

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Capital Area Workforce Development Board

Please select your second Board preference: \*

☒ Commission for Women

Please select your third Board preference: \*

☒ Economic Development Commission

Please select your fourth Board preference: \*

☒ Library Commission

Please select your fifth Board preference: \*

☒ Raleigh-Durham Airport Authority

Please select your sixth Board preference: \*

☒ GoTriangle Board of Trustees

Rachael

First Name

Boone

Middle InitialLast Name

8854 Thornton Town Place

Street Address

Suite or Apt

Raleigh

City

NC

State

27616

Postal Code

What district do you live in?

None Selected

Mobile: (919) 538-6374

Primary Phone

Home: (919) 538-6374

Alternate Phone

rboone@beevolvedhr.com

Email Address

BeEvolvedHR

Employer

Founder

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

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## Interests & Experiences

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

I am interested in serving on a Board or Commission because I am deeply committed to leadership, strategic growth, and creating meaningful impact within organizations and communities. Through my work with BeEvolvedHR, SheEvolved, and various leadership initiatives, I have seen firsthand how strong governance, innovative thinking, and inclusive decision-making can drive lasting change. Serving on a board would allow me to leverage my expertise in HR, strategy, and leadership development to support organizational success, enhance community engagement, and advocate for initiatives that empower individuals and businesses to thrive. I am particularly passionate about fostering collaboration, ensuring operational excellence, and championing initiatives that promote equity, leadership, and sustainable growth

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## Work Experience

RAE BOONE, CCP, MIS Raleigh, NC (919) 538-6374 hrbpraleigh@gmail.com TACTICAL STRATEGIC HUMAN RESOURCES BUSINESS PARTNER | DIVERSITY AND INCLUSION Align Employees & Organizational Development Plans with Business Vision, Strategies & Performance Measures Strategic HR professional, 360 Certified Coach, and collaborative partner with extensive experience in start-ups, turnarounds, and high-growth organizations. Close gaps between organizational demand and available talent and deliver marked improvements in employee satisfaction/engagement, individual/team performance, and revenue/profit growth by developing comprehensive talent management, leadership development, and workforce planning strategies, programs, and practices. • Planning & Consulting • Talent Acquisitions & Recruitment • Training & Development • Performance Management & Improvement • Employee Relations & Advocacy • Change Management • Downsizing & Reduction-in-Force • HRIS Management, Administration & Improvement • HR Management & Leadership • Diversity & Inclusion Program Manager PROFESSIONAL EXPERIENCE BEEVOLVEDHR USA -HUMAN RESOURCES CONSULTANT FIRM 2015-PRESENT HEAD OF HR BeEvolvedHR: Client: Private (Start-up-Company Acquired February 2022) Spearheaded the launch of the Human Resources organization from the ground up for an e-commerce company. Grew the company from 17 to 150. Worked closely with directors and managers through mentoring, coaching, advising on employee and labor relations, risk management, workforce planning, and appropriate, thorough investigative strategies. Implemented a company-wide benefits program that accommodated employees. The benefits program included medical/dental/vision, EAP, 401(k) retirement plan, life insurance and short-term disability. • Administered the corporate insurance plan ensuring adequate coverage. Adequate coverage was not in place prior. • Completed compensation benchmarking and pay bands for over 50 positions including comprehensive and compliant job descriptions. • Vetted and implemented Paylocity as the company HR and Payroll software. — Integrated open API's to ensure compliance, accuracy, and effectiveness within the department. — Saved the company an estimated \$100k in outside accounting fees • Managed and proactively partnered with the recruiting team, defining a formal recruiting process to build a strong pipeline of candidates with skills and qualifications aligned with the consistently changing needs of the company. — Managed partnerships with outside recruiting agencies when necessary. — Implemented the internal ATS that integrated with Paylocity, saving an estimated \$15k annually. — Handled all recruiting until June 2021 when a recruiting team was established. • Created a comprehensive and automated on-boarding process to enable the HR team to scale with the explosive growth. Protected stakeholder

Rachael Boone

interests by monitoring and implementing changing regulations through company policies, procedures, and practices. • Maintained company employee handbook and company policies and procedures. Implemented employee HR portal Maintained company-wide HR compliance, including annual filings including 5500's, AA, and EEO. • Maintained an excellent partnership with legal counsel ensuring HR knowledge and compliance. • Participated with external partners to facilitate merger activities while performing due diligence for the HR function. BeEvolvedHR: Client Clearwater Analytics (Completed RPO Project) Managed pipeline activity and maintain data integrity, and proactively share data-centric updates with internal stakeholders • Recruited full life cycle, client partnership, candidate generation, and candidate closing. Successfully manage high volume of applicants and close searches against a specified timeline. • Facilitated and led meetings and key initiatives and projects with client groups, and with the recruiting teams, that will continuously improve and scale our recruiting operations and results • Established and maintained meaningful relationships with management and key cross-functional stakeholders internally (e.g., Recruiting, HR, Compensation, and Diversity teams) • Drove offer process - including extending offers, negotiations, closing candidates, and generating offer letters • Engaged in diversity and inclusion hiring strategies • Demonstrated Data Integrity and ability to understand Data to help influence hiring BeEvolvedHR: Client Circassia Pharmaceutical/ Consultant (Completed Project) Led HR for NA Business partnering with Business Leaders, reporting to Global VP of HR in the UK. 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Ettain Group: Client: CISCO Durham, NC February 2015- October 2015 Global Program Manager, Diversity Equity, and Inclusion Advised & partnered with Talent Acquisition and Leadership & Team Intelligence teams to integrate, consult and create awareness of the CISCO's solutions designed to attract, develop, and retain diverse talent. • Worked enterprise-wide across business functions & geographies at multiple levels of the organization, partner with Talent Acquisition and Talent Management to work externally with participants, stakeholders, and vendors such as GEM, NSBE, SHPE) • Facilitated successful execution of enterprise-wide recruiting strategies for early in career and professionals. • Responsible for the program lifecycle for identified work, from planning to execution. • Worked enterprise-wide across business functions & geographies at multiple

levels of the organization, partner with Talent Acquisition and Talent Management to work externally with participants, stakeholders, and vendors such as GEM, NSBE, SHPE) • Appointed to co-lead the Next Generation Leaders Program focused on strengthening diversity leadership development across Cisco enterprise-wide. • Brought new ways of thinking to identify, attract and recruit diverse talent. Interfaced with Employee Resource Groups (ERG) and external partners through events and meetings to successfully attract and recruit talent. Continuously seeks new ways to engage, attract and excite and develop talent. • Oversaw and assisted in managing ERG spending, vendor statistics, and shared costs supporting enterprise initiatives and programs. Produce reporting and tracking of D&I spend to Senior Director. Thermo Fisher Scientific, Durham, NC November 2009 – January 2015 Human Business Partner/Director Provided strategic HR leadership, solutions, process knowledge advice, and HR consultation to support a standalone business within Thermo Fisher. A member of the executive leadership team. Acted independently as HR head to strategize and provide initiatives promoting the organization's long-term stability and success. A highly matrix environment. • Trusted advisor to coach business/functional leadership groups on issues, including applying HR policies and processes, restructuring, and complex employee issues. Coached employees on people management, career development, personal leadership, and 360 assessments. • Integrated I&D into all business/HR processes, systems, and tools, building accountability into recruitment, retention, and development. S • Consulted with Business Unit and/or functional leaders in areas such as organizational assessment, succession planning, organizational structure, and workforce planning change management to strengthen overall organizational capability. • Led Employee Engagement Task Force – Team of 5 • Drove diversity recruitment efforts within established division guidelines working with the Recruiting COE. Partner with managers in developing hiring and compensation strategies Partnered with Talent Acquisition to recruit diverse talent slated from targeted schools throughout the US. • Implemented behavioral-based interviewing and streamlined interviewing process to reduce phone screens by 54% and face to face interviews by 63%. • Managed HR metrics, including weekly, monthly headcount reports, vacancy reports, new starters, and exit interviews reporting monthly and quarterly. • Grew grassroots D&I initiatives into robust programs that ensure all employees feel included within a standalone business. • Lead and manage TF Black and Women's ERGs by supporting goals, plans, and initiatives while ensuring compliance to ERG policies, practices, and guidelines. Human Resources Consultant Doe & Ingalls ( Acquired by Thermo Fisher Scientific) 2009 – 2012 Partnered and support talent management programs, including leadership development, succession planning, and performance management. • Strong customer service mindset with the desire and ability to understand the client needs and deliver exceptional client service at all levels. • Trusted Advisor creates strategic partnerships with leaders to effectively align with, influence, and support key business objectives. • Knowledge of applicable employment law, FMLA, ADA, EEO, FLSA OFCCP regulation. • Informed and counseled clients on HR policies, procedures, performance management, recruitment, employee relation issues, and matters relating to employment law. EDUCATION Master of Science (MS), Information Science, minor in Project Management, North Carolina Central University, Durham, NC Bachelor of Arts (BA), Public Administration, minor in Business, North Carolina Central University, Durham, NC Diversity and Inclusion Certificate Cornell University 2021 Master Series for Distinguished Leader (MSDL) Skinner Institute Certified Leadership Coach John Maxwell Institute

