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## Profile

View current Advisory Board and Committee openings [online](#).

Prefix	Wayne	Middle Initial	Kemp	Suffix
	First Name		Last Name	

wmkemp13@gmail.com  
Email Address

3633 NW 23rd Ter, Apt 202  
Street Address Suite or Apt

Gainesville FL 32605  
City State Postal Code

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 2

Home: (352) 214-9957  
Primary Phone Alternate Phone

### Primary Phone Type

None Selected

### Alternate Phone Type

None Selected

Graduate Student - UF Graduate Student  
Employer Job Title

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### Which Boards would you like to apply for?

Gainesville Human Rights Board: Submitted

Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Gainesville Human Rights Board

The Gainesville Human Rights Board has 1 student seat whose term ends on 9/30/2021. City Residency Required

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

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**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

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Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

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## **Interests & Experiences**

Question applies to Gainesville Human Rights Board

**Why are you interested in serving on the Gainesville Human Rights Board?**

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I want to be able to help empower all people and make sure they have the opportunities that everyone else has. Being a part of this committee will allow me the opportunity to support those who have been treated unfairly. But my ultimate goal is to try to create a better place to live for everyone.

Question applies to Gainesville Human Rights Board

**How many terms have you served on this board or committee previously?**

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Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

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As a community, it will only serve us best if we have a strong relationship with the police force. They are here to keep us safe but that does not mean they should go without being held accountable either. I want to help make sure that our community does not have to worry about their safety in anyway while also maintaining trust in our local police department.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

Question applies to Gainesville Human Rights Board

**Are you applying for a student seat?**

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Yes  No

[Kemp.Resume.pdf](#)

Upload a Resume

[Cover Letter -  
\\_Gainesville\\_Advisory\\_Committee.pdf](#)

Please upload a file

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## Demographics

### Ethnicity

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Caucasian/Non-Hispanic

### Gender

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Male

**Are you a City of Gainesville Employee?**

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Yes  No

**Are you a City of Gainesville Intern?**

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Yes  No

**Are you currently on a City Advisory Board/Committee?**

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Yes  No

**If yes, which Advisory Board/Committee?**

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## Wayne M Kemp

3633 NW 23rd Terr 202, Gainesville, FL 32605 | (352) 214-9957 | wmkemp13@gmail.com |  
<https://www.linkedin.com/in/wmkemp/>

### EDUCATION

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**University of Florida**, College of Education **May 2022**  
*Master of Education*, Educational Leadership Gainesville, FL

**University of Florida**, College of Agricultural and Life Science **May 2017**  
*Bachelor of Science*, Family, Youth, and Community Science Gainesville, FL  
• Minor: Educational Studies

### WORK EXPERIENCE

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**Aramark**, The University of Florida, Gainesville, FL **September 2014 – September 2020**  
*Food Service Director* **January 2020 – September 2020**

Manager of operations, responsible for developing and executing strategy to meet operating and financial goals.  
Oversaw operations of 7 Starbucks at the University of Florida totaling over \$7 million a year in revenue.

- Increased overall profit margins from 8% to 18%, generating \$700,000+ more in profit
- Led, mentored, and developed 1 Food Service Manager (multi-unit manager), 6 Store Managers, and 250+ employees
- Decreased employee turnover rate from a high of 65% down to 42% a semester
- Increased brand compliance scores of all locations from the low-80s to mid-90s
- Responsible for locations with the highest quality assurance, customer satisfaction, and profit margins

*Food Service Manager* **June 2017 – December 2019**

Managed store operations, drove financial success, and developed a team of strong managers.  
Facilitated operations of 5 Starbucks at the University of Florida totaling \$5 million a year in revenue.

- Consolidated operational oversight of 5 Starbucks from multiple general managers to one brand manager
- Transformed 3 location's profit margin from net break even to an average 6% profit
- Led, mentored, and developed 4 Store Managers, and 150+ employees

### Major Projects

- Spearheaded the creation of Norman Hall Starbucks (02/2020), Law School Starbucks (02/2018) and Au Bon Pain (04/2017); with projected revenues of \$600,000+, \$200,000+ and \$800,000+, respectively
- Selected by Regional VP to improve dining experience at Rhodes College, Memphis, TN (11/2018), resulting in a 10-year contract renewal
- Nominated by District Manager to lead and assist in the preparation of the newly acquired account at the University of West Florida, Pensacola, FL (05/2018)
- Renovated and subsequently increased revenue by 15% of 3 locations: Reitz Union Starbucks (completed 01/2018, budget \$500,000), Hub Starbucks (08/2017, \$300,000), Library West Starbucks (08/2017, \$700,000)

### LEADERSHIP & INVOLVEMENT

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**MentorUF at the Brown Center Leadership and Service**, Gainesville, FL **August 2013 – April 2017**  
*Executive Director* **February 2015 – April 2017**

Enhanced the mentoring experience and improved the lives of over 500 UF students and 700 K-12 students at 13 Alachua County Public Schools.

- Co-founded MentorUF by combining Project MASCOT, Afterschool Gators, Motiv8, and Gator Teens into one mentoring organization
- Provided leadership and guidance to an executive board of 20, including development and goal planning
- Developed 12 training curriculum on various mentoring topics to prepare mentors
- Presented "Building Mentors, Building Leaders: Effects of a Mentoring Program on Mentors" - *Wayne Kemp et al.* to 150+ at the Mentoring Institute, University of New Mexico, Albuquerque, NM (10/2015)

### ADDITIONAL INFORMATION

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*Undergraduate Teaching Assistant*, Introduction to Family, Youth, and Community Science **Spring 2016**

*Study Abroad*, UF in India: NGOs and Development **Summer 2015**

*StrengthsQuest Top 5*: Strategic, Command, Restorative, Relator, Responsibility

## Wayne M Kemp

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11.20.2020

Gainesville City Commission  
Office of the Clerk  
City Hall, 200 E. University Ave  
Gainesville, FL  
352-334-5015

Dear Gainesville City Commission,

As a lifelong Gainesville area resident, I am excited to be consider for a Gainesville Advisory Board position. Along with my passion for the community and dedication to its citizens, my diverse background provides a unique perspective that would be valuable on a board that has to make challenging decisions. My main focus will be to help make Gainesville the best it can be for its citizens and build relationships within the community.

As part of my previous role at Aramark on the University of Florida campus, I acted as a buffer between the 1200 employees and the company. It was my responsibility to improve and maintain employee and employer relations. I assisted in settling disputes and advocated for the employees. My main priorities were to ensure that no one was mistreated, and maintain a professional, safe, and happy work environment.

I received my Bachelor's in Family, Youth, and Community Science, and this is where I was able to learn how important it was for the community to successfully interact and support each other. I was able to put this into practice as the Executive Director for MentorUF. I built relationships with 13 Alachua County Public Schools and UF, and 500 mentors and 700 K-12 students. I know I still have knowledge to gain but I do not take this responsibility lightly. I will make it a priority to learn and grow in order to best support Gainesville.

Thank you for taking the time to consider me. I believe I am the right candidate for the challenging opportunities that this experience would bring. I am excited to learn more and get to work with the city in this capacity. If you have any questions, feel free to contact me, and I will be happy to discuss my qualifications in greater detail.

Sincerely,



Wayne Kemp