

Privacy Notice

I hereby acknowledge that the information I provide in this application is subject to disclosure pursuant to the North Carolina Public Records Laws, and that I provide the information contained in this application freely and voluntarily, and that by submitting my application to Wake County I consent to such disclosure pursuant to the North Carolina Public Records Laws, and that I waive and release Wake County, its agents, employees and elected and appointed officials, from any liability related to disclosure of any information provided herein.

Profile

Which Boards would you like to apply for?

City of Raleigh Planning Commission: Submitted

Please select your first Board preference: *

City of Raleigh Planning Commission

Please select your second Board preference: *

Library Commission

Please select your third Board preference: *

Wake County Water Partnership

Please select your fourth Board preference: *

Water Partnership

Please select your fifth Board preference: *

City of Raleigh Board of Adjustment

Please select your sixth Board preference: *

Historic Preservation Commission

Ryan
First Name

Middle
Initial

McCune
Last Name

2704 Verde Dr
Street Address

Apt D
Suite or Apt

Raleigh
City

NC
State

27603
Postal Code

What district do you live in?

None Selected

Mobile: (717) 676-7023

Primary Phone

Home: (717) 676-7023

Alternate Phone

mccune.rt@gmail.com

Email Address

NC State University

Employer

Graduate Research Assistant

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I am a young professional attending graduate school at NC State University and have enjoyed living in Wake County for the last four years. I took active roles volunteering in my prior residential area and would love to get more involved in volunteering in Wake County as I intend to make this my permanent home. I have an extensive background in civil and environmental engineering which I believe sets a strong foundation for understanding the role of and serving on many of the citizen advisory boards.

Work Experience

I have had several experiences in private engineering consulting and design with private civil engineering and landscape architecture firms. I am currently a full-time engineering researcher at NC State University pursuing a PhD in civil engineering.

Volunteer Experience

Recently in the area I have volunteered with AventWest Children's Mentorship Program and Wake County Big Sweeps.

Education

BS Civil Engineering - University of Delaware
BS Environmental Engineering - University of Delaware
Masters of Civil Engineering - NC State University
Currently enrolled PhD Civil Engineering - NC State University

Comments

I know that I am a young volunteer for several of these boards, but I have a genuine interest and passion in local government involvement. I am originally from Pennsylvania and my mother worked for our local government for 40 years, so attending meetings and taking active interest and roles in our local area was ever present. I would love the opportunity to be more active in Wake County and provide my time in service to the community.

[RyanMcCune.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

Gender *

Male

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

RYAN THOMAS McCUNE, E.I.T.

+1 (717) 676-7023 · ryan@rmccune.io

rmccune.io

Department of Civil, Construction, and Environmental Engineering
North Carolina State University · 915 Partners Way, Raleigh, NC, 27695-7908

EDUCATION

Ph.D. Civil Engineering	Expected 2027
North Carolina State University	Raleigh, NC
<i>Concentration in Coastal Engineering</i>	
Master of Civil Engineering	2025
North Carolina State University	Raleigh, NC
<i>Concentration in Coastal Engineering</i>	
Honors Bachelor of Environmental Engineering with Distinction	2022
University of Delaware	Newark, DE
<i>Thesis: Potential Impacts of Soil Aging on TDR Calibrations of Biochar Amended Urban and Coastal Soils</i>	
Honors Bachelor of Civil Engineering	2022
University of Delaware	Newark, DE
<i>Concentration in Facilities Design and Construction</i>	

PROFESSIONAL EXPERIENCE

Graduate Research & Teaching Assistant 2022-present
Dept. of Civil, Construction, and Environmental Engineering, NC State University Raleigh, NC

- Investigate chronic "sunny day" flood hazards by developing high-resolution coupled simulations using SFINCS and ADCIRC numerical models.
- Architect custom Python workflows on High-Performance Computing (HPC) systems to process geospatial data and automate model forcing.
- Collaborate within the interdisciplinary "Sunny Day Flooding Project," integrating physical hydrodynamic modeling with social impact data to characterize regional flood risk.
- Mentor undergraduate researchers, providing technical training in Python programming and semantic image segmentation to support independent inquiry.
- Delivered annual guest lectures for the Introduction to Coastal Engineering course and facilitated semester-long student success through technical office hours and assessment.