## Volunteer Experience

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Served as Vice President of Communications for the PTA, Wake County Public Schools. Led employment workshops through the ESC in Northampton County. Currently a Board Member for Ronald McDonald House Charities and a supporter of St. Jude, The Woman's Club of Raleigh.

## Education

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Master of Science, Information Science Project Management, North Carolina Central University, Durham, NC Bachelor of Arts, Public Administration Business Minor, North Carolina Central University, Durham, NC Certified Career Coach

## Comments

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[Head\\_of\\_HR2022.pdf](#)

Upload a Resume

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

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Please upload a file

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## Demographics

Date of Birth

### Gender \*

☒ Female

### Ethnicity \*

☒ African American

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## Other

### How did you become aware of Wake County volunteer opportunities?

☒ Current Wake County Volunteer

### If you selected "Other" above, how?

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Please upload a file

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## 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](#).

Rachael Boone

# RAE BOONE, CCP, MIS

Raleigh, NC

(919) 538-6374

[hrbpraleigh@gmail.com](mailto:hrbpraleigh@gmail.com)

## TACTICAL| STRATEGIC HUMAN RESOURCES BUSINESS PARTNER | DIVERSITY AND INCLUSION

### Align Employees & Organizational Development Plans with Business Vision, Strategies & Performance Measures

Strategic HR professional, 360 Certified Coach, and collaborative partner with extensive experience in start-ups, turnarounds, and high-growth organizations. Close gaps between organizational demand and available talent and deliver marked improvements in employee satisfaction/engagement, individual/team performance, and revenue/profit growth by developing comprehensive talent management, leadership development, and workforce planning strategies, programs, and practices.

- Planning & Consulting
- Training & Development
- Employee Relations & Advocacy
- Downsizing & Reduction-in-Force
- HR Management & Leadership
- Talent Acquisitions & Recruitment
- Performance Management & Improvement
- Change Management
- HRIS Management, Administration & Improvement
- Diversity & Inclusion Program Manager

## PROFESSIONAL EXPERIENCE

### BEEVOLVEDHR USA –HUMAN RESOURCES CONSULTANT FIRM

2015-PRESENT

#### HEAD OF HR

##### BeEvolvedHR: Client: Private (Start-up-Company Acquired February 2022)

Spearheaded the launch of the Human Resources organization from the ground up for an e-commerce company. Grew the company from 17 to 150. Worked closely with directors and managers through mentoring, coaching, advising on employee and labor relations, risk management, workforce planning, and appropriate, thorough investigative strategies. Implemented a company-wide benefits program that accommodated employees. The benefits program included medical/dental/vision, EAP, 401(k) retirement plan, life insurance and short-term disability.

- Administered the corporate insurance plan ensuring adequate coverage. Adequate coverage was not in place prior.
- Completed compensation benchmarking and pay bands for over 50 positions including comprehensive and compliant job descriptions.
- Vetted and implemented Paylocity as the company HR and Payroll software. — Integrated open API's to ensure compliance, accuracy, and effectiveness within the department. — Saved the company an estimated \$100k in outside accounting fees
- Managed and proactively partnered with the recruiting team, defining a formal recruiting process to build a strong pipeline of candidates with skills and qualifications aligned with the consistently changing needs of the company. — Managed partnerships with outside recruiting agencies when necessary.
  - Implemented the internal ATS that integrated with Paylocity, saving an estimated \$15k annually.
  - Handled all recruiting until June 2021 when a recruiting team was established.
- Created a comprehensive and automated on-boarding process to enable the HR team to scale with the explosive growth. Protected stakeholder interests by monitoring and implementing changing regulations through company policies, procedures, and practices.
- Maintained company employee handbook and company policies and procedures. Implemented employee HR portal
- Maintained company-wide HR compliance, including annual filings including 5500's, AA, and EEO.
- Maintained an excellent partnership with legal counsel ensuring HR knowledge and compliance.
- Participated with external partners to facilitate merger activities while performing due diligence for the HR function.

##### BeEvolvedHR: Client Clearwater Analytics (Completed RPO Project)

Managed pipeline activity and maintain data integrity, and proactively share data-centric updates with internal stakeholders

- Recruited full life cycle, client partnership, candidate generation, and candidate closing. Successfully manage high volume of applicants and close searches against a specified timeline.

- Facilitated and led meetings and key initiatives and projects with client groups, and with the recruiting teams, that will continuously improve and scale our recruiting operations and results
- Established and maintained meaningful relationships with management and key cross-functional stakeholders internally (e.g., Recruiting, HR, Compensation, and Diversity teams)
- Drove offer process - including extending offers, negotiations, closing candidates, and generating offer letters
- Engaged in diversity and inclusion hiring strategies
- Demonstrated Data Integrity and ability to understand Data to help influence hiring

**BeEvolvedHR: Client Circassia Pharmaceutical/ Consultant (Completed Project)**

Led HR for NA Business partnering with Business Leaders, reporting to Global VP of HR in the UK. Provided HR expertise directly to Sales, Marketing, IT, and Finance, including a strong understanding of a commercial organization. Reorganized and downsized a non-revenue generating business function.

- Advised, mentored/coached, and guided all management levels, developing positive employee engagement capability and leadership skills.
- Coached, consult, and advise on talent reviews and driving the annual merit planning cycle working with business leaders.
- Build credibility and trust among employees. Resolve employee concerns through compassion, a systematic approach, clear documentation, and follow-through.
- Partnered with Legal and Compliance and outside resources as needed, ensuring establishes complaint regarding employment laws.

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Led HR for NA recruiting business. Ramped up North Carolina-based Life Science group of 50 new full-time equivalents (FTE) employees and 248 seasonal positions within four months supporting (Sales, Marketing, Legal, IT)

- Created HR processes and built from scratch recruiting methodologies and process flow for North American Business.
- Rolled out the company's first HR policies and procedures, acting as interim NA leader, working directly with the company's president after Business dissolved from Bayer Science.
- Led and managed
- Managed HR metrics, including weekly, monthly headcount reports, vacancy reports, new starters, and exit interviews.
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**October 2015-Presnet**

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**Ettain Group: Client: CISCO Durham, NC**

**February 2015- October 2015**

**Global Program Manager, Diversity Equity, and Inclusion**

Advised & partnered with Talent Acquisition and Leadership & Team Intelligence teams to integrate, consult and create awareness of the CISCO's solutions designed to attract, develop, and retain diverse talent.

- Worked enterprise-wide across business functions & geographies at multiple levels of the organization, partner with Talent Acquisition and Talent Management to work externally with participants, stakeholders, and vendors such as GEM, NSBE, SHPE)

- Facilitated successful execution of enterprise-wide recruiting strategies for early in career and professionals.
- Responsible for the program lifecycle for identified work, from planning to execution.
- Worked enterprise-wide across business functions & geographies at multiple levels of the organization, partner with Talent Acquisition and Talent Management to work externally with participants, stakeholders, and vendors such as GEM, NSBE, SHPE)
- Appointed to co-lead the Next Generation Leaders Program focused on strengthening diversity leadership development across Cisco enterprise-wide.
- Brought new ways of thinking to identify, attract and recruit diverse talent. Interfaced with Employee Resource Groups (ERG) and external partners through events and meetings to successfully attract and recruit talent. Continuously seeks new ways to engage, attract and excite and develop talent.
- Oversaw and assisted in managing ERG spending, vendor statistics, and shared costs supporting enterprise initiatives and programs. Produce reporting and tracking of D&I spend to Senior Director.

