

Danyelle Williams Ackall, Ph.D., SPHR

Texas Christian University
Neeley School of Business
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Education, Certifications, & Honors

Doctorate of Philosophy

Higher Educational Leadership
Texas Christian University
Fort Worth, Texas

Dissertation: Beyond the Aggregate: A Comparative Study of Faculty Job Satisfaction

Master of Science

Human Resource Management
The University of Texas at Arlington
Arlington, Texas

Bachelor of Science

Geography/Environmental Science
Texas A&M University
College Station, Texas

Senior Professional in Human Resources (SPHR)

Human Resources Certification Institute
Earned December 2001, Expires May 2023

Senior Certified Professional (SHRM-SCP)

Certification earned through inaugural testing July 2015
Earned July 2015, Expires May 2027

Certified Mediator

Basic Mediation Course for Texas, 2017

Certified Payroll Professional (CPP)

American Payroll Association
August 2012-2017

HR Educator of the Year, 2011 by HR Southwest

Professional Experience

Illustrations in Employment

August 2010 – Present

Illustrations in Employment specializes in employment consulting focused on employee relations, management training, and compliance. They offer experienced HR knowledge for those who do not need full time in-house HR professionals.

Chief Employment Consultant

- Lead a variety of employment projects including: FLSA audit, compliance audit, & benefits revamp.
- Rewrite of employment policies to reflect a change in leadership and culture.
- Management training on numerous topics, both hard and soft skills.
- Served as subject matter expert for employee relations issues, succession planning, executive recruiting, employee terminations, and leave management.

MedStar Mobile Healthcare

MedStar is the exclusive emergency and non-emergency ambulance service provider to Fort Worth and 14 other Tarrant County cities. MedStar is a local government entity.

Director of Human Resources

- Worked directly with Board of Directors in new Executive Director search and selection.
- Directed all employee relations issues; responsible for policy creation and interpretation
- Lead RFP and choice of new benefits and broker for cost savings of over \$100,000 per year.
- Project Manager for the payroll system upgrade, including HRIS integration.
- Supervised a team of 3 HR Generalists and 2 HR Assistants.

Catholic Charities, Diocese of Fort Worth, Inc.

Catholic Charities provides social services to strengthen families, reduce infant mortality, resettle refugees, assist the elderly and disabled, and prevent child abuse.

Director of Human Resources

- Hired specifically to create HR Department and establish policies and procedures.
- Revised Employee Handbook, policies, and procedures and bring practices into compliance.
- Directed employee relations and head organization culture change initiative.
- Project lead for update to HRIS, integration with payroll system, and implementation of new timekeeping system.
- Sourced benefit changes, contributing to a savings of \$110,000 per year.

DeVry University

A for-profit, publicly held company delivering higher education courses. Local campuses have both undergraduate and graduate level programs and are regionally accredited.

Human Resources Manager

- Provided strategic leadership for organization through major leadership change. Location changed Presidents three times in eighteen months.
- Directed employee relations issues; provide policy interpretation; conduct internal investigations and ensure compliance with employment laws.
- Managed organizational planning and development, including employee development, training, staffing and retention.

Trammell Crow Company (purchased by CB Richard Ellis)
Commercial real estate services company specializing in Brokerage, Project Management, Building Management and Development.

Human Resources Manager

- Served as an HR generalist for 250+ accounting/financial service employees at two sites.
- Accountable for staffing, compensation and benefits, training, and employee relations
- Administered OSHA record keeping and worker's compensation claims.
- Created applicant tracking database and administered 9+ staffing agency contracts.
- Served as consultant for management on employee issues, policy interpretation, and employment law.

Teaching Experience

Texas Christian University August 2013 to Current

Undergraduate Courses:

- Strategic Human Resource Management, MANA 40203
- Foundations of Business, BUSI 20173
- Introduction to University Life, UNPR 10211
- Business in Society, BUSI 10153

Staff/Faculty Development:

- S/PHR Prep Course
- Communicating with Confidence
- Delegation Strategies for Managers
- Tech Tuesday: 15 minute webinars focused on MS Office products, over 50 sessions produced

The University of Texas at Arlington January 2009 to August 2013

Undergraduate Courses:

- Organizational Development
- Staffing Management
- Human Resource Management

Continuing Education:

- S/PHR Preparation Course

Tarrant County College District October 2008 to August 2014

Undergraduate Courses:

- MS Publisher
- MS PowerPoint

Continuing Education:

- S/PHR Preparation Course

Staff Development:

- MS Outlook
- MS Word
- MS PowerPoint
- Intro to TCC Network/System Computers

- Texas Wesleyan University August 2010 to May 2012
 Undergraduate Courses:
 • Business Communication
- DeVry University and Keller Graduate School of Management July 2007 to June 2009
 Undergraduate Courses:
 • Human Resource Management
 • Career Development
 Graduate Courses:
 • Staffing Management
- S/PHR Certification Exam Prep Class Instructor (SHRM Associations) February 2008 to May 2016
 Fort Worth Human Resource Management Association
 Mid-Cities Human Resources Association
 HR Southwest

Publications

- Ackall, D. W. (2016, December). Swamped. *Fort Worth Business Press CEO Magazine*. 2(4). Fort Worth, Texas.
- Ackall, D. W. (2016, September). More than a paycheck. *Fort Worth Business Press CEO Magazine*. 2(3). Fort Worth, Texas.
- Ackall, D. W. (2016, June). Encourage the WHYs. *Fort Worth Business Press CEO Magazine*. 2(2). Fort Worth, Texas.
- Ackall, D. W. (2016, March). They don't stay for the money. *Fort Worth Business Press CEO Magazine*. 2(1). Fort Worth, Texas.
- Ackall, D. W. (2015, December). The nice manager. *Fort Worth Business Press CEO Magazine*. 1(3). Fort Worth, Texas.
- Ackall, D. W. (2015, September). The Family Medical Leave Act. *Fort Worth Business Press CEO Magazine* Vol 1, No 2. Fort Worth, Texas.
- Ackall, D. W. (2015, June). HR in the C suite?. *Fort Worth Business Press CEO Magazine*. 1(1). Fort Worth, Texas.
- Boone, L. & Kurtz, D. (2015). Online Chapter Lectures [video]. *Contemporary Business*. Wiley.