Research Intern 2022
United States Geological Survey St. Petersburg, FL

- Leveraged MATLAB to analyze high-frequency imagery from the USGS coastal camera network, utilizing statistical techniques to extract and quantify wave runup parameters.
- Transformed raw optical data into actionable hydrodynamic metrics to support coastal change research.

Engineering Intern 2020-2022
Coastal Resilience Design Studio, University of Delaware Newark, DE

- Achieved First Place in the Coastal & Estuarine Research Federation (CERF) national design competition for an innovative, resilience-focused coastal infrastructure proposal.
- Developed community-informed conceptual designs for public infrastructure within a multi-disciplinary team of landscape architects, policy analysts, and engineers to integrate technical constraints with aesthetic and regulatory requirements.

Undergraduate Research Assistant 2018-2022
Dept. of Civil & Environmental Engineering, University of Delaware Newark, DE

- Investigated the hydraulic performance of biochar-amended soils for stormwater filtration, performing sensor calibrations using Time Domain Reflectometry (TDR) probes.
- Conducted independent laboratory analysis to quantify the Electron Reduction Capacity (ERC) of biochar substrates for environmental remediation applications.
- Supported transportation planning studies by deploying JAMAR counters to capture and analyze field traffic volume data.

Engineering Intern 2020-2021
C.S. Davidson, Inc. York, PA

- Analyzed historical state contract datasets to develop updated unit price schedules, directly improving the accuracy of cost estimation and bidding for future municipal projects.
- Conducted technical reviews of land development plans to ensure compliance with municipal ordinances, zoning codes, and stormwater regulations.
- Performed field operations including precision field surveys and stormwater BMP inspections to verify construction quality and document existing infrastructure conditions.

Engineering Intern 2019
Manchester Township York, PA

- Established a digital inventory of over 300 stormwater Best Management Practices (BMPs) by migrating legacy engineering archives into the CSDatum platform.
- Optimized future maintenance operations by centralizing infrastructure data, enabling efficient tracking of BMP performance and necessary repairs.

Keller Family Senior Writing Fellow 2021-2022
Honors College, University of Delaware Newark, DE

- Selected as the inaugural Keller Family Senior Fellow, responsible for leading the fellowship team and managing operational logistics including scheduling and performance reviews.
- Oversaw the professional development of the fellowship team, providing mentorship and actionable reviews to improve coaching strategies.

Writing Fellow 2020-2021
Honors College, University of Delaware Newark, DE

- Selected for a competitive fellowship requiring a semester-long training course in writing pedagogy and communication strategy.
- Partnered with faculty to provide editorial guidance on dozens of essays per semester, mentoring a cohort of 20 students to improve their argumentation and clarity.

Undergraduate Teaching Assistant 2020-2022
Dept. of Civil & Environmental Engineering, University of Delaware Newark, DE

- Provided supplementary instruction during office hours, translating theoretical engineering concepts into practical problem-solving strategies for students.
- Evaluated technical assignments and exams against established rubrics, providing detailed feedback to identify gaps in understanding.

Munson Fellow 2019-2020
Honors College, University of Delaware Newark, DE

- Selected as a residential peer mentor to facilitate the academic and social transition of incoming Honors students, directly supporting university retention goals.
- Advised a cohort of first-year students on course selection and degree planning, serving as a critical resource for navigating university administration and academic requirements.
- Designed and executed social programming and community-building events, effectively managing logistics to enhance the student living-learning environment, foster a cohesive residential community and promote student engagement.

