

# Jasmine Mayes-Browning

## Education

2019-2021

University of Iowa – Iowa City, IA  
**Master of Arts in Sport and Recreation Management**

2015-2019

University of Iowa – Iowa City, IA  
**Bachelor of Arts Health and Human Physiology: Exercise Science**

## Professional Experience

2022-present

**Talent Development Specialist** – Division of Human Resources  
 University of Arizona, Tucson AZ

- ◆ Serve as a cross-functional project manager overseeing various matrix environments, leveraging Trello, Outlook, and Salesforce systems
- ◆ Collaboratively improve task efficiency managing EDGE Learning, rolling catalogs, and customer relationship management databases
- ◆ Analyze, audit, and maintain an equitable learning environment across various learning, enrichment, and recreational channels
- ◆ Deliver comprehensive strategies to the Learning and Development manager for service offerings and departmental improvements
- ◆ Lead special projects that strengthen campus partnerships aligning with the commitment to enhance learning experiences
- ◆ Analyze, audit, and maintain equitable learning environment across all channels

2021-2022

**Coordinator, Facilities and Member Services** – Campus Recreation  
 University of Arizona, Tucson AZ

- ◆ Practice university and departmental HR policies and guidelines by recruiting, onboarding, and managing the compliance of 80-100 employees from various backgrounds
- ◆ Oversaw streamlined payroll operations ensuring compliance with real-time accounting practices, account payables, payroll regulations, and bookkeeping standards
- ◆ Co-produced the annual budget proposals with the Assistant Director to maintain best practices in preservation of financial stewardship
- ◆ Developed, propagated, and sustained an efficient system for recruiting and onboarding facility managers and attendants
- ◆ Produced strategic recruitment outreach and maintained consistent communication with the various partner and candidate cohorts

2019-2021

**Graduate Assistantship** – Recreational Services  
 University of Iowa, Iowa City, IA

- ◆ Designed cost efficient professional development trainings, highlighting trends, areas of opportunity, and metric-based solutions rendering a 30% savings in professional development budgets
- ◆ Optimized 120k budget by leveraging relationship capital and organizational strategies to maintain department operations, initiatives, and salaries
- ◆ Introduced a recognition program to acknowledge outstanding contributions, boosting employee morale and motivation
- ◆ Established a confidential reporting system, thus encouraging employees to present workplace improprieties without fears of reprisal

## Teaching Experience

2022-2024

University of Arizona, Tucson, AZ

Adjunct Instructor, Teaching, Learning, & Sociocultural Studies  
– College of Education

- ♦ Teach two undergraduate courses in Sport and Society Interdisciplinary Studies major, the Recreation and Sport in Communities, Parks and Schools minor, plus within the University's General Education curriculum, and Leadership and Learning Innovation (L3) major
- ♦ Inspire students to think broadly and independently by incorporating current social justice issues and theory into the course content in effort to promote comfortability to express their ideas through a variety of communication mediums and applications
- ♦ Encourage students to use critical thinking skills to connect course content with their personal experiences to generate and disseminate their original content and new perspectives
- ♦ Provide thorough support and feedback throughout the semester in addition to grading and being readily available to connect with the students on any questions, comments, or concerns

### Courses Taught

TLS 353: *Recreation and Leisure in Contemporary Society*

TLS 355: *Planning Community Events and Recreation Programs*

Fall 2022-2023

Spring 2024

## Leadership Experience

2020-2023

### **NIRSA National Championship Series Social Justice Task Force**

- ♦ Expanded the presence of social justice throughout NIRSA by creation of a communication plan that increases traffic and continued learning of equity, diversity, and inclusion information for NIRSA stakeholders
- ♦ Reviewed current research literature to address concerns with campus recreation and athletics regarding social justice
- ♦ Assessed volunteer and host application language to align with NIRSA EDI statement and make recommendations for updates yearly
- ♦ Created partner opportunities for small or underfunded schools through carpooling, dual hosts, and scholarships to increase diverse representation at tournaments and events
- ♦ Updated policies and language regarding inclusion of transgender athlete participation
- ♦ Presented at NIRSA: Ideas in Motion virtual roundtable and lead/facilitated the "Social Justice Stakeholder Conversation"

