

Haley Kadish

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EDUCATION

The Ohio State University - The John Glenn School of Public Affairs Master of Public Administration	June 2012 GPA: 3.93
The University of Texas at Austin Bachelor of Business Administration Major: Management Information Systems	May 2008 GPA: 3.76
Wirtschaft Universität Semester Abroad Study Program in Vienna, Austria	Fall 2006

EXPERIENCE

Results for America Washington, DC (remote)
Associate Director – Local Practice 12/2022 – present

- Leading the Information & Navigation Pillar of the Local Infrastructure Hub, an initiative that helps local leaders navigate and understand the large quantities of information on the Bipartisan Infrastructure Law and supports them in developing competitive funding applications.

The City of Albuquerque Albuquerque, NM
Director of Strategic Initiatives 7/2022 – 12/2022

- Supporting the Albuquerque Police Department in achieving operational compliance with the Department of Justice Consent Decree.
- Managing implementation of a software solution that includes an Early Intervention System and other modules that support supervision and accountability.

Performance and Innovation Officer 6/2018 - 7/2022

- Direct a three-person team in improving City processes (such as: hiring, procurement, building permitting, police overtime, etc.) and completing special projects (such as: quantifying behavioral health system gaps, revamping City department performance measures, decentralizing City warehouse functions, etc.)
- Assist in the City's response to COVID-19 by managing the \$150M in CARES Relief Act Funding the City received, including development of methodologies, supporting documentation, and reports for the U.S. Treasury Department's Office of the Inspector General.
- Lead the City's Buy Local Initiative with a focus on gathering data necessary to analyze local spend, removing barriers to doing business with the City, switching contracts to local vendors, and guiding other anchor institutions' local initiatives.
- Lead the Gender Pay Equity Initiative, which is a collaborative partnership between the City, County, and Water Utility aimed at promoting pay equity, by collecting and publishing vendor pay equity data in an interactive dashboard and certifying businesses that pay equitably.
- Support the Indicators Progress Commission (an appointed citizen commission) in measuring outcomes associated with community priorities.

The University of New Mexico Albuquerque, NM
Adjunct Faculty 1/2020 - Present

- Coordinate the completion of projects for clients from the City and Bernalillo County by teams of Capstone Course students.

The Novak Consulting Group Cincinnati, OH
Associate 1/2014-6/2018

- Interviewed various stakeholders to understand each department's responsibilities, resources, requirements, and results.
- Assessed demands for service, workload and work cycle times, business processes, staffing levels, organizational structure, performance management, and perceived strengths and weaknesses of each department, specializing in assessments of police, fire, and public works departments.
- Conducted eight police staffing studies for the following communities: Aurora, CO; Carbondale, IL; Cleveland Heights, OH; Edina, MN; Gahanna, OH; Hastings, NE; Munster, IN; Oberlin, OH.

- Worked with subject matter experts to identify organizational and operational revisions and draft recommendations that provide context, a description of deficiencies of the current approach, a description of and analytical support for proposed solutions, estimated cost and staffing implications, and detailed implementation steps.
- Conducted benchmarking and best practices research.
- Assisted with executive search and placement for high-level positions (e.g., City Manager, Department Director, etc.), including screening and ranking applicants, conducting reference checks, coordinating interviews, facilitating hiring decisions, and developing first-year goals and work plans.
- Assisted with the facilitation of both community and organizational strategic planning sessions.

Catawba County, North Carolina

Newton, NC

International City/County Manager Association (ICMA) Fellow

7/2012-12/2013

- Fulfilled Budget Analyst responsibilities for Cooperative Extension, Finance and Facilities departments for Fiscal Year 2014 and Cooperative Extension, Utilities & Engineering, Solid Waste, and Water & Sewer departments for Fiscal Year 2015.
- Conducted EMS staffing and scheduling analysis.
- Analyzed breakeven point for contracting out animal shelter operations to the Humane Society.
- Improved internal HR processes by evaluating different approaches to pay inequity, developing an electronic exit interview survey, and evaluating departmental span of control and recommending changes.
- Created a Pretrial Risk Assessment and Bond Matrix to increase the consistency of bond decisions made by court magistrates in 25th Judicial District.

Franklin County Child Support Enforcement Agency

Columbus, OH

Program Analysis Intern

9/2010-5/2012

- Analyzed case establishment process to increase collections by reducing lag time before collecting on new cases, resulting in case establishment time decreasing from six months to 30 days and increased docket utilization.
- Developed white paper on the impact of workforce development performance measures on child support collections with policy recommendations for state and federal lawmakers.
- Developed and implemented performance management dashboards for Establishment and Litigation division? managers for tracking outcomes and evaluations.

U.S. State Department Bureau of African Affairs

Lusaka, Zambia

Public Affairs (PAS) Intern

5/2011-8/2011

- Improved the management of the American Center libraries in Lusaka, Kitwe and Livingstone by developing budget and inventory tracking documents and planning a year of monthly programming.
- Managed staff transportation, press event coordination, and traveling press during the African Growth and Opportunity Act (AGOA) 2011 Forum.
- Assisted with daily press office duties by editing local press briefings to be sent to Washington, researching public relations responses to election outcomes, and preparing students to study in U.S.

Procter & Gamble

Cincinnati, OH

Virtual Solutions Subject Matter Expert

9/2008-08/2010

- Delivered business transformation by launching a portfolio of virtual consumer research services that replaced 3D consumer research in North American Fabric and Home Care business units and strengthened systemic adoption by 65% in following years.
- Directed a multinational team that expanded to other regions my client development strategy of imbedding services in the research process, developed a marketing plan that aligned with global business unit strategies, and managed category forecasts across regions to successfully deliver \$3.6 million of services to the business.

ACTIVITIES & AWARDS

ICMA Advisory Board on Graduate Education

9/2015-Present

Member

Emerging Leaders Award of Excellence

April 2022

ASPA Center for Accountability and Performance

UNM School of Public Administration Advisory Board

1/2020-1/2023

Board Member