HONORS & AWARDS

National Defense Science & Engineering Graduate Fellowship	2024-2027
ICCE Student Travel Scholarship	2026
KIETS Climate Leaders Program Scholar	2024
AGU Outstanding Student Presenter Award	2023
NSF Graduate Research Fellowship Program, Honorable Mention	2023
EWC Student Poster Competition, 2nd Place	2023
Provost Doctoral Fellowship, North Carolina State University	2022
American Society of Landscape Architects Award of Excellence in Student Collaboration	2022
PA-DE Chapter of the American Society of Landscape Architects Student Honor Award	2022
RJN Foundation Department of Civil & Environmental Engineering Award	2022
1st Place 2021 Coastal & Estuarine Research Federation Design Competition	2021
Delaware Section of the American Society of Civil Engineers Junior Award	2021
Honors Enrichment Award, University of Delaware Honors College	2021
Chair's Fellowship, University of Delaware Dept. of Civil & Environmental Engineering	2021

CONFERENCE PRESENTATIONS

Oral Presentations

- Collins, J., Hino, M., **McCune, R.**, Anarde, K., Frankenberg, E., (2025). *Tolerating the tide: accommodation and tolerance of chronic coastal flooding in rural North Carolina*. Population Association of America Annual Conference. Washington, D.C., 2025.
- McCune, R.**, Anarde, K., (2025). *Evaluation of Chronic Coastal Flooding Inundation of Low-Lying Roadways and Impacts to Community Livability*. Presented at the 3rd Regional (East Coast) Peer Exchange for Sustainable Eco-Resilient Bridges and Structures. Raleigh, August 2025.
- McCune, R.**, Anarde, K., Sebastian, A., Collins, J. P., Grimley, L., Hamidi, E., Hino, M., Dietrich, J. C., (2025). *The End of the Road: Present and Future Chronic Flood Risk Along Coastal Roadways and Impacts to Community Livability*. Presented at the AGU Fall Meeting. New Orleans, December 2025.
- Hino, M., Anarde, K., **McCune, R.**, Thelen, T., Farquhar, E., Fridell, T., Whipple, T., Woodard, P., (2024). *Incidence and Impacts of Chronic Coastal Flooding in North Carolina*. Invited presentation at the AGU Fall Meeting. Washington, D.C., 2024.
- McCune, R.**, Anarde, K., Goldstein, E. B., Srebnik, E. R., Thelen, T., Hino, M., (2024). *Quantification of chronic coastal flooding using machine learning*. Presented at the International Conference of Coastal Engineering. Rome, September 2024.
- McCune, R.**, Anarde, K., Goldstein, E. B., (2023). *Semantic Image Segmentation of Coastal Roadway Inundation*. Presented at the AGU Fall Meeting. San Francisco, December 2023.
- Muldrow, L., **McCune, R.**, Bruck, J., (2022). *Resilient Self-Generative Infrastructure: A Blue Carbon Solution for Coastal Protection in Hampton, VA*. PA-DE ASLA Conference on Landscape Architecture. Wilmington, April 9, 2022.

Poster Presentations

- McCune, R.**, Anarde, K., Goldstein, E., Baker, C., (2025). *Quantification of Chronic Coastal Flooding: A machine learning-driven approach to water level extraction*. Presented at the NC State Environmental, Water, and Coastal Engineering Symposium. March 21, 2025.
- McCune, R.**, Anarde, K., Goldstein, E., (2024). *Witness to the Rising Tide: Semantic Image Segmentation of Chronic Coastal Flooding*. Presented at the NC State Environmental, Water, and Coastal Engineering Symposium. March 8, 2024.
- McCune, R.**, Anarde, K., Hino, M., Frankenburg, E., Amspacher, K., (2024). *Rising tides, drowning ditches: Analysis and communication of chronic coastal flooding in rural communities*. Presented at the National Adaptation Forum. Baltimore, May 2024.
- McCune, R.**, Collins, J., Anarde, K., Hino, M., (2024). *A Summer Down East: Internship and Research Experiences in Carteret County*. Presented at the KIETS Climate Leaders Symposium 2024. September, 2024.
- McCune, R.**, Anarde, K., Goldstein, E., (2023). *On-device Machine Learning for Identifying the Spatial Extent of Chronic Coastal Flooding*. Presented at the NC State Environmental, Water, and Coastal Engineering Symposium. March 10, 2023.
- Anarde, K., Goldstein, E., Bolewitz, J., **McCune, R.**, Gold, A., Hino, M., (2022). *On-device machine learning for identifying the spatial extent of chronic coastal floods*. Presented at the International Conference of Coastal Engineering. Sydney, December 5, 2022.

