



Clarence L. Vaughn, III M.B.A

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EDUCATION

**Associates of Arts,
Business Administration** 2002
Tallahassee Community College
Tallahassee, Florida

**Bachelor of Science,
Business Administration** 2004
Florida A & M University
Tallahassee, Florida
Concentration: Marketing
Awarded: Dean's List

**Master of Business Administration,
Organizational Management** 2012
Whitman School of Management
Syracuse University
Syracuse, New York
Concentration: Finance
Awarded: Total Betterment of the
Whitman School of Management

**Diversity, Equity, and Inclusion
Certificate** 2023
Cornell University

KEY PROFESSIONAL HIGHLIGHTS

- Leadership Tennessee -NEXT, Class VI Graduate (2023)
- Fatherhood Excellence Award, Beta Theta Boule (2021)
- Leadership Knoxville – Flagship Program Graduate (2020)
- City of Knoxville Ambassador Program Graduate (2018)
- Greater Knoxville Business Journal 40 under 40 Recipient (2017)
- Introduction Knoxville Graduate (2017)
- Federal Bureau of Investigation, Citizen's Academy Graduate (2017)
- University of Tennessee Chancellor's Associate (2017)
- Top 10 Bankers in US Bank Community Banking, Conversion Rate (2014, 2015)
- Highest growth of Business Demand Accounts, Knoxville District (2013)
- Total Betterment of Whitman School of Management, Syracuse University (2012)

QUALIFICATION SUMMARY

Experienced business professional with more than thirteen years of in-depth knowledge pertaining to the areas of finance, marketing, operations, business development, conflict resolution, and relationship management. A successful leader and team player skilled in cross functional team collaborations focused on enhancing business development. In addition, a proven business leader who has created strategic plans on managing multiple tasks. With experience added in study abroad global investment training in London, Mr. Vaughn was given the task of harnessing lasting business relationships with leading financial institutions such as Goldman Sachs Bank, Barclays Bank, CitiBank Corporation, and Morgan Stanley.

KEY WORK EXPERIENCE

Director, Office of Access and Community Connections, Haslam College of Business
2020 – Present **Knoxville, TN**

- Provide vision, leadership, management, assessment, and strategic planning for the design and implementation of a college-wide diversity action plan.
- Establish a recognition program to sustain and support existing academic and professional development programs by identifying grant and funding opportunities
- Work with the development office to secure private funds to support office programs and initiatives.
- Serve as a consultant to the executive committee and department leaders to support diversity, inclusion and engagement efforts in their areas.
- Ensure the most effective operations of the Office of Diversity and Community Relations through program development, process improvement and coordination/integration of processes with other departments.
- Accountable for the following activities in the office: Diversity Plans, Climate Surveys, Data Collection and Dash Boards.

Executive Director, Police Advisory & Review Committee, City of Knoxville
2016 – 2020 **Knoxville, TN**

- Prepare and present quarterly and annual reports to stakeholders, community members, and elected officials
- Provide community outreach training on Civilian Oversight and review practices of a civilian-led investigative agency
- Create developmental and educational training for volunteer board members and newly hired Knoxville Police Department recruits
- Investigate citizen complaints against the Knoxville Police Department and concerns about public safety
- Develop a functional database by way of Microsoft Access and Excel to incorporate cases investigated, reviewed, and documented
- Review and familiarize with Tennessee Codes and Statutes, City of Knoxville Ordinances, Knoxville Police Department General Orders, and Standard Operating Procedures

C. Vaughn, III, Sr. Business Development Specialist (cont.)

Branch Manager, Director of Diversity & Inclusion, US Bank Corporation
2013 – 2015

Knoxville, TN

- Manage and monitor Commercial Loan Portfolio of \$14.45M held by an affluent commercial client base
- Assigned to increase Corporate Market Share by enhancing Business Deposits, Fee Income, Loan Growth, and Deposit Account Relationships. Accounted for over \$11.87M in Business Deposit account relationships
- Implemented a process of reviewing prospective outbound sales activity directed to decision makers, service providers, and business owners
- Reviewed employee hiring practices along with Human Resource Managers, to ensure best practices were implemented in retaining a diverse workforce
- Developed community outreach activities geared towards providing financial literacy to underserved communities
- Responsible for training and developing workforce in Retail Banking, Business Banking, and Loan Portfolio Management
- Assigned as Territory Manager for the Tennessee Region in efforts to enhance market share and retain highly skilled workforce
- Obtained and managed knowledge of Employment Laws and Practices, Corporate Rules and Regulations, and governing regulations in the financial sector

Branch Manager, Assistant Vice President, Sun Trust Bank
2011 – 2013

Knoxville, TN

- Secure relationships with key decision makers and business entities in the Knoxville Market, which lend to growth in Commercial Lending, Small Business Loans, Business Lines of Credit, and Equipment Finance
- Cultivate deposit relationship through successful management of \$9.7M portfolio of business client deposit base
- Partner with line of business partners to create cross-functional opportunities to generate revenue and business growth in the avenues of Private Banking, Mortgage Lending, and Commercial Lending
- Review and analyze financial statements to determine most suitable improvement strategy for mass affluent business clients and retail customers
- Developed measurable performance evaluations in the area of production, revenue growth, product knowledge, and goal attainment

Senior Credit Manager, Wells Fargo Financial
2007 – 2010

Knoxville, TN

- Review and serve as credit oversight for underwriting consumer loans to ensure consistency in meeting internal policies and controls, with loan approval authority of \$500K per Retail Banking guidelines
- Maintain client's credit portfolio through properly investigating and analyzing credit risks, financial stability, and managed sustainment of credit worthiness
- Interface with decision makers and business owners to create a strategic and financial plan to uncover critical needs
- Adhered to Federal Laws and Underwriting Guidelines to ensure that Consumer and Commercial Lending practices remained ethical and within required guidelines
- Served as the Lead Underwriter in reviewing Federal Regulations and Loan Prerequisites to ensure clients maintain loan capacity and threshold

AFFILIATIONS

Dr. Martin Luther King, Jr. Commemorative Commission
President Emeritus

Merit Systems Board Knox County
Board Member

United Way of Greater Knoxville
Board Chair

Helen Ross McNabb Center
Personnel Committee Board Member

Lawson Family Foundation
Board Member

Business School DEI Collaborative
Treasurer
Charter Member

PROFICIENT IN

Microsoft Office (Word, Excel, PowerPoint, Outlook, Access), VISIO, SharePoint, Channel Link, Quicken, Quick Books, Basic HTML, Stat Tools, Precision Tree, Evolver 5.5, MAINFRAME, LINX, BANK Star, MINI HOST, Impact 360, Single Point Essentials, Cash Manager

