

# Randy Kemp

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## Summary

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- Information Steward: collecting, organizing, and utilizing information to meet intended outcomes for over two decades.
- Highly organized, long-term planner with a collaborative, team approach to leadership
- Skilled researcher with the ability to synthesize and communicate with diverse audiences
- Community development strategy design, program evaluation, and learning at the local and international levels
- A learner and an educator, teacher, communicator, trainer using a variety of methods
- Diverse experiences managing international multi-stakeholder projects
- Coalescing seemingly disparate threads into a coherent whole: people, missions, impact

## Skills

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- **Strategic Planning:** Co-develop effective strategies based on desired outcomes.
- **Program Evaluation:** Review programs and projects in light of intended outcomes.
- **Research:** Desk, academic, survey, business: all types of research.
- **Information Organization:** Ordering the chaos of data collection.
- **Project Management:** Overseeing tasks, timelines, and people.
- **Community Development:** Connecting people and purposeful causes.
- **Active Listening:** Intentionally open ears.
- **Grant Writing and Administration:** Author successful proposals and manage grant-making.

## Education

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### University of Washington, Seattle

2011

*Master of Sciences in Information Science (PhD ABD)*  
*International Development Certificate (Public Affairs)*

### University of Michigan, Ann Arbor

1995

*Master of Arts in Information and Library Studies*

### Denver Seminary, Denver

2000

*Master of Arts in Christian Studies*

### University of California, Davis

1994

*Bachelor of Arts in International Relations*  
*Minor in Geography*

## Work Experience

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2021 - present

**Compassion International, Remote**

### **Knowledge Specialist**

- Strategic knowledge management integration across departments
- Organizing knowledge assets for external and external audiences
- Integrating learning into workcycle of knowledge creation, organization, and dissemination
- Advise and build capacity of internal subject matter experts to capture, curate, and disseminate organizational knowledge
- Advise communities of practice facilitators on knowledge management good practices

2021 - 2021

**Samaritan's Purse, Boone / North Wilkesboro, North Carolina**

### **Knowledge Management Specialist**

- Facilitate dissemination of organizational and technical knowledge and learning content
- Advise and build capacity of internal subject matter experts to capture, curate, and disseminate organizational knowledge
- Provide technical guidance on document and content management
- Support the cultivation of communities of practice and drive learner engagement within both face-to-face and virtual environments
- Assist team manager with research of world-class training techniques, processes, and materials developed by other organizations and governmental agencies

2018 - 2020

**Idaho Commission for Libraries, Boise, Idaho**

### **Partnerships Program Supervisor**

- Provide leadership and guidance in support of the state agency's mission as a Member of the Senior Management Team
- Evaluate, mentor, and supervise nine staff members including public information, web, support staff, volunteers, and records
- Identify and connect with other organizations to form and strengthen community partnerships in support of the library role in addressing community aspirations and challenges
- Connect libraries with statewide resources to build their capacity to serve their communities
- Assist with the development and review of the agency's strategic plan
- Represent the interests, assets, and needs of Idaho libraries through collaborations, partnerships, and relationships on a state, regional, and national level
- Monitor national, state, and local trends and issues affecting Idaho communities and libraries
- Hire and make staffing recommendations
- Coordinate programs among agency staff
- Records Manager for official state agency records

2017 - 2018 **The Community Library, Ketchum, Idaho**  
**Regional History Digital Collections & Systems Librarian**

- Library-wide digital collections and information systems leadership
- Project manager for user-centered library technologies
- Supervise staff, volunteers, and students
- Archivist for print and born-digital materials
- Reference, cataloging, and museum collections management

2014 - 2017 **Info Steward, Ketchum, Idaho**  
**Information Steward, Independent Consultant**

- Research, writing, and presentations using multiple methodologies
- Program evaluation including multiple stakeholders
- Project management of dispersed, global teams in international development
- Grant writing for project-based work as well as core funding
- Administer the entire life cycle of sub-grant
- Advise organizations on the acquisition, organization, and use of information

2008 - 2014 **Innovations for Scaling Impact - iScale, Seattle, WA, & Ketchum, ID**  
**Information Steward / Chief Information Officer**

iScale was a research nonprofit supporting strategy and evaluation of international networks.