**Thermo Fisher Scientific, Durham, NC**

**November 2009 – January 2015**

#### **Human Business Partner/Director**

Provided strategic HR leadership, solutions, process knowledge advice, and HR consultation to support a standalone business within Thermo Fisher. A member of the executive leadership team. Acted independently as HR head to strategize and provide initiatives promoting the organization's long-term stability and success. A highly matrix environment.

- Trusted advisor to coach business/functional leadership groups on issues, including applying HR policies and processes, restructuring, and complex employee issues. Coached employees on people management, career development, personal leadership, and 360 assessments.
- Integrated I&D into all business/HR processes, systems, and tools, building accountability into recruitment, retention, and development. S
- Consulted with Business Unit and/or functional leaders in areas such as organizational assessment, succession planning, organizational structure, and workforce planning change management to strengthen overall organizational capability.
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- Implemented behavioral-based interviewing and streamlined interviewing process to reduce phone screens by 54% and face to face interviews by 63%.
- Managed HR metrics, including weekly, monthly headcount reports, vacancy reports, new starters, and exit interviews reporting monthly and quarterly.
- Grew grassroots D&I initiatives into robust programs that ensure all employees feel included within a standalone business.
- Lead and manage TF Black and Women's ERGs by supporting goals, plans, and initiatives while ensuring compliance to ERG policies, practices, and guidelines.

#### **Human Resources Consultant Doe & Ingalls ( Acquired by Thermo Fisher Scientific)**

**2009 – 2012**

Partnered and support talent management programs, including leadership development, succession planning, and performance management.

- Strong customer service mindset with the desire and ability to understand the client needs and deliver exceptional client service at all levels.
- Trusted Advisor creates strategic partnerships with leaders to effectively align with, influence, and support key business objectives.
- Knowledge of applicable employment law, FMLA, ADA, EEO, FLSA OFCCP regulation.
- Informed and counseled clients on HR policies, procedures, performance management, recruitment, employee relation issues, and matters relating to employment law.



## EDUCATION

**Master of Science (MS), Information Science, minor in Project Management**, North Carolina Central University, Durham, NC

**Bachelor of Arts (BA), Public Administration, minor in Business**, North Carolina Central University, Durham, NC

**Diversity and Inclusion Certificate** Cornell University 2021

**Master Series for Distinguished Leader (MSDL)** Skinner Institute

**Certified Leadership Coach** John Maxwell Institute

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Capital Area Workforce Development Board

Please select your second Board preference: \*

☒ Triangle Transit Authority Board

Please select your third Board preference: \*

☒ Wake Technical Community College Board of Trustees

Please select your fourth Board preference: \*

☒ City of Raleigh Housing Appeals Board

Please select your fifth Board preference: \*

☒ City of Raleigh Planning Commission

Please select your sixth Board preference: \*

☒ Durham and Wake Counties Research and Production Service District Advisory Committee

PATRYCE

First Name

RISPRESS

Last Name

Middle  
Initial

514 OLD SCARBOROUGH LN

Street Address

Suite or Apt

Garner

City

NC

State

27529

Postal Code

What district do you live in?

☒ District 2

Home: (919) 862-7567

Primary Phone

Home: (919) 862-7567

Alternate Phone

ms\_ris@yahoo.com

Email Address

PAK ACCOUNTING

Employer

ACCOUNTING  
MGR/CONTROLLER

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:**

☒ Garner

**Interests & Experiences**

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

it is a way to give back to my community and be a part of it

**Work Experience**

business owner accountant

**Volunteer Experience**

Current: Treasurer of NMBAA RDU Chapter, Prior member of: Adult home care advisory, Treasurer NC TREIA. And Compass Youth board member

**Education**

BA~ MSA in accounting

**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 \***

☒ Female

**Ethnicity \***

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☒ African American

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**Other**

**How did you become aware of Wake County volunteer opportunities?**

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☒ Current Wake County Volunteer

**If you selected "Other" above, how?**

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Please upload a file

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**ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS**

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Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Human Services Board

Please select your second Board preference: \*

☒ Library Commission

Please select your third Board preference: \*

☒ Apex Planning and Zoning Board

Please select your fourth Board preference: \*

☒ Economic Development Commission

Please select your fifth Board preference: \*

☒ None Selected

Please select your sixth Board preference: \*

☒ None Selected

Jeffrey (Jeff)  
First Name

S  
Middle Initial

Reichard  
Last Name

103 Charlemagne Court  
Street Address

Suite or Apt

Cary  
City

NC  
State

27511  
Postal Code

What district do you live in?

None Selected

Mobile: (919) 616-0342  
Primary Phone

Home: (919) 616-0342  
Alternate Phone

reichjs@gmail.com  
Email Address

UNC Health  
Employer

Executive Director,  
Pharmacy Operations  
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:**

☒ Cary

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## Interests & Experiences

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

I am interested in serving my community, and utilizing my professional skills and experiences to benefit Wake County and its residents. I have had the opportunity to live and work in Wake County for the past 3 years, and prior to in Forsyth County. Outside of my job, I have volunteered time in community organizations to benefit the counties which I reside. I would be excited to contribute to the success of Wake County by serving on this Board.

## Work Experience

Healthcare Executive - 10+ years (pharmacist by training); responsible for system pharmacy operations at UNC Health

## Volunteer Experience

Board Member, Homeless Shelters, Transitional Housing - 5+ years; focus on finances, healthcare strategies, and long-term strategic planning Pharmacy Organization's in North Carolina and Nationally - 10+ years

## Education

BS - Auburn University PharmD - UNC Chapel Hill MS - UNC Chapel Hill

## Comments

Thank you for your consideration.

[Reichard\\_Curriculum\\_Vitae.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

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## Demographics

Date of Birth

Jeffrey (Jeff) S Reichard

**Gender \***

☒ Male

**Ethnicity \***

☒ Caucasian

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**Other**

**How did you become aware of Wake County volunteer opportunities?**

☒ Other

**If you selected "Other" above, how?**

Researching opportunities to become involved in my County

Please upload a file

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**ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS**

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# Jeff Reichard, PharmD, MS, BCOP

103 Charlemagne Court Cary, NC 27511 · 919.616.0342 (cell) · [reichjs@gmail.com](mailto:reichjs@gmail.com)

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## **EXPERIENCE**

### **UNC Health**

#### **System Executive Director, Integrated Pharmacy Operations**

**February 2022 – Present**

Summary: Reports to Chief Pharmacy Officer for UNC Health. The Executive Pharmacy Leader for Investigational Drug Services, Outpatient Pharmacy Services (Home Delivery Pharmacy, Retail Pharmacy, Specialty Pharmacy Services, and Transitions of Care), and Integrated Pharmacy Supply Chain Management (Procurement, Sterile Compounding, Centralized Distribution). Responsible for 240+ team members at nearly two dozen pharmacy locations, \$600 million in yearly revenue, and \$400 million in yearly drug spend.

