

ZACHARY HAMMERLE

EDUCATION

University of North Texas
Master of Science

Recreation, Sports Management and Event Planning, **01/2017**

University of North Texas
Bachelor of Art

European History, **01/2013**

EXPERIENCE

ASSISTANT DIRECTOR OF CAMPUS RECREATION | 10/2018 to Current
Western Oregon University - Monmouth, OR

- Innovated new programming strategies for improved student engagement and community involvement.
- Implemented effective tracking methods to ensure complete documentation of Campus Recreation participation.
- Assessed program progress by analyzing data to measure needs, impact, and outcomes.
- Ensured adherence to applicable state and Federal guidance, statutes, and regulations by providing comprehensive leadership to program areas.
- Assesses program progress by analyzing data to measure needs, impact, and outcomes.
- Develops strong internal and external partnerships to ensure ongoing access to necessary expertise and resources for program development and implementation.
- Managed the creation of program guidelines and procedures, resulting in improved workflow efficiency and adherence to quality standards.
- Assume responsibility for the coordination of fiscal management activities, including the generation of funds through grant proposals and program budgets.
- Promoted a consistent approach to facility usage among campus stakeholders and the community.
- Directed and supervised the Coordinator of Campus Recreation.
- Facilitated the management and training of student employees specializing in Climbing, Aquatics, Fitness, and Outdoor services.
- Oversaw upgrades and improvements for program area facilities.
- Implemented proactive measures to ensure equitable sourcing of high-quality student staff candidates by utilizing tools such as handshake, social media platforms, and public notices.
- Promoted campus-wide partnerships in Academics through teaching for credit activities classes and providing CPR training to the Occupational Therapy Program.
- Demonstrated adherence to institutionally developed objective plans by effectively managing multiple resources like living-learning communities and team building activities to maximize student success.
- Administered and prioritized program options for students and community members campus wide. This included areas in Aquatics, Fitness, Climbing, Outdoor Recreation, Marketing, and Staff Development while complying with University Policy, Standards, rules, and Procedures.
- Coordinated, scheduled and provided instruction for program area staff and training/certification processes.
- Supervised travel budgets, ensuring compliance with regulations for Campus Recreation Programs and the Outdoor Pursuits Club.

- Ensured compliance with University and Local guidelines by developing effective Emergency Action Plans that focused on risk management in each program area.
- Handled contractor relationships, conducted procurement processes, and ensured adherence to bid policies.
- Provided assistance with contract and insurance processes within program areas.
- Established partnerships with State and Private schools to enhance outdoor trips, training, and risk assessments while emphasizing compliance with wilderness medical and trip leader standards.
- Developed innovative strategies within a customer service setting to generate revenue streams through Community Programs
- Managed Campus Recreation Department accounts along with supervising the Aquatics, Programs, Climbing, Outdoor Pursuits Club and Foundation accounts.
- Conducted research and identified sources of grant funding for various programs
- Provided expertise and guidance in strategic planning for the department
- Communicated program and grant advancements to necessary county and state offices
- Served as an advocate for diverse search committees and played an active role in hiring across the institution.
- Engaged in numerous campus wide initiatives and committees such as the University Budget Committee as chair, Student Affairs Committee on Inclusion, and Safety committee.
- Reviewed employee performance and provided ongoing feedback and coaching to drive performance improvement.

**PARK RANGER, INTERPRETIVE PROGRAMMER AND HOST COORDINATOR | 12/2017 to 08/2018
Oregon Parks and Recreation Department - Coos Bay, OR**

- Successfully implemented diverse interpretive and recreational programs for a wide range of park users, totaling over 9,000 individuals.
- Actively enforced policies and state laws as an enforcement officer badge holder.
- Enhanced customer connections through effective communication
- Led the recruitment, training and management of long-term Host volunteers
- Designed and delivered interpretive programs showcasing the heritage of the State of Oregon.
- Independently oversaw and executed special maintenance projects, elevating the interpretive program
- Conducted campground user surveys in compliance with NIH research guidelines for effective grant spending
- Conducted trainings in accordance with OPRD safety and risk guidelines.
- Executed strategies to ensure safety at beaches and campgrounds by upholding OAR's, policies, and natural resources protection plans through citation enforcement if required.
- Provided necessary reports to local law enforcement on a regular basis
- Supported emergency response efforts by coordinating with law enforcement agencies and the coast guard for patron safety incidents.
- Demonstrated expertise in operating Oregon State reservation software and active works
- Managed recruitment and training of camp hosts, following a rotational schedule
- Managed the upkeep of current facilities and implemented eco-friendly strategies in the construction of new ones
- Assessed damage caused by weather conditions or natural disasters in the park area.