- Listen to internal and external stakeholder information needs, translate into practical solutions
- Design and build digital information repositories for dispersed, international teams
- Provide vision for selection and implementation of information flow processes and supporting technology software and equipment
- Grant proposal authoring and report writing based on extensive research
- Manage and direct budgets related to information flow and technology
- Steward data collection, organization, re-purpose, and dissemination

2005 - 2008 **University of Washington, Seattle, Washington**  
**Research Assistant**

- 2005-2006, 2007-2008 Marc Lindenberg Center for Humanitarian Action, International Development and Global Citizenship
- 2005-2006, 2007 Interdisciplinary Program in Humanitarian Relief
- 2006-2007 VA/DoD electronic medical record common viewer project

2004 **HoneyRock Camp, Wheaton College, Three Lakes, Wisconsin**  
**Outdoor Experience Co-leader**

- Outward Bound-style outdoor education experience for incoming college students
- Mentor students on outdoor skills, route planning, group collaboration, and leadership

2001 **Denver Seminary, Denver, Colorado**

**Interim Library Director**

- Manage and supervise all personnel
- Manage and shepherd annual budget
- Representative for faculty library needs
- Liaison to board for library matters
- Taught graduate level library research course

1998 - 2004 **Denver Seminary, Denver, Colorado**

**Cataloging, Reference, and Systems Administrator Librarian**

- Streamlined description and inclusion of library holdings into the information management systems
- Determined the standards to be used for cataloging resources, including MARC metadata
- Supervised and trained cataloging staff
- Managed and administered all aspects of the library computer systems
- Head of Cataloging and Reference
- Manage electronic resources and databases; selected new electronic library products to acquire
- Liaison with software, hardware, and data vendors
- Managed and provided personal reference service to library patrons
- Taught and coached staff and library researchers in the art of information searching
- Organized and implemented the incorporation of a large collection into the library holdings

1996 - 1997 **University of California, Santa Barbara, California**

**Computer Resource Specialist Assistant Librarian for Alexandria Digital Library**

- Database manager for spatial data digital library
- Geographic information systems technician

1994 - 1995 **University of Michigan, Ann Arbor, Michigan**

**Computer Programming Assistant**

- Assistant to the School of Information and Library Science systems administrator
- Created and customized user accounts
- Trained and provided technical support to users
- Hardware and software management of computer resources for the School

1993 **Library of Congress, Washington, D.C.**

**Student Intern in the Congressional Research Service**

1991 - 1993 **United States Department of Agriculture**

**Summer Forest Firefighter** based out of Chico, California

## Systems Experience

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- Collaboration / Communication Suites: G Suite, Teams/365, Slack, Zoom, Yammer
- Project Management: Trello, Workfront, Jira, Basecamp, Open Atrium
- Data Visualization: R, Tableau
- Digital Collections Management: CollectiveAccess, Omeka S, ArchivesSpace
- GIS: ArcGIS, GRASS GIS
- Web management: Grav, WordPress, Drupal, Squarespace
- Document Management: Knowledge Tree, Alfresco
- CRM: Salesforce, CiviCRM, SuiteCRM
- Video Editing: kdenlive, Adobe Premiere, blender
- Image Editing: GIMP, Photoshop. Personal photo gallery at <http://gallery.k2b.us>
- Library Management: OCLC WorldCat, TLC, Dynix/Horizon
- Languages: php, perl, python, tcl; HTML, CSS, JavaScript
- Databases: MySQL, MariaDB, PostgreSQL, Oracle, Sybase
- Survey: Lime Survey, SurveyMonkey, JotForm

## Publications

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- 2008 - Kemp, Randall B. "[Public participatory GIS in community-based disaster risk reduction](#)" *tripleC* 6(2).
- 2007 - Kemp, Randall B. and Adam D. Moore. "Privacy." *Library High Tech* 25(1): 58-78.
- 2007 - Ontko, Michael E., Sally Williamson, Mark P. Haselkorn, and Randall B. Kemp. "An examination of the effectiveness of lessons-learned reporting within the humanitarian sector." *The Journal of Information Technology in Social Change* April 2007: 28-48.
- 2006 - Kemp, Randall B. and Sanjeev Khagram. "When the land tells a story: Using geographic information systems (GIS) for landscape monitoring and humanitarian relief." *Innovations: Technology, Governance, Globalization* 1(2): 8-79.
- 2000 - Kemp, Randall B. Towards a Theology of Censorship. MA thesis, Denver Seminary, 2000. Summary: Developing and defending the position that censorship in a graduate library is untenable.
- 1996 - Frew, James, Michael Freeston, Randall B. Kemp, Jason Simpson, Terence Smith, Alex Wells, Qi Zheng. "[The Alexandria Digital Library testbed](#)." *D-Lib Magazine* July/August 1996.
- 1996 - Smith, Terence R., Randall B. Kemp, et al. "[A digital library for geographically referenced materials](#)." *IEEE Computer* May 1996.