McCune, R., Fettke Von Koeckritz, H., Bruck, J., Puleo, J. A., (2021). *Fenwick Island Dune Encroachment Monitoring Project*. Presented at the Young Coastal Scientists and Engineers Conference – Americas. Myrtle Beach, October 30, 2021.

PUBLICATIONS

Peer-Reviewed Journal Articles (Published or Accepted)

Hino, M., Anarde, K., Fridell, T., **McCune, R.**, Thelen, T., Farquhar, E., Woodard, P., Whipple, A., (in press). “Land-based sensors reveal high frequency of coastal flooding”. In: *Nature Communications Earth and Environment*. In press.

Naquin, K., Adams, D. R., Bailey, M. M., Brown, L., Diez, M., Kanipe, J., **McCune, R.**, Thelen, T., Hunter, D. L., Cooper, C. B., (Apr. 2025). “Not Empty Rain Gauges: Experienced Hobbyists Fulfilled in a Contributory Project”. In: *Citizen Science: Theory and Practice*. DOI: 10.5334/cstp.774.

Peer-Reviewed Journal Articles (Under Review & In Preparation)

McCune, R., Anarde, K., Goldstein, E., Baker, C., (in preparation). “Quantification of chronic coastal flooding: a machine-learning driven approach to water level extraction”. In preparation for Water Resources Research.

Datasets

Ku, V., Gabbula, S. R. A. K., **McCune, R.**, Budavi, P., Sigdel, R., Buscombe, D., Favela, J., Shah, M., Goldstein, E. B., Fitzpatrick, S., (2022). “Segmentation Labels for Emergency Response Imagery from Hurricane Barry, Delta, Dorian, Florence, Isaias, Laura, Michael, Sally, Zeta, and Tropical Storm Gordon”. In.

PROFESSIONAL DEVELOPMENT

COPRI Leadership Summit, Reston, VA	2026
Community Surface Dynamics Modeling System Annual Meeting, Boulder, CO	2025
Earth Surface Processes Institute, Boulder, CO	2025
From Ice Sheets to the Coast: Sea-Level Rise Impacts Workshop, Houston, TX	2024
KIETS Climate Leaders Symposium, Raleigh, NC	2023
5th NOAA AI Workshop, virtual	2023
Coastal Imaging Research Network Workshop, Duck, NC	2023
Blue Economy Workshop, Morehead City, NC	2023

PROFESSIONAL SERVICE

Chair, EWC Seminar Visiting Student Logistics Committee	2026
Student Ambassador, NC State Climate and Sustainability Academy	2025

Session Chair and Organizer, AGU Annual Meeting "The MacGyver Session" Ocean Sciences Poster Session	2025
Member, EWC Seminar Visiting Student Logistics Committee	2025
Organizer and Moderator, Panel: Community Responses to Chronic Flooding and Sea-Level Rise Impacts, North Carolina Coastal Conference	2024
Chair, EWC Seminar Food Committee	2024
Member, EWC Seminar Food Committee	2023
Student Member, Provost Search Committee, University of Delaware	2022
Engineering Ambassador, College of Engineering, University of Delaware	2022
Engineering Ambassador, Dept. of Civil & Engineering, University of Delaware	2021-2022
Honors College Ambassador, University of Delaware	2019-2022

LEADERSHIP

President, Coasts, Oceans, Ports & Rivers Institute Student Chapter	2025-present
Vice President, Coasts, Oceans, Ports & Rivers Institute Student Chapter	2023-2024
Vice President, Environmental Engineering Student Association	2020-2022
Parliamentarian, Phi Sigma Pi National Honor Fraternity Alpha Eta Chapter	2021

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Profile

Which Boards would you like to apply for?

City of Raleigh Planning Commission: Submitted

Please select your first Board preference: *

City of Raleigh Planning Commission

Please select your second Board preference: *

Open Space and Parks Advisory Committee

Please select your third Board preference: *

Wake Technical Community College Board of Trustees

Please select your fourth Board preference: *

United Arts Grants Panels

Please select your fifth Board preference: *

Capital Area Workforce Development Board

Please select your sixth Board preference: *

Keep America Beautiful Advisory Board

Lisa
First Name

hammond
Middle Initial

hammond
Last Name

5340 TOPSPIN COURT
Street Address

5340 topspin court
Suite or Apt

RALEIGH
City

NC
State

27609
Postal Code

What district do you live in?