**SUPERVISOR OF PIONEER HALL FACILITIES | 02/2017 to 06/2017
Texas Woman's University- Department of Kinesiology - Denton, TX**

- Provided oversight for income and expenses by developing and analyzing budgets in Kinesiology department.
- Managed scheduling for Academics, Fitness & Recreation, and Special Events.
- Managed the development and implementation of risk management strategies, safety and emergency procedures, and protocols.
- Managed the coordination of student staff recruitment, training, supervision, and evaluation in accordance with the guidelines set by Fitness & Recreation.

- Streamlined the implementation of policies, procedures, and protocols for Kinesiology and Student Life initiatives.
- Cultivated relationships with campus organizations, academic departments, divisional departments, and the community to deliver programming and services that upheld the department's mission as well as contributed to overall university objectives.
- Oversaw proper delivery and inventory procedures for equipment orders, handled by student employees. Collaborated with Kinesiology, Fitness, and Recreation to facilitate the procurement of new equipment.
- Suggested novel designs for laboratory spaces and cutting-edge technologies.
- Contributed to the facilitation of purchasing for classroom spaces and enhancements.
- Monitored and maintained operational status of secondary systems for laboratory specimen emergency protections.
- Develop proposals for facility improvements.
- Managed scheduling collaboration initiatives to ensure efficient use of facilities including athletic spaces, classrooms, offices, rock wall facility, weight room area, indoor swimming pool facility; athletic locker rooms in addition to community areas and laboratories.

MANAGER OF AQUATICS | 09/2013 to 03/2017

Texas Woman's University- Fitness & Recreation Aquatics Center - Denton, TX

- Formulated and implemented effective policies, procedures, and safety regulations
 - Managed the training, coordination, scheduling and supervision of over 25 student employees
 - Ensured accurate management of deposits, payroll, and S&S budget
 - Independently developed programs and marketing strategies to enhance employee and customer satisfaction
 - Maintained compliance with reporting requirements to the State of Texas, Denton County, and the American Red Cross for aquatics audits
 - Presented recommendations to enhance the indoor pool
 - Facilitated smooth implementation of usage terms for shared spaces by coordinating with various stakeholders
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- Beginning Rock Climbing – PE176 (2022-Present) Western Oregon University
 - Introduction to Water Activities – KINS 1441.05 (2015-2016) Texas Woman's University

TECHING
EXPERIENCE

PROFESSIONAL
CERTIFICATIONS

- Professional Climbing Instructors Association, Sport Climbing Instructor (2024-Present)
- Professional Climbing Instructor Association, Climbing Wall Instructor – Indoor Provider (2024-Present)
- OSU Search Advocate Training for recruitment of new Employees (2019- Present)
- Lifeguard Instructor Trainer, American Red Cross (2020-Present)
- Water Safety Instructor Trainer, American Red Cross (2019-Present)
- Certified Pool/ Spa Operator; National Swimming Pool Foundation (2015-Present)
- Lifeguard Instructor Trainer Certification, American Red Cross (2019-Current)
- Lifeguard Instructor Certification; American Red Cross (2014- Current)
- Lifeguard Certification; American Red Cross (2010- Current)
- Cardiopulmonary Resuscitation (CPR) for professional the professional life saver Instructor; American Red Cross (2016- Current)
- Cardiopulmonary Resuscitation (CPR) for professional the professional life saver Instructor Trainer; American Red Cross (2019- Current)
- Automated External Defibrillator (AED); American Red Cross (2016- Current)
- First Aid; American Red Cross (2015- Current)
- Oxygen Administration (2015- Current)
- Wilderness First Responder, Wilderness Medical Associates (2015- Current)
- Wilderness First Aid Instructor and Instructor Trainer, American Red Cross (2017- Current)
- Basic Life Support Instructor and Instructor Trainer, American Red Cross (2019- Current)
- Keiser Spin Instructor (2016-Current)

SUMMARY

Accomplished Assistant Director combines cross-functional competencies in operations planning, institutional goals and financial management to develop and coach staff while interfacing with executives. Expert in boosting revenue, quality and performance. Successful in executing standard operating procedures to positively impact organizational goals.

SKILLS

- Programming
- Data Analysis
- Strategic Planning
- Operations Management
- Crisis Management
- Risk Analysis
- Program coordination
- Corporate Governance
- Project Management
- Regulatory Compliance
- Grant Proposals
- Training and Scheduling
- Revenue Generation
- Policy Analysis and Application
- State Budget Oversight
- Recreation Administration
- Proposals and Purchasing
- Public Safety and Risk Mitigation
- Reporting Standards and Systems

MEMBERSHIPS AND ASSOCIATIONS

- International Rock-Climbing Research Association, IRCRA Member and Researcher (2018-present)
- Climbing Wall Association, CWA member (2018-present)
- Professional Climbing Instructors Association, (2018-present)
- National Intramural-Recreational Sports Association (NIRSA) 2014-present)
- National Institute of Health, NIH research approved methods for research and design (2015- Present)
- Association of Outdoor Recreation Education, AORE
- Salem Parks and Recreation Advisory Board Member