#### **Key accomplishments:**

- Drive for the advancement and sustainable, scaling of national leading pharmacy services
  - Oversee hiring of two directors in last 12 months, who have both received high performance scores from 360 reviews (i.e., team, peers, leaders, executives)
  - Generate 20% increase in net patient revenue over prior year for outpatient pharmacies
  - Reduced drug inventory by nearly \$2M for acute care managed inventory sites
- Design successful or re-engaged business ventures to bring financial, quality, and customer satisfaction to existing partners through invested relationship building
  - Added and scaled contract pharmacy relationships which generated 80% additional operating margin back to Entities (\$2.5M operating margin)
  - Serve as pharmacy content leader for Organization's 'Go-to-market enterprises' in outpatient pharmacy i.e., contract pharmacy, direct-to-employer, specialty pharmacy
  - Re-negotiate contracts on behalf of health-system to increase value i.e., retail reconciliation/analytics for retail reconciliation, cost of goods evaluation tool
- Focus on the customer through innovation strategies to center workflows on customer perspective such as texting/digital engagement, integration customer solutions into electronic health record, considering health equity into operational design
  - Launched bi-directional texting which replaced live agent calls with 3,000 texts per month
  - Sponsor turning local projects into system solutions to create operational excellence including system-wide inventory management solution and DSCSA compliance
- Served as executive sponsor for system pharmacy well-being initiative, personally leading a front-line team through the ASHP Well-Being Ambassador program
- Engage Department leaders in strategic planning to mature core business elements and demonstrate the Department as a national leader in quality, safety, finance, and operations
  - Lead the Pharmacy Enterprise to gain approval of a \$25 million capital investment to relocate the organization's high volume / specialty pharmacy and IDS operations to a 60,000 sq. ft. next-generation facility
  - Completion of prior year strategic plan led to a 30-basis points improvement in Division's balanced scorecard



- Accelerated the expansion of cognitive services into multiple outpatient pharmacies to diverse revenue streams, including immunization services, hormonal contraceptives, and nicotine replacement therapies whereas prior no services were available

#### **System Director of Pharmacy**

**December 2019 – January 2022**

Summary: Leadership responsibility for specialty and home delivery pharmacy services within the health care system. Focus on strategy and execution to work collaboratively with teams to ensure patient care is optimized for all patients who receive these services. Responsible for 65 team members, \$315 million in yearly drug revenue, and \$230 million in yearly drug spend.

#### **Novant Health**

**July 2013 – November 2019**

#### **Senior Director of Pharmacy**

Summary: Leadership responsibility for all outpatient pharmacy services throughout the entire health system including hospital-based infusion centers, investigational drug services, inpatient and outpatient oncology services, specialty pharmacies, home delivery, and community pharmacies. Consistently ranked a top-tiered engaged leader for respective teams. Responsible for 225 team members, \$700 million in yearly revenue, and \$280 million in yearly drug spend.

Senior pharmacy leader for: (1) 12 hospital-based infusion centers where over 1,200 referring providers generated 40,000 visits and charges of \$375 million in 2019; (2) 15 cancer centers with over 130,000 encounters annually and drug expense over \$120 million; (3) 10 community pharmacies, supporting 450,000 prescriptions annually in collaboration with 580 medical group practices; and (4) strategic developer and thinker behind specialty pharmacy across integrated health-system. First five year specialty pro forma completed in 2018 doubled performance \$227 million (actual) v. \$107 million (budgeted).

#### **Director of Pharmacy**

Summary: Oversight for the health-systems hospital-based infusion centers, inpatient and outpatient oncology services, and specialty pharmacies. Focused strategy to work collaboratively with facility and clinical pharmacy teams to ensure patient care is optimized for all patients who receive services in these ambulatory care settings. Responsible for 115 team members and \$240 million in yearly drug spend.

#### **Pharmacy Oncology Manager**

Summary: Directed 11 outpatient oncology pharmacies and inpatient services across the Novant Health footprint. Oversaw 40 team members in the outpatient oncology pharmacies and \$110 million in annual drug spend.

#### **Acute Operations Pharmacy Manager**

Summary: Pharmacy leader for acute operations at Clemmons Medical Center, Kernersville Medical Center, Medical Park Hospital, and the Triad Offsite Surgical Centers, working in coordination with Director at Forsyth Medical Center a 1,000 tertiary care hospital. Responsible for 50 team members and \$30 million in annual drug spend.

## **EDUCATION AND TRAINING**

### **Master of Science in Pharmaceutical Sciences (focus in Pharmacy Leadership)**

University of North Carolina at Chapel Hill, June 2011 – June 2013

### **Specialty Residency, Health-System Pharmacy Administration**

University of North Carolina Hospitals and Clinics, July 2012 – June 2013

### **Pharmacy Practice Residency**

University of North Carolina Hospitals and Clinics, June 2011 – June 2012

### **Doctor of Pharmacy**

University of North Carolina at Chapel Hill, August 2007 – May 2011

### **Bachelor of Science**

Auburn University, August 2003 – May 2007

## **LICENSURE AND CERTIFICATIONS**

North Carolina Licensed Pharmacist (License # 21789), Active

Board Certification – Pharmacotherapy (License #3121591), Inactive

Board Certification – Oncology (License #5150833), Active

## **PEER-REVIEWED PUBLICATIONS**

### **Barriers and facilitators associated with implementing interventions to support oral anticancer agent adherence in academic and community cancer center settings**

Muluneh B, Muir M, Collins J, Proco D, Mackler E, Bryant A, Wood W, Tilkens M, Reichard J, Foster M, Gatwood J, Wheeler S, Zullig L, Lafata J; PLOS ONE July 2023

### **Clinical Outcomes of Oral Anticancer Regimens in NSCLC Patients Managed in an Integrated Health-System Specialty Pharmacy Program**

Tysinger K, Miller K, Nelkin H, Reichard J; *Pharmacy Times* 2022

### **Securing Specialty Oncology Contracts in a Data-Driven World**

Reichard J, Vest MH, McMillen K. 2020 *Pharmacy Times* 2020

### **Impact of specialty pharmacy taking ownership of the prior authorization process of multiple sclerosis specialty medications to increase access to infusible disease-modifying therapy (DMT)**

Whetstone M; Reichard J; Sigmon S *Journal of Drug Assessment*, 2019, VOL. 8, NO. S1, 26

### **Strategies for Successful IDN-based Specialty Pharmacy: The Financial Perspective**

Reichard J; Maki W *Specialty Pharmacy Times* August 2019

**Insider Advice on Building a Successful IDN-Based Specialty Pharmacy**

Lounsbery B; Reichard J; Schardt G *Specialty Pharmacy Times* January 2019

**Maximize Revenue In Infusion Services**

Reichard J and Sigmon S *Pharmacy, Purchasing, and Products* November 2018;  
15(11)36-45

**ASHP-HOPA guidelines on the roles and responsibilities of the pharmacy technician in ambulatory oncology pharmacy**

Bergsbaken J, Roman D, Earl M, McBride A, Olin J, Peele A and Reichard J  
*Am J Health-Syst Pharm.* July 2018

**USP <800> Compliance in Outpatient Infusion Clinics**

Berrios V, Smith D, and Reichard J *Pharmacy, Purchasing, and Products.* Dec 2017;  
14(12)2-3

**Pharmacy workload benchmarking: Establishing a health-system outpatient infusion productivity metric**

Reichard J, Garbarz D, Teachey A, Allgood J, and Brown J *J Oncol Pharm Practice.* 2017

**ASHP Statement on the Roles of Pharmacy Technicians**

Schultz JM, Jeter CK, Martin NM, Mundy TK, Reichard J, Van Cura JD *Am J Health-Syst Pharm.* 2016; 73:928-30

**Medication Safety Pharmacy Technician in a Large, Tertiary care, Community Hospital**

Brown K, Bergsbaken J, Reichard J *Am J Health Syst Pharm* February 15, 2016 73:188-191

**Pharmacy-Initiated Transitions of Care Services: An Opportunity to Impact Patient Satisfaction**

Reichard J, Savage S, and Eckel S *Hospital Pharmacy* 2015;50(10)

**Developing, Delivering, and Communicating Pharmacy Customer Service Standards**

Reichard J and Brown K. *North Carolina Pharmacist* Winter 2014;95(1):26-27

**Lean Methods to Improve Medication Reconciliation**

Tadjalli S and Reichard JR *Pharmacy, Purchasing, and Products* May 2014; 11(5):2-6

**Expansion of Immunizing Authority for Pharmacists in North Carolina**

Reichard J and Gates A. *North Carolina Pharmacist* Fall 2013;93(4):10-11

**An Introduction to Pharmacy Clinical Decision Support**

UHC Pharmacy Council Medication Use Informatics and Technology Committee  
*April 2013*

**Prospective Student Pharmacist Interest in a Rural Pharmacy Curriculum**

O'Connor S, Reichard J, Thrasher KA, and Joyner PU *American Journal of Pharmaceutical Education* 2012;76 (6): Article 105