None Selected

Home: (214) 534-9603

Primary Phone

Home: (214) 534-9603

Alternate Phone

freidenhammond@gmail.com

Email Address

Chro

Employer

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I love this area, and have watched it grow for past 10 years. Want to support and help drive Wake County forward sensibly while serving its residents

Work Experience

25+ years HR experience. Executive coach, facilitator, developer of talent, transformation, operations, etc

Volunteer Experience

Heroes Who Read-millbrook 4 Paws NC therapy team ECU mock interviewer AHA Go Red past chair, team member Wake County Arts Council Raleigh Raquet Club board HOA board Bhutan Enlightened Entrepreneurs- executive coach

Education

Indiana University GW University Certified Professional Coach Current: MIT ExEd- AI Strategy and product innovation

Comments

Thank you for consideration

[Hammond_2602.pdf](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Lisa hammond

Please upload a file

Demographics

Date of Birth

Gender *

Female

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

Other

If you selected "Other" above, how?

Friend

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

LISA FREIDEN HAMMOND, CPC

Raleigh, NC • 214.534.9603 • freidenhammond@gmail.com • linkedin.com/in/lisafhammond

CHRO and enterprise leader who drives results across diverse environments by partnering cross-functionally to solve complex problems—whether navigating a large divestment, acquisitions, redesigning an organization, or coaching leaders through growth and organizational change. I bring a roll-up-your-sleeves approach—clear, collaborative, and grounded in strategic thinking with practical execution that drives business outcomes and people development.

CORE STRENGTHS

Business-Driven HR Strategy • M&A • Organizational Design • Executive Coaching • Change Management • Strategic Workforce Planning • P&L Impact & Budget Optimization • Learning & Development • Culture & Inclusion Leadership • Cross-Functional Partnership

PROFESSIONAL EXPERIENCE

VERADIGM (formerly Allscripts) | Raleigh, NC

SVP & CHRO | March 2020 – December 2025

Through roles as Director, HR Operations (including TA and L&D), SVP, and CHRO; Led people strategy for a publicly held healthcare technology company with 3,000 employees across US and India. Part of the Executive Cabinet with a team of 6 direct and 25 indirect reports covering ESG, Internal Communications, Total Rewards, L&D, Business Partners, Talent Acquisition, and People Operations.

- Partnered with legal, finance, and operations to lead the people side of a major divestment—from early due diligence through ongoing TSA management, affecting 5,000+ associates while maintaining business continuity
- Kept key talent engaged through five simultaneous organizational storms (Divestment of Allscripts BU, regulatory audit open since 2023, stock delisting, 5 CEO transitions) by doubling down on ERGs, launching 'Leader as Coach' workshops, refining the remote experience, and creating practical development programs that gave people real tools and community
- Completely reorganized the HR function in 2021—not a reduction, but a strategic rebuilding saved \$750K in salary costs while adding 6 positions where we needed them. Continued refining the budget through smart internal development and process improvements, ultimately delivering \$2.2M under budget year-over-year
- Drive 3 consecutive years of double-digit improvement in Associate Engagement scores. These improvements were a result of leadership listening program, Town Halls, and leadership engagement with their teams, additional benefits, updated recognition programs, and launching a new internal communications strategy
- Built 24 original L&D programs from scratch to maximize tight budgets—everything from Emerging Professionals cohorts to 'Leader Lite Bites' microlearning: supporting development and succession, as well as lifting overall engagement in individual development
- Led implementation of new ATS (Greenhouse), working alongside hiring managers to ensure adoption and delivering year-over-year increases in Hiring Manager satisfaction scores
- Redesigned performance management to be useful—integrating succession planning, IDPs, and 9-box talent reviews. Also implemented an internal executive coaching program supporting and accelerating the performance of Directors and VPs

LMR LLC | Raleigh, NC

VP, Human Resources / Training / Private Dining Sales & Marketing | July 2015 – February 2020

Brought transformational HR leadership to a locally family-owned restaurant group (\$125M sales, 2,300-3,000 employees across three states). Wore multiple hats—HR, training, operations, payroll, executive coach, along with private dining sales. Corporate coach to ownership and executive team. Led team of 9 direct/11 indirect reports.