## Conference Presentations

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- 2020 - Shaw, Lisa M., Elizabeth Iaukea, Tammy Westergard, Randy Kemp, and Andrea Levandowski. American Library Association Midwinter Conference. Panel. January 25, 2020. Philadelphia, Pennsylvania.
- 2019 - Ruppel, Margie, Rebeca Peacock, Randy Kemp, et al. "Onboarding New Employees: Turning Outsiders Into Insiders." Invited panelist. Idaho Library Association Annual Conference. Workshop facilitation. October 3, 2019. Nampa, Idaho.
- 2019 - Hawley-House, Tammy and Randy Kemp. "Mental Health Trauma." Idaho Library

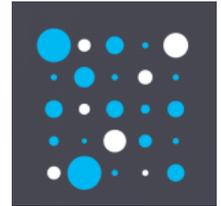
- Association Annual Conference. Workshop facilitation. October 2, 2019. Nampa, Idaho.
- 2008 - Kemp, Randall B. "Public participatory GIS in community-based disaster risk reduction." ICT&S Doctoral Students Meeting. June 20-21, 2008. Salzburg, Austria.
  - 2007 - Kemp, Randall B. "Humanitarian relief standards as information policy." ASIS&T Conference Proceedings. October 24, 2007. Milwaukee, Wisconsin.
  - 2007 - Kemp, Randall B. "Revising place code schemes for humanitarian relief." ASIS&T Conference Proceedings. Poster Session. October 22, 2007. Milwaukee, Wisconsin.
  - 2007 - Haselkorn, Mark, Randall B. Kemp, and Rebecca Walton. "Engineering human communication in multi-institutional safety and security systems." IEEE Professional Communication Conference Proceedings. October 1, 2007. Seattle, Washington.
  - 2007 - Kemp, Randall B. "Geographic coding of place names to assist geographic information organization in humanitarian action." COSIT'07. Doctoral Colloquium. September 23, 2007. Melbourne, Australia.
  - 2007 - Kemp, Randall B. "Faceted classification for geographic information in humanitarian action." COSIT'07 Poster Session. September 20, 2007. Melbourne, Australia.
  - 2007 - Kemp, Randall B. "Introduction to the PHREE-Way portal." Disaster risk reduction and humanitarian action: Emerging transdisciplinary priorities for higher education in southern Africa: A PHREE-way consultation. August 29, 2007. Johannesburg, South Africa.
  - 2007 - Kemp, Randall B. "[Classifying marginalized people, focusing on natural disaster survivors.](#)" In Joseph T. Tennis, editor, *Proceedings North American Symposium on Knowledge Organization 2007*, pages 55-62, Toronto, Ontario, June 15, 2007.
  - 2007 - Kemp, Randall B. "The power of place-codes in humanitarian action gazetteers." Information Systems for Crisis Response and Management Conference. PhD Colloquium. May 13, 2007. Delft, the Netherlands.
  - 2007 - Kemp, Randall B. "Next-generation gazetteer and improved p-code scheme for humanitarian action." Association for Library and Information Science Education Annual Conference. Works-In-Progress Poster Session. January 11, 2007. Seattle, Washington.
  - 2006 - Lappenbusch, Steve and Randall B. Kemp. "Investigating the boundaries and substance of humanitarian actors' information environments." ASIS&T Conference Proceedings. Poster Session. November 6, 2006. Austin, Texas.
  - 2006 - Bartell, Alexandra L., Steve Lappenbusch, Randall B. Kemp, and Mark Haselkorn. "Improving humanitarian relief information and communication systems through research." IEEE Professional Communication Conference Proceedings. October 24, 2006. Saratoga Springs, New York.
  - 2006 - Kemp, Randall B. "Natural disaster survivors' spatial data needs and humanitarian relief information management with GIS tools." Association for Library and Information Science Education Annual Conference. Works-In-Progress Poster Session. January 16, 2006. San Antonio, Texas.
  - 2005 - Kemp, Randall B., Pnina Shachaf, Kenneth Einar Himma, Cavinda Caldera, and Kathryn Clodfelter. "[The moral legitimacy of intellectual property and copyright as policy and code: librarians, pirates, and the myth of the intellectual commons.](#)" ASIS&T Conference Proceedings. October 30, 2005. Charlotte, North Carolina.
  - 2005 - LIS 550 Information in Social Context. Summer 2005. Information School, University of Washington. Assistant teaching practicum.
  - 2001 - Academic Resources and Research. Spring 2001. Denver Seminary. Instructor for graduate-level semester course on conducting research.

