent decree formulation, and national accreditation. I have demonstrated exemplary leadership skills throughout each promotion I've earned, and have continued to advance both personally and professionally.

I have over 11 years of command experience. These commands ranged from a staff of 42 in administrative positions to a police patrol district with over 500. The variations in the commands I've had allows for a different view, a broader perspective, a higher level of professionalism, and the decision making ability not generally learned in a singular agency. It also shows my ability to develop and maintain long lasting relationships at every level, to be diplomatic when needed, and to be politically astute without being political.

Policing is about relationships. I understand the importance of building trust and camaraderie within the department, as well as with other agencies and the community. Continuing to build those relationships through collaboration and mutual respect helps solidify the trust in a position this important. Leading with integrity, compassion, and sensitivity will help foster this goal.

Thank you for your consideration. I know I can bring value to the Middle Tennessee State University and welcome any chance to discuss how my qualifications align with the type of leader the department envisions.

Sincerely,

Edwin Kaup

EDWIN J. KAUP

Executive Summary

Exceptional police executive with over 18 years of supervisory and management experience in more than 26 years with the Chicago Police Department (CPD). Results driven and dedicated leader with a proven track record of effective management in patrol, investigations, and administration. Multi-talented manager with experience in policy, accreditation, technology implementation, and police operations. Change agent adept at applying the voice of the community into policy and real world policing strategies.

Education

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|---|-------------------------------|
| FBI National Academy Session #269 Federal Bureau of Investigation | 2017 Quantico, VA |
| Master of Science: Criminal/Social Justice Lewis University | 2002 Romeoville, IL |
| Bachelor of Science: Law Enforcement Administration Western Illinois University | 1993 Macomb, IL |

Command Experience

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| Captain Executive Officer - 17th District (9.6 Square miles with a population of over 145,000 residents and 242 sworn and civilian district personnel.) | November 2019 to Current |
| Captain Executive Officer - 11th District (7.9 square miles with a population approximately 74,000 residents and 502 sworn and civilian personnel.) | May 2018 to November 2019 |

Responsibilities include serving as the second in command while overseeing the overall operational and administrative functions of the district, formulating and executing the policies and strategies designed to address crime and disorder matters in the district, and monitoring and evaluating the outcomes. This includes ensuring the effective use of available technology to analyze and disseminate information. In these districts we effectively use public and private surveillance cameras, fixed and mobile automated license plate readers, shot spotter, GPS based tracking technologies, and automated crime algorithms to help prevent violence and bring offenders to justice. Coordinate building, equipment, and fleet services with their respective units.

Building and maintaining relationships while coordinating services for the community. Meeting regularly with community members, business leaders, elected officials, community groups, city agencies, educational institutions, and faith based groups to assist with this goal. Develop and implement plans for small and large scale events including festivals, parades, protests, and civil unrest.

Assumes command of the district in the Commander's absence, in addition to Executive Officer duties. Command responsibilities often include leading multiple police districts to fill vacancies and provide coverage for scheduled absences in other police districts. Responsible for overall command of the district including operations, planning, and administration.

Lieutenant
Commanding Officer - Policy and Procedure
Research and Development Division

April 2015 to May 2018

Directed the development of written department policy with a sworn and civilian staff of 42. Coordinated policy decisions between the Superintendent, command staff, city agencies, legal representatives, and outside law enforcement agencies. Led departmental research and analysis to better formulate policy decisions and ensure policy changes improved the effectiveness and efficiency of department operations. Coordinated and disseminated Jeanne Clery Act crime information to requesting educational institutions. Presented policy changes in formal public and private venues to show transparency in decisions. Established an accreditation section and in 2018 became the largest law enforcement agency in the world to be awarded CALEA accreditation. Testified as an expert witness for policy, use of force, emergency vehicle operations, lock-up, and search warrant procedures. Worked collaboratively with city, state, and federal agencies to ensure partnerships across disciplines. Led the development of the department's strategic plans and annual reports. Assumed command of the division in the absence of the director.

Lieutenant
Commanding Officer - General and Special Investigations Sections
Bureau of Internal Affairs

February 2014 to April 2015

Managed personnel and daily operations for the unit with 92 sworn and civilian personnel. Directed investigations into complaints against department members to ensure investigations were thorough, fair, and timely. Reviewed investigations and penalties, ensured legal and department policy compliance. Reduced length of investigations by 50% through oversight and regular case reviews. Ensured alcohol and drug testing were completed in a timely manner for officer involved firearm discharge incidents and intoxication complaints. This was a highly sensitive position which required strict confidentiality due to the public's interest and the sensitive nature of many investigations.

Lieutenant
Watch Commander - 015th District

October 2010 to February 2014

Managed watch operations and directed law enforcement activities in a police district of 58,292 residents covering 3.8 square miles with 375 sworn and civilian personnel.