- Orchestrated complete HRIS/payroll system transition—saved 15% year-over-year, added employee self-service, and created digital open enrollment. Total 2016 savings: \$200K just from the system switch
- Negotiated benefits renewal that saved \$147K while improving coverage—added LTD, increased life insurance from \$10K to 1X salary, and gave 5-year managers an extra week of PTO (because retention matters)

- Worked with operations and finance teams to dramatically reduce NC unemployment tax rate—bringing annual spend from \$200K in 2016 down to \$9K over 4 years through better separation documentation and process improvements
- Cut salaried manager turnover from 53% to 43% through structured development programs—promoted 5 internal GMs in 10 months, all coming through our leadership pipeline. Currently no EEOC claims or lawsuits
- Built competency models for all roles (with input from actual managers doing the work) to align performance, recruiting, and development. Also managed Private Dining Sales team—created new programs and packages that drove double-digit YOY growth. When leadership transition hit one restaurant, stepped in to manage operations, improving flow-through by 5 basis points

SAMSUNG ELECTRONICS AMERICA | Richardson, TX

Senior Manager, HR Business Partner | March 2014 – July 2015

Recruited by a prior Leader (CEO-Cellhire)—a testament to building strong partnerships. Provided specialized HR support to Retail team with early focus on Best Buy Store-in-Store program (1,400 locations). Also supported Finance team through One Samsung integration. Led team of 2 HRBPs.

- Role quickly expanded to National Retail Operations (4,000 contractors, 650 FTEs) based on results and relationships built
- Partnered with Retail Sales VP to add 140 District and Market Managers in 3 months (June-August), including a new management layer—designed competencies, built selection processes, created onboarding program
- Co-designed and executed Talent Review Program that became the US pilot for Samsung's broader Talent Management approach

ON THE BORDER, LLC | Dallas, TX

Director, Field Human Resources | May 2011 – March 2014

Led field HR team post-acquisition by Golden Gate Capital. Partnered with Regional HR Managers supporting 8,000 employees nationwide on operations partnership, policy, training, talent management, and employee relations.

- Business partnered with SVP and Regional Directors to coach Area Directors through transition. Through focused collaboration, drove YOY turnover decrease in both hourly (89% to lower) and management (22% reduction)
- Led vetting and interview process for Area Directors; developed high-potential GMs through structured programs
- Designed employee relations investigation system that brought consistency and reduced risk
- Completely redesigned hourly pre-hire assessment to include hospitality components. Created and delivered NSO HR training covering everything from sourcing to performance management

ACG TEXAS LP | Richardson, TX

Senior Director, Human Resources / Training | August 2007 – April 2011

First specialized HR leader for PE-owned company. Built HR function from ground up supporting 3,600+ employees. Led team of 3 direct reports across administration, field operations, recruiting, retention, risk management, training, and HRIS.

- Integrated two major acquisitions—8-restaurant Applebee's acquisition and 40-restaurant multi-state IHOP acquisition—working cross-functionally to ensure smooth transitions
- Reduced turnover from 167% to 86% (below industry average) by building productive relationships with operations, improving recruiting/selection, coaching leaders, and integrating process improvements throughout the business
- Resolved all 15 open EEOC charges within first 12 months by working collaboratively with legal, operations, and affected employees
- Cut payroll administration costs 25% by switching vendors (while improving employee access). Led HRIS update that enabled actual measurement of HR metrics
- Partnered with Operations to enhance IHOP Management Training to include HR administration, shift actions, and company-specific SOPs
- Secured new benefits (LTD, HSA, vision) for salaried managers by finding cost savings elsewhere in the budget
- Eliminated 90% of off cycle raise requests by creating clear, transparent compensation matrix for all field levels

EARLY CAREER

Progressive HR leadership roles at: **Blockbuster Video • CellHire • Blockbuster Video DBA Movie Trading Company • The Magnolia Hotel • Pizza Hut Inc.**