## **PRESENTATIONS**

### **Exploring Oral Therapies for the Treatment of Chronic Lymphocytic Leukemia**

Reichard J, Hanna K. *Asembia Pharmacy Summit May 2022*

### **An Operational Check-Up: Reviewing the Status of Quality Metrics in Specialty Pharmacy**

Reichard J. *Asembia Pharmacy Summit May 2022*

### **The Perfect Pitch: Selling Specialty Pharmacy Within Your Health System**

Reichard J, James M. *Acentrus Specialty Conference April 2022*

### **Applying the Latest Evidence in Targeting JAK2 in Myelofibrosis: Clinical Updates for the Specialty Pharmacy**

Reichard J, Koselke E. *Asembia Pharmacy Summit May 2021*

### **Specialty Pharmacy Insights: Key takeaways from the Acentrus Specialty Conference**

Reichard J. Breland B. Diamantides E. *Becker's Healthcare Podcast April 2021*

### **Authenticity in Healthcare Leadership**

Reichard J. *UNC Eshelman School of Pharmacy Masters' Leadership Seminar March 2021*

### **Development and Implementation of a Balanced Scorecard to Drive Specialty Pharmacy Performance**

Reichard J. Summerlin C. *Acentrus Quarterly Clinical Meeting March 2021*

### **Visualize the Role of Digital Platforms for Consumer Engagement**

Reichard J. *Rx-to-OTC Switch Conference February 2021*

### **Pipeline Power: Keeping Your Eye on What's Next**

Reichard J. Chisholm J, Hinkle T. *Acentrus Specialty Conference January 2021*

### **AMCP Specialty Connect Symposium: Hepatocellular Carcinoma: The Evolving Treatment Landscape and Cost Utilization Strategies**

Reichard J. Peele A, Session J. *Pharmacy Times Continuing Education @ AMCP Nexus 2020 November 2020*

### **Specialty Pharmacy: Essential Takeaways from 2020**

Reichard J. *Medicom Guest Lecture Series September 2020*

### **Clinical Pharmacy Practice in Specialty Pharmacy and Transforming Clinical Excellence into Improved Specialty Pharmacy Performance**

Reichard J et al. *Acentrus Quarterly Clinical Meeting August 2020*

**Updates in Myelofibrosis: The Significance of JAK Inhibitors in Therapy**

Reichard J, Darling J. *Asembia Pharmacy Summit May 2020*

**Clinicians and Their Involvement in Establishing Value-Based Programs**

Reichard J, Peele A, Goldberg S. *Presentation at HOPA Value of Cancer Care Forum: Pharmacy's Call to Action Summer 2019*

**Harness the Power of Business Intelligence to Impact Your Oncology Practice**

Reichard J. *Presentation at HOPA Practice Management Meeting Fall 2018*

**Creating Oncology Content Experts to Support the Development and Growth for a PGY2 Oncology Residency Program**

Reichard J, Edwards A, Nelkin H, Nweke G, Brown M. Jay. *Pharmacy Quality Alliance Annual Meeting Poster Presentation 2018*

**Informatics Pearls 2017: Bytes of Informatics MCM Session**

Reichard J. *Presentation at ASHP Midyear Clinical Meeting 2017*

**Outpatient Oncology Productivity Modeling**

Reichard J. *Presentation at HOPA Practice Management Meeting Fall 2017*

**To Infinity and Beyond! Pharmacy Technicians as Informaticists**

Reichard J. Shaw B, Giacomelli B, Tillotson S. *Presentation at ASHP Midyear Clinical Meeting, 2015*

**Taking the Time: Using a Time-Motion Study to Evaluate the Value of an Automation Interface**

Reichard J. Wolfe A, Granko B *Presentation at ASHP Summer, 2013*

**GRANTS**

**Stover (MPI), Vest (MPI)**

**1/01/2022 – 12/31/2022**

**Hematology/Oncology Pharmacy Association (HOPA) - \$45,000**

**Patient-centered Pharmacy Pathway for Oral Chemotherapy (P3OC)**

The goal is to conduct a mixed methods study to develop a patient-centered pathway in the electronic health record for systematically tracking symptoms during oral chemotherapy. We will conduct a Delphi panel with pharmacists (clinical and specialty) to select key symptoms to assess during oral chemotherapy, interview patients about key symptoms, conduct usability testing of the EHR Smart Form with pharmacists, and conduct a small pilot study.

**Stover (MPI), Vest (MPI)**

**1/01/2022- 12/31/2022**

**Cancer and Aging Research Group (CARG) - \$20,000**

**National competition for pilot funds from the NIA R33 Cancer and Aging Research Group (CARG) Infrastructure Grant (R21AG059206/R33AG059206).**

Patient-centered Pharmacy Pathway for Oral Chemotherapy (P3OC) for older adults. The goal is to conduct a mixed methods study to develop a patient-centered pathway in the electronic health record for systematically tracking symptoms during oral chemotherapy for adults age 65 and older. We will interview older adults about key symptoms to assess, and conduct a small pilot study.

**PROFESSIONAL ACTIVITIES**

**American College Health Executives**

Member, 2022-Present

**American Society of Health – System Pharmacists**

Member, Medication Management Services 2018-2019

Member, Section of Inpatient Care Practitioners Committee on Nominations  
2015-2019

Member, HOPA / ASHP Guidelines on Role and Responsibilities of the Pharmacy  
Technician in Ambulatory Oncology Pharmacy 2016-2018

Member, Section Advisory Group on Mgmt of the Pharmacy Enterprise 2016-2017

Chair, Section of Inpatient Care Practitioners on Pharmacy Technicians and  
Support Services, 2014 – 2015

Vice-Chair, Section of Inpatient Care Practitioners on Pharmacy  
Support Services, 2013 – 2014

Advisory Group Member, Section of Inpatient Care Practitioners on Pharmacy  
Support Services, 2012 – 2013

**Hematology/Oncology Pharmacy Association**

Member, HOPA Practice Management Program Committee, 2017-2021

Vice-Chair, HOPA ONS Work Force, 2019

Member, HOPA / ASHP Guidelines on Role and Responsibilities of the Pharmacy  
Technician in Ambulatory Oncology Pharmacy 2016-2018

Member, HOPA Reimbursement Work Group, 2016-2017

**North Carolina Association of Pharmacists**

Health-System Practice Academy, Chair 2023-2024

Health-System Practice Academy, Chair-Elect 2022-2023  
Health-System Practice Academy Executive Team, 2021-2022  
Member-at-large, Health-Systems Forum, 2019-2020  
Immediate Past Chair, New Practitioner Network, 2017 – 2018  
Chair-Elect, New Practitioner Network, 2016 – 2017  
Chair-Elect, New Practitioner Network, 2015 – 2016  
Member-at-large, New Practitioner Network, 2012 – 2015  
Secretary, New Practitioner Network, 2013-2014

## **VOLUNTEERING AND SERVICE**

### **Families Moving Forward**

Board of Director, 2021-Present  
Board Treasurer, 2023-Present

### **Habitat For Humanity, Forsyth County**

Board of Director, 2017-2019

### **North Carolina Association of Pharmacists**

Board of Director, 2023-Present

## **HONORS AND AWARDS**

ASHP Best Practices Award, 2021. Pharmacist-Led Program Leads to Safe and Efficient Outpatient Initiation of AML Venetoclax-Based Regimen  
HOPA Travel Grant - 2018  
Howard and Mescal Ferguson Scholarship – 2009-2011  
Phi Lambda Sigma – 2010  
Eagle Scout – November 2000

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Capital Area Workforce Development Board

Please select your second Board preference: \*

☒ Capital Area Workforce Development Board

Please select your third Board preference: \*

☒ Capital Area Workforce Development Board

Please select your fourth Board preference: \*

☒ Capital Area Workforce Development Board

Please select your fifth Board preference: \*

☒ Capital Area Workforce Development Board

Please select your sixth Board preference: \*

☒ Capital Area Workforce Development Board

Tina  
First Name

Middle  
Initial

Gates Nix  
Last Name

100 Edgegrove Lane  
Street Address

Suite or Apt

Holly Springs  
City

NC  
State

27540  
Postal Code

What district do you live in?