Reviewed, analyzed, and developed strategies that monitored and handled management issues in areas of overtime, elective use of time, staffing, medical role usage, court deviations, complaints about department members, and department vehicle crashes. Established internal tracking mechanisms to ensure accountability. Reviewed and approved arrests to determine propriety of charge and probable cause. Conducted use of force investigations and managed search warrant operations that occurred in the district. Managed district facility operations including the district desk and lock-up. Ensured department equipment and vehicles were operational and their use conformed to applicable department guidelines. Inspected personnel, facilities, vehicles, and equipment, noted deficiencies, and took appropriate corrective action. Met with residents, community groups, business owners, and clergy to help build better partnerships with the police.

Supervisory and Non-Supervisory Positions

Adjunct Instructor Education and Training Division

May 2012 to Current

Developed curriculum and trained newly promoted sergeants and lieutenants on specific management and supervisory responsibilities. Trained academy staff on changes to department policy, including use of force and investigative stops. Currently assist in training newly promoted captains in the duties of executive officers.

Sergeant Area 1 Detective Division Headquarters

April 2007 to October 2010

Supervised highly complex violent crimes investigations in the Area 1 Detective Division Headquarters with an average of approximately 250 sworn detectives. Investigative responsibility spanned 5 police districts covering 55.52 square miles with a population of 658,806 residents and averaged 120 homicides per year. A large percentage of investigations in this division garnered media interest and public scrutiny which required significant sensitivity and confidentiality. My responsibilities included acting as watch commander, homicide coordinator, and officer involved shooting's supervisor. Typical duties included case review and approval, training personnel, and coordinating investigations with other divisions, federal partners, prosecutors, and outside law enforcement agencies.

Patrol Sergeant 2nd and 24th Patrol Districts

April 2003 to April 2007

Supervised officers in police districts that average a population of 94,000 residents in 5.6 square miles with 350 sworn and civilian district personnel.

As a patrol sergeant, ensured the adherence to department guidelines while motivating the officers to meet set objectives. Conducted roll call training as it pertained to department operations. Reviewed reports generated for accuracy and completeness. Used positive reinforcement and discipline as needed. Led an auto theft mission team with great success in vehicle recoveries and arrests.

Detective Area 1 Detective Division Headquarters

August 2000 to April 2003

Conducted violent crime investigations in a Detective Division Area that encompassed 5 police districts. Cases ranged from simple to extremely complex, including officer involved shootings. Used Department resources as well as outside avenues to identify and locate offenders. Completed detailed reports and evidence processing requests to further investigations. Arrested wanted offenders and testified in criminal prosecutions to bring investigations to successful conclusions. This position required high levels of confidentiality and sensitivity due to the nature of the investigations and the media interest.

Patrolman 20th Patrol District

July 1995 to August 2000

Engaged in all facets of patrol in a lakefront district. Known for quality and quantity of arrests. Worked as an officer on a beat car, response car, mission team, bicycle team, and tactical team. Conducted preliminary and

follow up investigations for criminal investigations. Documented incidents on reports and testified in court on traffic, misdemeanor, and felony offenses. Conducted community policing meetings as a member of a beat team. As a member of the tactical team conducted buy/bust missions, surveillance, and city-wide crowd control operations.

Professional Affiliations and Related

Active Member

Federal Bureau of Investigation National Academy Associates (FBINAA)

Peer Reviewer

June 2020 to Current

United States Department of Justice – Office of Justice Programs (OJP)

Review grant applications submitted to the Bureau of Justice Assistance for grant solicitations.

- Determine if applications meet the requirements and selection criteria set forth in the solicitation.
- Participate in consensus meetings with fellow peer reviewers discussing reviews.
- Provide electronic reports with evidence based conclusions to assist the OJP with funding decisions while also providing guidance to applicants on how to better prepare stronger grant submissions in the future.

Committee Member (2016-2020)

Major Cities Chiefs Association (MCCA) Human Resources and Emerging Issues Committee. This committee assists in researching law enforcement related issues and writing reports to help the MCCA establish national best practices for given topics.

- "Officer Involved Shootings and the Implications of Video Evidence." October 2016.
- Officer wellness and suicide prevention - ongoing.

President – Chicago Police Captain’s Association (PBPA Unit 156C) (Sep 2021 - present)

Led a collective bargaining unit with approximately 48 active and 70 retired members. Coordinates legal services, conducts arbitration hearings, leads contract negotiations, manages budget, leads board and membership meetings, and arranges fraternal events.

Awards

Department awards include: 4 Department Commendations, 37 Honorable Mentions, 2 Joint Operations Awards, 1 Outside Government Recognition Award, 1 Problem Solving Award, 2 Superintendent’s Award of Merit.