EDUCATION & CREDENTIALS

Massachusetts Institute of Technology (M.I.T.), Executive Education

Advanced Certificate - AI Strategy and Product Innovation | Present – May 2026

North Carolina State University

Professional Coaching Certificate Program | 2019

Indiana University, Bloomington

Bachelor of Arts, Double Major in Political Science and Criminal Justice

Professional Certifications:

Certified Professional Coach (CPC) • TTI Success Insights Certified EQ (2019) • TTI Certified Driving Forces Analyst (2020)
DISC Certified Behavioral Analyst (2018) • MSI Six Sigma Champion (2019) • MSI Six Sigma Black Belt (2019)

COMMUNITY LEADERSHIP & SERVICE

Duke University, Fuqua School of Business, Executive Education

CHRO Board of Advisors | November 2025 – Present

American Heart Association – Go Red for Women, Triangle

Executive Team Member (2024 – Present) • 2023 Campaign Chair

United Arts of Wake County

Board Member | 2025 – Present

Raleigh Racquet Club

Board Member (2021 – Present) • President (2023 – 2024) • Vice President (2021 – 2023)

Wimbledon Homeowners Association

Board Leadership (2019 – Present) • Served as President, Vice President, and Secretary

Additional Volunteer Work:

Heroes Who Read - Millbrook Elementary • 4Paws NC - Therapy Dog Team • Good Barrels of the Triangle

Profile

Which Boards would you like to apply for?

City of Raleigh Planning Commission: Submitted

Please select your first Board preference: *

Wake County Steering Committee on Affordable Housing

Please select your second Board preference: *

Library Commission

Please select your third Board preference: *

Board of Adjustment

Please select your fourth Board preference: *

Open Space and Parks Advisory Committee

Please select your fifth Board preference: *

City of Raleigh Planning Commission

Please select your sixth Board preference: *

Planning Board

DeAntony

First Name

Collins

Last Name

Middle Initial

6040 San Marcos Way

Street Address

Suite or Apt

Raleigh

City

NC

State

27616

Postal Code

What district do you live in?

District 7

Home: (919) 590-7503

Primary Phone

Home: (919) 590-7503

Alternate Phone

collins4ral@gmail.com

Email Address

Wake County Public Schools

Employer

Teacher

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I was raised to find a place to be of service to my community. I have been blessed to find such amazing opportunities to be involved and I would love to continue on serving Wake County.

Work Experience

Management (Supervision~ Facilities~ Supply)~ Client partnership (liaison~ reports~ programming)~ Marketing (Community outreach and engagement~ events~ social media management) Graphic/Web Design (redesigned/maintenance wakedems.org website, custom apparel, video editing)~ Education and Curriculum

Volunteer Experience

City of Oaks Foundation, Executive Board Member 3rd Vice Chair Wake County Democratic Party - County Executive Board Member; Providence Baptist Church - CityServe <http://www.pray.org/event/2016-10-15-cityserve/>; Sassafra's All Children's Park Com...

Education

Elementary Education Shaw University 2003-2007

Comments

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

Gender *

Male

Ethnicity *

African American

Other

How did you become aware of Wake County volunteer opportunities?

Current Wake County Volunteer

If you selected "Other" above, how?

Please upload a file

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Which Boards would you like to apply for?

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Please select your first Board preference: *

City of Raleigh Board of Adjustment

Please select your second Board preference: *

Centennial Authority

Please select your third Board preference: *

None Selected

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Marvin

First Name

T

Middle Initial

Butler

Last Name

1317 Old Watkins Road

Street Address

Suite or Apt

Raleigh

City

NC

State

27616

Postal Code

What district do you live in?

District 1

Mobile: (919) 271-1562

Primary Phone

Home: (919) 271-1562

Alternate Phone

mbutler31@gmail.com

Email Address

NC Turnpike Authority,
Retired

Employer

Chief of Staff

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

Raleigh

Interests & Experiences

Why are you interested in serving on a Board or Commission?

To serve and represent the best interest of all Wake County citizens seeking services and wanting to do business in a fair and impartial manner. As a public servant of the State of North Carolina for thirty plus years, it would be an honor to serve in a capacity to give back to the community if given the opportunity.