2020-2021

### **Sport and Recreation Management Student Lead**

- ♦ Oversaw a special interest group within the UISRM club by leading discussion on diversity, equity, and inclusion initiatives and facilitated open dialogue on how the program could improve
- ♦ Directly reported and assessed feedback from group and individual student sessions back to the UISRM Diversity, Equity, and Inclusion committee
- ♦ Supported the "Journey to Unity" movement on campus to create a more unified and respectful campus community

2019-2021

### **Recreational Services Diversity, Equity, and Inclusion Committee**

- ♦ Attend bi-weekly meetings to plan and organize full staff discussions regarding several current DEI topics
- ♦ Complete research to thoroughly understand specific DEI topics to further educate professional staff members during presentations
- ♦ Provide feedback on how the department can continue to excel in DEI initiatives within the programs and services

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## Guest Lectures and Presentations

Spring 2024	<b>Getting Started with LinkedIn Learning &amp; EDGE</b> <ul style="list-style-type: none"><li>◆ Presented on the free professional development resources available to benefits eligible employees at the University of Arizona</li></ul>
Spring 2024	<b>Filtering the “Same Old Story” How Stories Inspire Leadership AWHE Conference</b> <ul style="list-style-type: none"><li>◆ Provided step-by-step process our team used to help prioritize and organize external and internal projects, leveraging the technology tool Trello</li></ul>
Spring 2023	<b>TLS 356: Sports Adolescents &amp; Sports</b> <ul style="list-style-type: none"><li>◆ Reviewed the TIDES 2021 Racial and Gender Report Card for college sports and facilitated dialogue on diversity in the NCAA, Bias 101, and Inclusive Leadership</li></ul>
2022-2023	<b>Bias 101 Workshop Series</b> <ul style="list-style-type: none"><li>◆ Presented on conscious and unconscious bias and facilitated small/large group discussion with activities to review examples to establish best practices on how to mitigate bias</li></ul>
Spring 2019	<b>Recreational Services Mobile Application Presentation</b> <ul style="list-style-type: none"><li>◆ Pitched a detailed design plan to purchase and implement a mobile application to bring cohesion between Recreational Services programming and enhance the member experience</li></ul>

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## Institutional Service

Fall 2023	<b>Staff Council Member</b> <ul style="list-style-type: none"><li>◆ DEI Committee</li></ul>
Fall 2023	<b>Search Committee Member</b> <ul style="list-style-type: none"><li>◆ Assistant Professor of Practice – Recreation and Sport Leadership (SRL)</li></ul>
2021-2023	<b>Search Committee Member</b> <ul style="list-style-type: none"><li>◆ Facility Services Night Manager – Campus Recreation</li><li>◆ Facility Reservations &amp; Special Projects Coordinator – Campus Recreation</li><li>◆ Fitness &amp; Wellness Coordinator – Campus Recreation</li><li>◆ Sport &amp; Youth Programs Coordinator – Campus Recreation</li></ul>
Fall 2023	<b>DEI Symposium Co-Organizer</b> <ul style="list-style-type: none"><li>◆ University of Arizona, Office of Diversity and Inclusion</li></ul>
Spring 2023	<b>NIRSA: Ideas in Motion Co-Organizer</b> <ul style="list-style-type: none"><li>◆ Virtual Roundtable, National</li></ul>

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<b>Community Service</b>	2024-Present	<b>Arizona Women in Higher Education</b> Active Member, Arizona
	2023-Present	<b>Tucson Young Professionals</b> Active Member, Arizona
	2019-Present	<b>Alpha Kappa Alpha</b> Active Member, Nationally
	2019-2023	<b>NIRSA Leaders in Recreation</b> Active Member, Iowa/Arizona
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<b>Professional Development</b>	Spring 2024	<b>University of Arizona Staff Council Crossroads Conference</b> Tucson, AZ
	Spring 2024	<b>Arizona Women in Higher Education Conference</b> We-Ko-Pa, AZ
	Fall 2020	<b>NIRSA Region V Student Lead On</b> Iowa City, IA
	Fall 2019	<b>Iowa Rec Share Conference</b> Ames, IA
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<b>Languages</b>	English	Native language
	Swahili	Conversational