None Selected

Home: (517) 204-3135  
Primary Phone

Home: (517) 204-3135  
Alternate Phone

kgatesnix@gmail.com  
Email Address

UNC Health  
Employer

Chief HR Officer  
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:**

☒ Holly Springs

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**Interests & Experiences**

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

Given my extensive experience in Human Resources leadership in the healthcare industry, I am deeply invested in developing a strong and skilled workforce that meets the needs of both our area employers and our local workforce.

**Work Experience**

30+ years of HR experience, which includes workforce development,

**Volunteer Experience**

Previous Workforce Development Board in Michigan

**Education**

MBA

**Comments**

[Gates-Nix\\_Resume\\_2024.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

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**Demographics**

Date of Birth

**Gender \***

☒ Female

**Ethnicity \***

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☒ Caucasian

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**Other**

**How did you become aware of Wake County volunteer opportunities?**

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☒ Other

**If you selected "Other" above, how?**

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Colleague at UNC who sits on Chapel Hill Chamber

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Please upload a file

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**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](#).

# Kristina Gates Nix, MBA, SPHR

517.204.3135 - [kgatesnix@gmail.com](mailto:kgatesnix@gmail.com) - [www.linkedin.com/in/gatestina](http://www.linkedin.com/in/gatestina)

Dynamic HR leader with over 25 years of experience driving organizational success through strategic human resources leadership. Proven track record in rebuilding HR's reputation by forging strong relationships with key stakeholders, empowering teams to perform at their highest level, and fostering a culture of engagement and trust. Adept at leveraging data-driven insights to inform workforce planning and optimize talent strategies and drive business outcomes. Seeking to lead transformational initiatives, aligning HR strategies with organizational objectives, and enhancing workforce performance through strategic planning and analytics.

## PROFESSIONAL EXPERIENCE

### **UNC Medical Center & Chatham Hospital, Chapel Hill, NC** **Chief Human Resources Officer**

November 2022 to Present

*Reporting directly to the system Sr. VP/CHRO, UNC Hospitals is the flagship facility of the UNC Health. A Level One Trauma Center with 923-licensed beds, 10,000+ employees, quaternary/tertiary care consisting of the N.C. Cancer Hospital, N.C. Children's Hospital, N.C. Memorial Hospital, N.C. Neurosciences Hospital and N.C. Women's Hospital in Chapel Hill and UNC Hospitals Hillsborough Campus, making up UNC Medical Center. Also responsible for Human Resource function for UNC Faculty Physicians consisting of over 80 practices and 1,500 staff; as well as Chatham Hospital, a 25 bed Critical Access Hospital. 8 direct reports.*

- Success in transitioning HR functions from a transactional, tactical role to a key strategic partner within the organization. By leveraging data-driven insights, workforce analytics, and advanced technology.
- Aligned HR initiatives with overall business objectives, resulting in enhanced operational efficiencies, increased retention and stronger collaboration with leadership.

### **Memorial Regional Hospital, Hollywood, FL** **Human Resources Director/Entity CHRO**

September 2014 to November 2022

*Reporting directly to the system Sr. VP/CHRO and CEO, Memorial Regional Hospital is the flagship facility of the Memorial Healthcare System. The Level One Trauma Center is one of the largest hospitals in Florida with 757-licensed bed, 4,500 employees, and quaternary/tertiary care with license oversight of Joe DiMaggio Children's Hospital, Memorial Regional South Rehabilitation hospital, Home Health, Adult Day Care.*

Led and managed all aspects of Human Resources operations, including employee relations, performance management, complex recruitment strategies, workforce planning, and organizational design. Coordinated the implementation of employee incentive programs and ensured alignment of subsidiary and corporate HR initiatives across the hospital. Acted as a strategic advisor to the executive team, providing guidance on HR strategies that supported overall business objectives. Ten (10) direct reports and over 50 indirect reports, a team comprised of the Human Resources department, Employee Health Services (system-wide), Memorial Regional Hospital Childcare Center, Spiritual Care, Volunteer, Retail and Valet Services.

- Rapidly assembled and led a high-performing HR team to support 4,500 employees, increasing HR response time by 40% and restoring credibility within the organization through clear policies and strong leadership.
- Implemented a Just Culture shared accountability system by establishing clear protocols and policies, ensuring sustained commitment and continuous education across all levels of the organization.
- Developed high-level analytics for workforce planning, utilizing technology to identify critical staffing shortages, which reduced reliance on agency labor. Implemented HR operations dashboards for position control, optimizing staffing and reducing turnover.
- Lead a development team in creating high-level analytics using current technology to identify critical staffing needs during a surge in quarantined staff, and successfully addressed the staffing crisis following the pandemic.
- Led a system-wide Workforce Planning Team that reduced external labor use through innovative recruitment and retention strategies. Partnered with local colleges and universities to create a pipeline of critical healthcare talent, filling hard-to-recruit positions.
- Designed and implemented a Teammate Ambassador Program that included comprehensive training and provided ambassadors with access to the employee survey. This initiative resulted in increased trust and credibility in the survey data, enhanced trust in leadership, and significantly improved overall employee engagement and ultimately placed employee engagement scores among the top in Press Ganey's rankings.
- Implemented succession planning that increased internal promotions by 15%, ensuring leadership continuity. Mentored emerging leaders across departments, creating a high-performance culture throughout the organization.

**Bayfront Health Punta Gorda, Punta Gorda, FL**  
**Human Resources Director**

December 2013 to September 2014

*Reporting directly to the CEO, formerly known as Charlotte Regional Medical Center, a 208 bed, for-profit, hospital. Operated by Community Health Systems and Bayfront Health, Florida's Gulf Coast regional network of 7 hospitals.*

Oversaw all aspects of HR operations, including employee relations, performance management, and complex recruitment strategies. Led the application and execution of incentive programs. Communicated and implemented subsidiary and corporate HR initiatives across the hospital.

- Successfully navigated various recruitment challenges, including high turnover rates and niche skill shortages.
- Collaborated with cross function team to develop and implement a new compensation structure for the Southwest Florida region, ensuring market competitiveness and alignment with organizational goals.

**McLaren-Greater Lansing Hospital, Lansing, MI**  
**Human Resources Director**

October 1990 to March 2013

*A teaching facility partnered with Michigan State University supporting over 150 residents, fellows and medical students from the College of Human Medicine and College of Osteopathic. A subsidiary of McLaren Health Care Corporation, an integrated managed healthcare entity with 389-beds, 2500 union and non-union employees, 3 collective bargaining agreements.*

Led a team of skilled Human Resource professionals on a daily basis. Developed and managed the annual budget to align with the hospital's financial objectives, both short and long-term. Oversaw complex talent management and recruitment initiatives. Regularly assessed existing labor relations programs to ensure compliance with regulatory standards. Took on strategic leadership responsibilities as interim Vice President of Human Resources.

- Successfully transitioned the organization's traditional defined benefit retirement plan to a defined contribution (403b) model, resulting in annual savings of \$6.2 million while maintaining employee satisfaction.
- **Acted as Chief Spokesperson for management during union contract negotiations**, leveraging strong negotiation skills to successfully introduce new initiatives across both union and non-union groups. Demonstrated the ability to maintain strong employee commitment while securing cost savings for the organization through effective collective bargaining strategies.
- Represented the organization on community healthcare coalitions, creating a talent pipeline filling critical vacancies for hard-to-recruit positions while strengthening ties with local colleges, universities and businesses to enhance workforce development.

