

Kenrick Ali

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Dynamic and multi-talented professional with a proven track record of strengthening departments, programs and projects. Personable and initiative driven professional with excellent strategic acumen. Excel at driving change in diverse environments. Experience in DEI, Recruiting, Human Resources, Training and Development, Supervision, Operations, Technology/Software, and Event Management.

Specific Areas Of Qualifications/Experience

Budget, Finance & Sales

- Experience in creating and managing all aspects of a company/department budget. (Management of \$17 million).
- Ability to create and negotiate multi-year contracts.

Diversity, Equity & Inclusion

- Oversaw development of three affinity centers. Supervise staff in four functional DEI affinity centers.
- Successful DEI trainer for staff, departments and organizations.
- Serve on various Diversity committees creating many DEI operational policies, initiatives and processes.

Human Resources/Recruitment

- Over 15 years serving as the main Human Resources Manager for various departments. Oversaw all HR/ Recruitment (Creation of: job descriptions, interview materials, interview process; reference checks; on/off boarding; training; benefits; payroll; professional development; supervision; evaluation/performance appraisals and staff terminations). Experience as a Technical Recruiter. Oversaw the recruitment of several senior level positions.
- Developed exceptional recruiting systems (including marketing materials) for all staffing levels.

Management/Supervision

- Over 20 years of experience in supervising employees in various working environments: remote, full-time, part-time, unions, COVID. Successfully supervised, coached, mentored and motivated staff through meeting personal and professional goals.
- Proven ability to make/develop sustainable strategic decisions/processes as a department manager.

Training & Development

- Over 15 years of experience serving in the capacity of direct departmental Trainer. Created/presented various training and professional development opportunities for staff in the areas of diversity/equity/ social justice, customer service, leadership, supervision, mediation, crisis/emergency response, ethical decision making, etc.).
- Over 7 years serving as course Instructor/Trainer. Taught leadership development, customer service, event management, diversity/social justice and event management. Created, developed and implemented curriculum; graded course work.

Other

- Experience in event management (oversee overall execution of close to 2500 annually). COVID-19 Event Protocol experience.
- Over 10 years creating and managing departmental and organization statistics/reports. Experience in developing assessment processes and developing/implementing strategies and results driven programs and services.
- Experience as a project/program manager, developing successful strategies in managing successful outcomes.

Education & Certifications

- **Master of Science**—Northeastern University. Boston, MA. 6/98
- **Bachelor of Science**—University of Vermont. Burlington, VT. 5/96
- **California Accredited Consultant (C.A.C.)**, California Institute of Education for Personnel Consultants of the California Association of Personnel Consultants. 4/01

Technology Skills

- 10+ years of experience in implementing and managing various technology software used by entire company.
- Experience developing and managing creative/dynamic websites using WIX, Go Daddy, Squarespace, Weebly & WordPress.
- Windows: Page Maker, Excel, Outlook, Access, PowerPoint, Publisher, Photo Editor; Google Suite Tools & Platform; Adobe Suite Tools & Platform; Team Management Software: Asana, Monday.com, Slack, Trello; Salesforce Developer Training (not certified); College/University Softwares: PeopleSoft, Residential Management Systems (RMS), Advocate, OrgSync/Campus Labs, Blackboard, StarRez, Fusion, 25Live; Filemaker Pro
- Marketing On All Social Media Platforms

Professional Experience

Director, University Union Operations–CSU East Bay. (8/16-Present)

- Provide leadership, strategic planning and daily operational management of two 80K sq ft facilities. Oversee the management of close to 2500 events annually. Created COVID Response Plans for all operational aspects.
- Serve as the main Human Resources Manager for five functional areas (100 employees) in all HR related functions.
 - Oversee and supervise all staff, programs and initiatives of the Diversity Student Inclusion Center (DISC). Oversee structure & development of 3 Affinity Student Centers: Black, LatinX & Undocumented Student Centers.
 - Developed annual training programs for all staff positions.
- Manage/facilitate recruiting efforts for the Division of Student Affairs at recruitment conferences.
- Organized the Division of Student Affairs' annual Professional Development Series for close to 400 staff members.
- Serve on the University's Diversity Committee, recommending policies, initiatives and programs to the President.

Campus Administrator, BaySync–CSU East Bay. (4/13-Present)

- Serve as Administrator for the campus engagement software for over 25,000 users annually. Chaired 25 person Implementation/Management Committee.
- Develop annual year marketing plan to implement/introduce software to new populations. Provide monthly training. Taught seminars/classes; developed training modules, videos and manuals.
- Collaborated with Information Technology (IT) to develop our own campus engagement software using SalesForce. Authored engagement site map. Worked with departments to customize tools for specific departmental functions.
- One of a handful of campuses throughout the nation that integrated software utilization by the entire campus.

Associate Director-Student Housing/Director of Residence Life - CSU East Bay. (3/13-10/16)

- Provided leadership, strategic planning and daily operational management of residential community of 1600 residents.
- Served as the main HR Manager for 11 functional areas (150 employees) in all HR related functions. Doubled staff.
- Developed annual training programs for all staff positions.
- Served on Vice President's leadership team providing direction and advisement regarding policies and procedures.
- Developed qualitative and quantitative reports from assessment of goals, vision, initiatives and budgets.
- Served on various campus committees for accreditation and state/federal reporting. Served on the campus Care Team managing a variety of student/employee issues. Served as the departmental liaison & collaborator for all initiatives.
- Managed the department's annual assessment program, analyzing and creating reports for multi-level data.

Asst. Director, Recruitment, Leadership & Training–U. Housing Svcs. San Jose State U. (9/06-2/13)

- Served as the main HR Manager for seven functional areas (200 employees) in all HR related functions. Doubled staff.
- Managed daily operation of the campus residential community of 3200 residents.
- Chaired student Social Justice Training Institute. Developed curriculum and taught leadership classes on diversity, equity and inclusion; customer service, marketing, leadership, etc.
- Developed annual, multi-level training programs for each staff position.
- Managed the conduct/eviction process, including the preparation/reporting of mandated statistics.

Other Related Experience

- **Owner/Travel Advisor–MyVIPVacay. (6/18-Present) – (www.myvipvacay.com) - Part Time**
 - Research, curate and book travel experiences for clients, working with over 100 partners. Create marketing, sales and social media campaigns to drive website and usage of services. Blog and create videos on various experiences related to traveling.
- **Recruiter - Wollborg/Michelson Personnel Service, San Francisco, CA (2/01-7/01) - Promoted**
 - Served as company's first Technical Recruiter, managed full recruitment cycle for full-time positions.
- **Recruiting & Marketing Specialist - Wollborg/Michelson Personnel Service, San Francisco, CA (8/00-2/01) - Promoted**
 - Supported Recruiters in sourcing and placing full and part-time candidates. Managed and staffed employment fairs to promote company/positions. Developed marketing strategies for positions and candidates.
- **Recruiter-Temporary Positions - Wollborg/Michelson Personnel Service, San Francisco, CA (5/00-8/00)**
 - Managed the placement of temporary employees to companies on a daily basis.
- **Conference Resource Consultant - National Association of College and University Residence Halls, Inc. (NACURH) (6/09-6/12).**
 - Advised on the management of annual multi-day regional and national conferences in areas of transportation, housing, dining and seminars. Conference attendance ranged from 500-3500 attendees.

Additional Experiences/Accomplishments Can Be Found At:

<https://www.kenrickali.com/resume-cv>