- 1997 - Hill, Linda L., Ron Dolin, James Frew, Randall B. Kemp, Mary Larsgaard, Daniel R. Montello, Mary-Anna Rae, Jason Simpson. "[User evaluation: Summary of the methodologies and results for the Alexandria Digital Library, University of California at Santa Barbara.](#)" ASIS Conference Proceedings 1997.
- 1996 - Alexandria Digital Library Demonstrations. Sun Microsystems Computer Company Education and Research Conference 1996. Sheraton Palace Hotel, San Francisco, California. April 1996.
- 1996 - "Geospatial Information and Storage/Retrieval Capabilities Incorporating Map-Based Figures." Second Annual Data Management Working Group Workshop. National Climatic Data Center, Asheville, North Carolina. November 1996.

## Selected Portfolio of Partner Project Work

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The goal of the [International Open Data Charter](#) is to foster greater coherence and collaboration for the increased adoption and implementation of shared open data principles, standards, and good practices across sectors around the world. The Charter is a set of agreed-upon open data Principles, based on the G8 Open Data Charter, and officially launched on the margins of the United Nations General Assembly in September 2015. As a member of the Charter's coordination team, I helped manage the internal information systems, project coordination, and logistics. Further, I coordinated with municipalities seeking answers to questions about joining the network and implementing the ODC Principles. I was often the first point of contact with new global members.



The [Global Initiative for Fiscal Transparency \(GIFT\)](#) is a multi-stakeholder action network working to advance and institutionalize global norms and significant, continuous improvements on fiscal transparency, participation, and accountability in countries around the world. I started working on GIFT as part of Innovations for Scaling Impact in 2011, and in early 2014 became an independent consultant on GIFT, contracted through the International Budget Partnership, who is the fiduciary host of GIFT, managing funds from the World Bank to support GIFT. GIFT has also received funding from the Hewlett Foundation, Omidyar Network, and Metanoia Fund. For GIFT, I was project manager, served on the coordination team, managed the full life cycle of a sub-grant, and helped facilitate the New Technologies and Open Data working group.



The [Global Partnership for Sustainable Development Data](#) is a global network of governments, NGOs, and businesses working together to strengthen innovative ways that data is used to address the world's sustainable development efforts. The Global Partnership amplifies current efforts among its Partners and links Partners in new configurations in order to deploy quality data to see the sustainable development goals met. Funders of the Partnership include the Hewlett Foundation and IDRC. The Partnership launched in September 2015 on the margins of the United Nations General Assembly. I was part of the coordination team for the Partnership, helping with project management, internal information organization, and logistics support.



With support from the Children's Investment Fund Foundation, the **Campaign to End Pediatric HIV/AIDS (CEPA)** focused on overcoming policy and implementation bottlenecks to scaling up prevention of parent-to-child transmission (PPTCT+) and pediatric diagnosis, treatment, and care programs in six focus countries in sub-Saharan Africa: Kenya, Tanzania, Uganda, Zambia, Nigeria, and Mozambique. Innovations for Scaling Impact, between 2009 and 2011, developed monitoring systems and conducted an external evaluation of the project. As one member of that evaluation team, I focused my work on designing and building a user-centered communications platform that supported real-time virtual engagement across network partners, generated a dynamic knowledge base of effective practices, and further supported the advocacy efforts of the network partners. I was the lead designer and developer of an online,



web-based shared electronic platform for data reporting, developing a custom set of data elements partners collected and stored in the shared database.

**Young Arab Voices.** Debate training for young people, ages 18-25, started in 2011 and in 2014 British Council and other donors such as the Anna Lindh Foundation instigated a strategic review of the program outcomes. As part of this review effort, Info Steward, as the Lead Researcher, and colleagues engaged stakeholders in a field visit to Tunisia, interviews, and surveys in order to provide an evaluation and recommendation for the steering committee. The review work lasted from March – July 2014. The Young Arab Voices program develops skills and opportunities for youth-led debate across the Arab region and provides opportunities, tools, and capacity building for the involvement of youth in the running and managing of effective debates for the purpose of enriching the pluralistic democratic dialog in the Arab world.

