

## EDUCATION

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<b>Doctor of Education (Ed.D.) in Workforce Development Education</b> <i>Emphasis: Human Resource Development and Adult Education</i> University of Arkansas, Fayetteville, AR	December 2011
<b>Master of Education (M.Ed.) in Higher Education</b> University of Arkansas, Fayetteville, AR	May 2006
<b>Bachelor of Science (B.S.) in Health &amp; Physical Education, Wellness Leadership</b> University of Arkansas at Monticello, Monticello, AR	May 2004

## WORK EXPERIENCE

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<b>University of Arkansas IDEALS Institute</b> , Fayetteville, AR <i>Associate Trainer, Facilitator, and Consultant</i>	August 2019 – Present
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- Designs and delivers Diversity, Equity, and Inclusion (DEI) capacity building trainings & dialogue circles.
- Created or directly delivered 170 (61% increase) DEI trainings to contracted organizations in FY 2021.
- Created or directly delivered 346 (104% increase) DEI trainings to contracted organizations in FY 2022.
- Serves as DEI consultant for senior and mid-level leaders to identify skills and/or knowledge gaps.
- Facilitates conversations about DEI, implicit bias, microaggressions, and more.
- Coordinated or directly facilitated conversations with 4,800+ (3% increase) participants in FY 2021.
- Statewide DEI speaker for the Arkansas Department of Human Services' 2022 asynchronous course titled: Diversity, Equity and Inclusion in Communication: We're all in this together. Thousands of Arkansas state employees participated in this course. Video Link: <https://vimeo.com/814443360>.
- Develops strong relationships with internal and external customers to inform DEI capacity building plan.
- Conducted a 6-month DEI Business cohort with 5 Northwest Arkansas Chambers of Commerce.
- Maintains and updates curriculum database consisting of attendance records and consultations.
- Makes research-based and experiential recommendations to organizational leaders.
- Helped develop DEI Champions groups (similar to resource groups) at Crystal Bridges, Theater Squared, and Fayetteville Public Schools per our multi-year contract.
- Serves as IDEALS Institute technology lead offering IT expertise and problem solving.
- Builds and maintains sustainable relationships and trust with community partners, customers, and stakeholders through open and interactive communication.
- Member of UA Black Employee Impact Group

<b>Northwest Arkansas Democrat-Gazette</b> , Fayetteville, AR <i>Columnist</i>	June 2020 – Present
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- The Newspaper Columnist is a voluntary role that works directly with the Editorial Page Editor.
- Dr. Booker wins 3<sup>rd</sup> place in the 2022 Better Newspaper Contest, general interest column.
- Writes about social, economic, and cultural issues impacting communities in the U.S.
- Seeks to provide awareness through narrative and storytelling coupled with national data.
- Actively works to help people understand intercultural competence in an ever-changing world.
- Monthly articles can be found here on every 4<sup>th</sup> Thursday: [nwaonline.com/opinion/northwest/](http://nwaonline.com/opinion/northwest/)

<b>University of Arkansas Career Development Center (CDC)</b> , Fayetteville, AR <i>Director of Career Programs</i>	September 2015 – July 2019
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- Regularly collaborated with 7 academic college representatives to host 24+ career fairs and events.
- Demonstrated strong project management skills such as organization and time management.
- Supervised a team consisting of 3 full-time and 3 part-time employees.
- Coordinated pre-event, day of, and post-event logistics for 24+ career fairs and career events per year.
- Utilized problem-solving and critical thinking skills when addressing concerns and needs of constituents.
- Created/edited 25+ marketing materials for event promotion to over 28k students and 10k+ recruiters.
- Lead facilitator in creating/presenting mid-year and annual data presentation outcomes.

- Contributed to the increase of on-campus employer career event attendance, FY17 (14% increase).
- Conducted assessment of CDC career programs including career fairs via Qualtrics.
- Organized and led the annual staff retreat for 17 staff members.
- Served as a member of Student Affairs DEI Professional Development Committee.
- Consistently provided solutions to conflicts that arose during event planning and on the day of event(s).
- Held significant role in the increase of on-campus student career event attendance, FY17 (7% increase).
- Met high-level and time-sensitive deadlines, e.g. employer career fair online registration forms.

## WORK EXPERIENCE

**University of Arkansas Career Development Center (CDC), Fayetteville, AR** April 2011 – August 2015  
*Associate Director of Career Programs*

- Supervised a team consisting of 2 full-time and 3 part-time employees.
- Managed a \$50,000 career programs budget.
- Led facilitation and assessment of 20+ CDC career events per fiscal year.
- Conducted 4-month training for new Career Ambassadors.
- Served as a member of Student Affairs DEI Professional Development Committee.
- Assessed 14 career events with Campus Labs online software and reported outcomes to staff.
- Implemented the Diversity Networking Event for diverse student populations to network with employers.
- Spearheaded launch/leadership for new Career Center website (59,000+ unique visitors per year).