Presentations

- Ackall, D. W. (2020, October). *What Your CEO Wants You to Know*. HR Southwest Conference. Fort Worth, Texas.
- Ackall, D. W. (2020, June). *HR as a strategic partner*. Oklahoma City Human Resources Society. Oklahoma City, Oklahoma.
- Ackall, D. W. (2020, January). *Minimize Issues with Precise Hiring*. One World Eats Summit. Fort Worth, Texas.
- Ackall, D. W. (2019, October). *Becoming a strategic HR partner*. HR Southwest Conference. Fort Worth, Texas.
- Ackall, D. W. (2019, October). *What if I make a mistake: Surviving your new HR career*. HR Southwest Conference. Fort Worth, Texas.
- Ackall, D. W. (2019, March). *Risk management in employment*. Healthcare Visions Conference. Portland, Oregon.
- Ackall, D. W. (2018, October). *Developing your business acumen*. HR Southwest Conference. Fort Worth, Texas.

- Ackall, D. W. (2018, May). *Becoming strategic*. Texas Municipal HR Association Symposium. San Antonio, Texas.
- Ackall, D. W. (2018, April). *Adaptive Talent*. TCU Executive Education. Fort Worth, Texas.
- Ackall, D. W. (2018, February). *Managing employment risk*. South Texas HR Symposium. San Antonio, Texas.
- Ackall, D. W. (2017, October). *What does it mean to be strategic?* HR Southwest Conference, Fort Worth, Texas.
- Ackall, D. W. (2017, September). *The talent system*. Game Stop National Leadership Conference. Fort Worth, Texas.
- Ackall, D. W. (2017, June). *Managing employee risk*. Fort Worth CPA Society Annual Conference, Fort Worth, Texas.
- Ackall, D. W. (2017, March). *Being strategic*. North Texas Society of Human Resource Management, Denton, Texas.
- Panel Discussion. (2016, November). *Training and development leadership panel*. ATD Fort Worth Chapter. Fort Worth, Texas.
- Ackall, D. W. (2016, October). *Payroll tidbits for the HR professional*. HR Southwest Conference, Fort Worth, Texas.
- Ackall, D. W. (2016, October). *Empowering HR to create value for the business*. HR Southwest Conference, Fort Worth, Texas.
- Ackall, D. W. (2016, October). *Developing your business acumen*. Austin Human Resource Management Association - SHRM Chapter, Austin, Texas.
- Ackall, D. W. (2016, August). *Payroll hints for HR*. Imperative Information Group Conference, Fort Worth, Texas.
- Ackall, D. W. (2016, August). *Improve your career today*. North Texas Society of Human Resource Management, Denton, Texas.
- Ackall, D. W. (2016, January). *Adjuncts are employees, too*. THEHRA Conference, Austin, Texas.
- Ackall, D. W. (2015, November). *Five things to improve your career*. Mid Cities HR Association, Arlington, Texas.
- Keenan, D. (2015, October). *What it means to be strategic*. HR Southwest Conference, Fort Worth, Texas.
- Keenan, D. (2015, October). *How to improve your career in HR*. HR Southwest Conference, Fort Worth, Texas.
- Keenan, D. (2015, April). *How to be strategic in HR*. Fort Worth Human Resources Association, Fort Worth, Texas.
- Keenan, D. (2015, April). *How to have difficult conversations*. American Public Transportation Association Leadership Conference, Fort Worth, Texas.
- Keenan, D. (2015, January). *Payroll for HR Pros*. South Texas HR Association Conference, San Antonio, Texas.
- Keenan, D. (2014, November). *To PHR or not to PHR*. Recruiters Network, Dallas, Texas.
- Keenan, D. (2014, October). *How to be strategic in HR*. HR Southwest Conference, Fort Worth, Texas.
- Keenan, D. (2014, September). *How to be strategic*. Mid Cities HR Association, Arlington, Texas.

University Service

Texas Christian University
Faculty Senate, 2020-2023
College 101 Mentor, 2020
Academic Appeals Committee, University Level, 2015-2021

Evaluation Committee, University Level, 2017-2020
Frog Camp Counselor, 2015, 2017, 2018, 2019
Frogs First Host, 2016, 2017, 2018, 2019
Undergraduate Curriculum Committee, Neeley School of Business, 2015-2016

Professional Involvement

Fort Worth Human Resource Management Association (SHRM Affiliate)

Member since 1999

VP Professional Development, 2009, 2010, 2014, 2015, 2016

President Elect, 2011

President, 2012

Past President, 2013

HR Southwest

HR Educator of the Year, 2011

Session Presenter, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020

Pre-Conf Workshop Instructor, 2015

City Of Benbrook, Economic Development Corporation

Member, 2021-2023