**EDUCATION**

**Master of Business Administration – Focus on Human Resources**

Davenport University, Lansing, MI

**Bachelor of Business Administration – Focus on Human Resources**

Davenport University, Lansing, MI

**Senior Professional in Human Resources - SPHR**

**PROFESSIONAL DEVELOPMENT**

- Prosci Change Management
- Succession Planning Certification
- Just Culture Certification
- Situational Leadership
- Crucial Conversations & Crucial Confrontations Instructor
- Managing the Multicultural Workplace
- Performance Measurement and Improvement
- Negotiating Successful Agreements — Chris Laubach, Center for Management Programs
- Preparing for and Negotiating Labor Contracts — School of Labor and Industrial Relations, Michigan State University
- Process and Technique of Negotiating — Foundation of the American College of Healthcare Executives

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Citizen's Energy Advisory Commission

Please select your second Board preference: \*

☒ Capital Area Workforce Development Board

Please select your third Board preference: \*

☒ Industrial Facilities and Pollution Control Financing Authority

Please select your fourth Board preference: \*

☒ None Selected

Please select your fifth Board preference: \*

☒ None Selected

Please select your sixth Board preference: \*

☒ None Selected

CeCe

First Name

Grant

Last Name

Middle  
Initial

4700 Riverwood Cir

Street Address

#335

Suite or Apt

Raleigh

City

NC

State

27612

Postal Code

What district do you live in?

None Selected

Mobile: (202) 905-9014

Primary Phone

Mobile: (202) 905-9014

Alternate Phone

cece248@gmail.com

Email Address

Sierra Club

Employer

Director, Industrial  
Decarbonization

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

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## Interests & Experiences

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

I was raised in a household of public service and have volunteered for various civic organizations over the past 40 years. The desire to use my education and expertise to serve the public is a deeply held personal value.

## Work Experience

I have 15 years of experience working in city, state, and federal governments. I also have several years of experience working in workforce development, transportation, and environmental policy.

## Volunteer Experience

Appointed, Montgomery County Charter Commission Appointed, Maryland Climate Advisory Council Appointed, Montgomery County Grants Advisory Member Elected, Montgomery County Democratic Central Committee

## Education

M.P.S. George Washington University, Legislative Affairs M.A. Wayne State University, Communications B.A. Business Administration

## Comments

I've relocated from Maryland and have lived in the Triangle area for two years. I love my new home and would like to become civically engaged. Thank you for your consideration. (Note: I just bought a new home in Wake Forest and will be moving in April.)

[CeCe\\_Grant\\_NC\\_Resume.docx.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

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## Demographics

Date of Birth

**Gender \***

☒ Female

**Ethnicity \***

☒ African American

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**Other**

**How did you become aware of Wake County volunteer opportunities?**

☒ County Website

**If you selected "Other" above, how?**

\_\_\_\_\_  
Please upload a file

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**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](#).

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## Professional Experience

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### **Executive Director, DC Vote, Washington, D.C.**

**2023 - present**

Develop and execute the overall strategic, policy, and communications plans for the organization while expanding the capacity through robust fundraising from individual donors, foundations, and corporate partners. Uplift the issue of full voting rights for DC to a level of awareness with coalition partners and activists across the country. Serve as spokesperson for the organization with national and local media.

### **Director of Government Affairs, Dream.Org, Washington, DC**

**2021 – 2023**

Spearhead overall government affairs programs by communicating with lobbyists, electeds, industry, and key stakeholders on organizational policy priorities. Convene roundtables and policy forums to highlight issues and position organization as a thought leader. Collaborate with national advocacy groups to build strategic coalitions and political power. Realize bipartisan and bicameral support on climate change, criminal justice reform, and economic equity.

### **National Campaign Director**

Created an innovative, nationwide Common Ground on Climate campaign to develop political consensus among both parties for "common sense" state and local policy solutions. Demonstrated excellent cross-functional management strategies across our campaign, digital, communications, and policy functions. Advanced legislative objectives in Southern states by nurturing solid relations with state-based partners and consultants.

### **State Director, Conservation Voters of South Carolina, SC**

**2019 – 2020**

Organized 12 candidate events and workshops across South Carolina for execution of our "Change the Climate" Presidential Engagement program. Formulated a statewide platform for environmental justice organizations and convened a policy forum to launch the initiative and build sense of community.

### **Executive Director, The Transit Network, Washington, D.C.**

**2014 – 2018**

Oversaw transportation ballot initiatives across several states by delivering strategic policy analysis, technical assistance and staff trainings. Influenced legislation for additional transporting funds by devising and driving tactical plans and processes. Launched a national survey project, convening 63 transit advocacy groups across 37 states. Prepared budgets, reports, budget proposals, and presentation materials for sponsors by reviewing grant guidelines and identifying project costs.

### **Legislative Assistant, Senator Gary Peters, Washington, D.C.**

**2012– 2014**

Served as Senior Advisor to Congressman focusing on Health, transportation, education, environmental and labor policy and legislation. Collaborated with regional governments and stakeholder organizations to implement policy and appropriations proposals in the district. Write legislation, congressional reports, and speeches, scheduled town hall meetings to address issues in the district.

- Secured \$1.3M federal grant to construct the Troy/Birmingham Multi-modal Transit Centers, providing suburban connections to regional transit services.
- Realized \$3.5 B profit in economic growth of City of Detroit and restored loss of \$25 M TIGER funding for M1 Rail streetcar in Detroit by actively engaging with Congressional delegation, business leaders, and Obama Administration.

### **Regional Organizing Manager, Transportation for America, Washington, D.C.**

**2010 - 2012**

Supervised field staff to execute campaign strategy and media programs in different states. Partnered with the White House Office of Public Engagement to organize Transportation Town Halls in 14 states across the country to promote the passage of MAP-21.

### **Program Analyst, U.S. Department of Transportation, Office of the Secretary, Washington, D.C.**

**2009 - 2010**

Wrote and edited reports to Congress, policy drafts, FOIA requests, response letters and memos. Communicated with key staff to acquire clearances through Policy, Government Affairs, and Counsel.

**Master of Professional Studies (M.P.S.) Legislative Affairs |** George Washington University, Washington, DC

**Master of Arts in Communication Affairs |** Wayne State University, Detroit, MI

**Bachelor of Arts in Business Administration |** Baker College, Flint, MI



Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Capital Area Workforce Development Board

Please select your second Board preference: \*

☒ United Arts Grants Panels

Please select your third Board preference: \*

☒ Council on Fitness and Health

Please select your fourth Board preference: \*

☒ Historic Preservation Commission

Please select your fifth Board preference: \*

☒ Juvenile Crime Prevention Council

Please select your sixth Board preference: \*

☒ Planning Board

Durwin

Z

Carr

First Name

Middle Initial

Last Name

273 Glendale Circle

27332

Street Address

Suite or Apt

Sanford

NC

City

State

Postal Code

What district do you live in?

None Selected

Home: (919) 721-3085

Business: (919) 891-3353

Primary Phone

Alternate Phone

dz@getflooded.net

Email Address

Flooded

Owner

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:**

☒ Unincorporated Wake County

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## Interests & Experiences

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

I am a business owner and I am interested in get my community involved, job experience for young adults and encouraging career choices for those who need guidance.

## Work Experience

PSAV-I have experience in audio/visual and sound tech companies. Audio/Visual for corporate events and private parties. Musical Director- I was also a musical director for major religious organizations local and abroad for over 20 years. Flooded- I currently own a screen printing, embroidery, DTF, garment decorating company

## Volunteer Experience

NC BEACN- This is a Black Chamber Commerce in our local area which promote economic empowerment for black youth. HOPE OUTREACH- This is a orphan based organization that recruits adults to adopt under privilege and under service infants in Uganda.

## Education

Cape Fear Community College, Wilmington, NC Omega Recording School of Rockville MD

## Comments

This is a great opportunity to empower people who are looking to enhance their lives through work experience and on-the-job training.

[DZ\\_RESUME.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 \***

☒ African American

**Other**

**How did you become aware of Wake County volunteer opportunities?**

☒ Other

**If you selected "Other" above, how?**

Word of mouth

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](#).