Work Experience

Chief of Staff, North Carolina Turnpike Authority. 2013-2022, retired. Manager, On The Job Training Program, North Carolina Department of Transportation. 1996-2013

Volunteer Experience

State Employees Credit Union (Advisory Board), State Employees Combined Campaign (Advisory Board), City of Raleigh Planning Commission, Feed the Hunger, Adopt -A- Highway Program, Wake County Recreation Sports Program, Upward Basketball

Education

Duke University, Certificate Program Non-Profit Management 2004 Pembroke State University, BA Degree 1984

Comments

There is honor in being a public servant. It's a personal sacrifice in giving of your time and talent to help others succeed in their endeavors.

[MTB Resume_2019.docx](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics

Date of Birth

Gender *

Male

Ethnicity *

Native American

Other

How did you become aware of Wake County volunteer opportunities?

County Website

If you selected "Other" above, how?

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

Marvin Thomas Butler
1317 Old Watkins Road
Raleigh, North Carolina 27616
(919) 271-1562 (c)
E-mail: mbutler31@gmail.com

EDUCATION:

2004 Duke University, Certificate Program, Non-Profit Management

1984 Pembroke State University, B. A. Degree

PROFESSIONAL WORK EXPERIENCE

2013-Present North Carolina Turnpike Authority

Deputy Executive Director

Perform executive work in assisting the Executive Director in accomplishing the Turnpike Authority's mission through policy setting, establishment of work processes and procedures, decision-making, and problem resolutions for the State's first Modern Toll road. Direct managerial staff, vendors, contractors, consultants in delivery of program services. Act with full delegated authority of the Executive Director. Provide guidance and responsibility for the Authority matters to ensure compliance with state and federal regulations and statutory requirements. Responsible for oversight of administrative support services including fiscal, personnel, various procurements and related activities impacting all programs and services within the Authority.

1996-2013 North Carolina Department of Transportation, Raleigh, North Carolina

Manager of On-The-Job Training Program

Managed the Federal Highway Administration's (FHWA) On-The-Job (OJT) Training Program. As the statewide OJT program administer, worked with and support the State's Highway Construction Industry in developing and hiring a skilled diverse workforce of equipment operators and craft workers. Program success and support built on developing working relationships with community colleges, high schools and various workforce agencies across the state.

2001-2013 ***State Director of Construction Career Days (developed with above job)***

Construction Career Days, an Outreach Program sponsored by the Federal Highway Administration (FHWA). Designed to engage and educate high-school students about rewarding careers in the highway and commercial construction industry. Students experience hands-on activities such as operating heavy equipment and performing various activities as masonry, welding, electrical and carpentry. Program success built on a collaboration of many strategic industry organizations and associations working together. Partnered and developed relationships with highway and commercial contractors, equipment dealers, suppliers, schools, universities and

community colleges, community-based organizations state, local and federal agencies, municipalities, chambers of commerce and professional firms.

1990-1996 North Carolina Department of Transportation, Raleigh, North Carolina

Personnel Recruiter

Recruitment of civil engineering students at various universities for NCDOT's Transportation Engineering Associate Program (TEA). Assisted and worked with division engineers and unit heads of the department in recruiting and selecting the best qualified candidates for the program. Administer and implement the Summer Engineering Assistants Program (SEAP) in recruiting and assigning college students to fill summer positions requested and needed by department heads statewide.

1988-1990 Department of Crime Control and Public Safety, Raleigh North Carolina

Coordinator of Governor's Athletes' Program

Administer the Governor's Athlete's Against Crime Program. Program was established and designed to utilize college athletes and coaches as role models in working with community leaders and schools throughout the state to educate youth about the dangers of drug and alcohol use. Worked with the Governor's Advisory Board on "Athletes against Crime" in planning youth presentations across the state. Planned and organized Governor Martin's "Walk against Crime".

1985-1988 Division of Motor Vehicles, Raleigh North Carolina

Staff Development Specialist

Assisted and worked with North Carolina Division of Motor Vehicles (NCDMV) Commissioner with special projects for driver's license offices, contract agents with and officer training and certification of weigh station enforcement personnel.