**Realizing Educational Aspirations through Learning Upward Bound, Fayetteville, AR** April 2008 – March 2011  
*Director, University of Arkansas*

- Provided college preparatory services to low-income and potential first-generation college students.
- Implemented services such as financial aid awareness, ACT Prep, career exploration, etc.
- Learned about intercultural competence due to openness and engagement with students.
- 90% of the students in the program were Latinx.
- Worked with students to help them navigate environments that were unfamiliar.
- Created an inclusive classroom learning environment twice per month at Saturday sessions.
- Introduced, developed, and facilitated the Upward Bound Careers Class for high school sophomores.
- Created and implemented college preparatory and career development workshops for students.
- Supervised 1 professional staff, 1 support staff, 4 hourly staff, and 17 residential staff.
- Managed a \$250,000 annual budget in compliance with federal/state regulations.
- Member of Black Employee Impact Group

**Upward Bound, Fayetteville, AR** October 2005 – March 2008  
*Academic Counselor, University of Arkansas*

- Created and implemented the annual summer mentor training programs for 17 college students.
- Lead the summer residential program for over 150 students.
- Developed and presented college preparatory workshops to program participants.
- Served as a professional liaison to all target schools, community agencies, and campus units.
- Created engagement opportunities on the Upward Bound Facebook page for students and alumni.
- Coordinated and scheduled Upward Bound recruitment for two school districts in Northwest Arkansas.
- Introduced, developed, and implemented yearly Upward Bound job shadow for rising seniors through a collaboration with the Northwest Arkansas Human Resource Association (NOARK).

## CERTIFICATIONS

<b>Associate Diversity Coach</b> , Coach Diversity Institute	August 2022
<b>Intercultural Conflict Styles Certification</b> , IDI, LLC.	November 2021
<b>Consulting Skills Certification</b> , Association for Talent Development	February 2021
<b>Intercultural Development Inventory (IDI) Qualified Administrator</b> , IDI, LLC.	September 2020
<b>Change Management Certification</b> , Association for Talent Development	April 2020
<b>Supervisor Development Programs</b> , University of Arkansas Human Resources	December 2009

## TECHNICAL SKILLS

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Microsoft Office Suite: Advanced Knowledge  
Adobe Creative Suite: Advanced Knowledge  
Wix Web software: Advanced Knowledge

Google Drive: Advanced Knowledge  
Handshake Management System: Advanced Knowledge  
Box.com Software: Advanced Knowledge

## LEADERSHIP ACTIVITIES & AWARDS

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<b>Achievement and Merit Award Recipient</b> , University of Arkansas at Monticello	October 2022
<b>3<sup>rd</sup> Place General Interest Column</b> , Arkansas Press Association	June 2022
<b>Diversity and Inclusion Award</b> , Arkansas Association of Colleges and Employers	May 2022
<b>Chancellor's Commission on Women and Women's Advocates Award</b> , UA Chancellor's Office	April 2021
<b>Thelma Thomason Education &amp; Youth Development Award</b> , Black Action Collective	February 2021
<b>Member</b> , University of Arkansas Student Conduct Board	August 2017 – July 2019
<b>Member</b> , Student Affairs DEI Professional Development Committee	January 2016 – July 2019
<b>Member</b> , University of Arkansas Student Scholarship Committee	March 2014 – April 2019
<b>Member</b> , Staff Senate	July 2018 – January 2019
<b>University of Arkansas Employee of the Year</b> , Awarded by Staff Senate	September 2015
<b>Historian/Board Member</b> , Arkansas Association of Colleges and Employers	June 2014 – June 2015
<b>University of Arkansas Employee of the Quarter</b> , Awarded by Staff Senate	November 2014
<b>UAM African American Alumni Elite</b> , University of Arkansas at Monticello	October 2014
<b>Student Affairs Golden Tusk Award</b> , Awarded by UA Division of Student Affairs	January 2014

## NOTABLE PUBLICATIONS

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- Booker, R. (2023, February 23). Stay true to the dream: Context is vital when quoting civil rights leader. *Northwest Arkansas Democrat-Gazette*. <https://www.nwaonline.com/news/2023/feb/23/opinion-rickey-booker-jr-before-quoting-kings/?opinion>
- Booker, R. (2022, June 23). Why hide oppression: Hidden history cannot be learned from. *Northwest Arkansas Democrat-Gazette*. <https://www.nwaonline.com/news/2022/jun/23/opinion-rickey-booker-jr-why-should-states/?opinion>
- Booker, R. (2021, December 23). Equity in balance: Stoking the flames of fear is nothing new. *Northwest Arkansas Democrat-Gazette*. <https://www.nwaonline.com/news/2021/dec/23/opinion-rickey-booker-jr-stoking-the-flames-of/?opinion>
- Booker, R. (2021, May 27). Critical Race Theory not the bogeyman: CRT explains reality, doesn't offer new American ideology. *Northwest Arkansas Democrat-Gazette*. <https://www.nwaonline.com/news/2021/may/27/rickey-booker-jr-theory-not-the-bogeyman/?opinion>
- Booker, R., Shelley, A., Arroyo, M., Smith, E. (2021, May 21). Being an Ally for the Asian American and Pacific Islander (AAPI) Community. *IDEALS Institute Blog*. <https://ideals.uark.edu/being-an-ally-for-the-asian-american-and-pacific-islander-aapi-community/>
- Booker, R. (2020, December 17). Finding great leaders: Black women chart the way with strength, resolve. *Northwest Arkansas Democrat-Gazette*. <https://www.nwaonline.com/news/2020/dec/17/finding-great-leaders/>
- Booker, R. L., Jr. (2011). Single mothers in college: The effect of selected variables. University of Arkansas. ProQuest Dissertations and Theses, Retrieved from <http://0-search.proquest.com.library.uark.edu/docview/896462650?accountid=8361>. (896462650).
- Booker, R. L., Hughes, C., & Deggs, D. (2009). Non-traditional students: Overcoming challenges for career development. *2009 Academy of Human Resource Development Annual Research Conference Proceedings*, (2515-2537). Bowling Green, OH: Academy of Human Resource Development.