# Durwin Carr

Worship Director

**w** www.dzcarr.com  
**c** 919-721-3085  
**e** mr.dzcarr@gmail.com  
273 Glendale Circle, Sanford, NC 27332

## EDUCATION



**JUNE 1992** **Burgaw, NC**  
Graduated from Pender High School

**August 1993** **Wilmington, NC**  
Cape Fear Comm. College  
Drafting & Design

**JUNE 1998-1999** **Sanford, NC**  
Central Carolina Community College  
Video and Broadcast Technique

**January 2004 -2006** **Rockville, MD**  
Omega Recording Studio  
Audio Engineering Arts

**January 2007 - 2008** **Frederick, MD**  
Frederick Community College  
Video Techniques

## SKILLS



Fluent in guitar, piano, organ, bass guitar, drums, banjo, vocals, Hymns, Contemporary Christian Music, Gospel, Southern Gospel and other genres. Also experience in Microsoft Office and Pro-tools, Ableton Live, Illustrator, Photoshop, Premier Video Editing, Reason, Logic X Pro, Universal Audio,

## AREAS OF EXPERTISE

20 years of leading worship, Directing musical bands, organizing large groups of singers and musicians, instructiong workshops, auditions, leading budgets, organizing major events, equipping venues, writing scripts, producing albums, arranging songs, recruiting musicians & singers, arranging concerts for different genres, leading mission trips for worship workshops, 20 years of studio engineering in multi-million dollar studios, 10 years of audio & visual productions, computer graphics, art & design

## WORK EXPERIENCE



**1990-1991**  
Coastal Carolina Studios **Wilmington, NC**  
**Engineering Assistant**

**1992-1993**  
Orange Grove Baptist Church **Durham, NC**  
**Musician**

**1994-1995**  
Shirley Ceaser **Various Locations**  
**Bassist**

**1995-2002**  
**Christian Provision Ministries**  
Pastor Charles Mellette 919-774-9462 **Sanford, NC**  
**Musical Director**

**2004-2009**  
**New Dimension Worship Center** **Frederick, MD**  
Pastor Alexander Hardy 301-228-2277  
**Musical Director**

**2007-2009**  
Weinberg Center for the Arts **Frederick, MD**  
**Stage Manger**

**2009-2015**  
**Christian Provision Ministries**  
Pastor Charles Mellette 919-774-9462 **Sanford, NC**  
**Musical Director**

**2011-Current**  
**All Nations Tabernacle**  
Pastor Charles Alexander 919-264-0591 **KnightDale, NC**  
**Musician**

**2016-2018**  
**Hope Community Church**  
Pastor Mike Lee 919-532-0620 **Raleigh, NC**  
**Worship Director**

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Capital Area Workforce Development Board

Please select your second Board preference: \*

☒ None Selected

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

Cameron	C	McNeill
First Name	Middle Initial	Last Name

529 Euclid St		
Street Address	Suite or Apt	
Raleigh	NC	27604
City	State	Postal Code

What district do you live in?

None Selected

Mobile: (919) 219-4563	Mobile: (919) 219-4563
Primary Phone	Alternate Phone

mcneill.cam@gmail.com
Email Address

Guild	Product Expansion Market Lead
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 have spent my entire career in workforce development—helping individuals access meaningful employment opportunities and ensuring businesses have the talent they need to thrive. At McKinsey, I worked with major Southeastern cities to analyze labor market trends and design economic growth initiatives. At the John M. Belk Endowment, I focused on strengthening North Carolina’s workforce system, leading public-private partnerships that secured critical state funding for community college workforce programs. Now, at Guild, I drive global workforce development strategy, partnering with Fortune 500 employers to expand access to education and upskilling opportunities for employees. What drives me is the intersection of two passions: workforce development and my commitment to North Carolina. I believe the strength of a community is deeply tied to the strength of its workforce, and I have spent years working to ensure that North Carolinians—whether through apprenticeships, upskilling programs, or employer partnerships—have pathways to economic mobility. Joining the Capital Area Workforce Development Board is an opportunity to bring my expertise home, applying my experience in corporate strategy, labor market analysis, and cross-sector partnerships to strengthen the workforce ecosystem in the Capital Area. I am eager to contribute my skills to help the board navigate evolving labor market trends, engage employers in meaningful workforce initiatives, and create more accessible pathways to economic success for individuals in our region.

---

## Work Experience

I currently lead new product launches at Guild - a leading workforce development company that partners with some of the largest employers in the US (e.g., Target, Disney, Lowe's). Previously, I was on Guild's Corporate Strategy team, where I built our market intelligence function and led cross-functional strategic projects. Before Guild, I worked at the John M. Belk Endowment (a ~\$350M dollar foundation focused on North Carolina's postsecondary + workforce development system), leading grant-making initiatives. I started my career as a consultant at McKinsey & Co, a leading global consulting firm, where I focused on higher education and economic development projects.

---

## Volunteer Experience

I currently volunteer on the Morehead-Cain Scholarship selection committee. I previously led McKinsey & Co. recruiting for UNC-CH. I recently completed the City of Raleigh Planning Academy, a five-week long program focused on urban/municipal planning.

---

## Education

I graduated from the University of North Carolina at Chapel Hill with a B.A. in Economics with Highest Distinction. At UNC-CH, I was a Morehead-Cain scholar, and made Dean's List all semesters.

---

## Comments

[McNeillCameron\\_Resume\\_02\\_25.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](#).

# CAMERON CALDWELL MCNEILL

529 Euclid St. Raleigh, NC 27604 || (919) 219-4563 || mcneill.cam@gmail.com

## EXPERIENCE

---

### GUILD (fka Guild Education)

Raleigh, NC || New York, NY || Remote

Series F workforce development company

*Product Expansion Market Lead / Sr. Corporate Strategy Manager / Corporate Strategy Manager*

7/2021 - Present

- Spearhead Guild's first net-new product into global markets; define product and market strategy, collaborate cross-functionally with engineering, product, and operations teams, and drive business growth across multiple Fortune 500 employers
- Led the market intelligence function; designed structure to gather, synthesize, and communicate insights to relevant stakeholders; act as internal subject-matter expert for all company-related market intelligence
- Explored and launched third-party ecosystem partnerships: created partnership theses, conducted research on market areas, evaluated players, presented business cases to leadership, and executed partnerships
- Conducted three due diligences; organized cross-functional leaders, developed and synthesized insights (e.g., modeling, memo-creation, company interviews), and maintained relationships with "target asset" leaders and third-parties
- Managed several cross-functional strategic initiatives concurrently (e.g., apprenticeships, global, government); developed and aligned recommendation with leadership, organized various functions, and monitored impact on the business
- Supported annual corporate strategy process through market and internal analyses; led to first KPI-driven corporate strategy

### JOHN M. BELK ENDOWMENT

Charlotte, NC || Remote

~\$350M foundation focused on North Carolina's postsecondary education system

*Fellow / Secondment from McKinsey*

8/2020 – 6/2021

- Reviewed and evaluated grant applications; provided guidance to grantees on tracking mechanisms, budget, and project strategy
- Developed and led first public/private partnership in foundation history; resulted in ~\$1M in state funds for an external ROI study on North Carolina's Community College System
- Managed junior team members, providing mentorship, feedback, and general support
- Consulted various North Carolina non-profits on operations strategy

### McKINSEY & COMPANY

Atlanta, GA

Global management consulting firm

*Sr. Business Analyst / Business Analyst / Summer Business Analyst (select engagements)*

Summer 2017 & 9/2018 – 8/2020

- PHARMACEUTICAL DEVELOPING COVID-19 VACCINE: Developed vaccine implementation plans for HR, Finance, and Legal functions; supported cross-functional coordination between research, manufacturing, and G&A during time of rapid expansion
- FOUR-YEAR UNIVERSITY: Led first-year yield operations efforts, increasing student enrollment ~10% year-over-year
- TOP-10 US METRO AREA: Analyzed and identified economic growth initiatives to pursue once COVID-19 subsidies
- PRIVATE EQUITY FIRM: Conducted due diligence on private tutoring company to determine nationwide market potential
- TECHNOLOGY SERVICES FIRM: Created sales staff scoring model with >100 inputs; projected to increase sales by >\$40M

### QUIZLET

San Francisco, CA

Online education company producing study aids for students and professionals

*Business and Operations Intern*

Summer 2016

- Determined country launch sequence for international expansion culminating in global campaigns in UK and Germany
- Modeled monthly user growth in conjunction with marketing efforts for 50M monthly users

## EDUCATION

---

### THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

Chapel Hill, NC

*Bachelor of Arts with Highest Distinction in Economics / Minor in Business Administration*

08/2014 – 05/2018

- Honors: Morehead-Cain Scholar (merit-based, full-scholarship); Dean's List all semesters; Omicron Delta Epsilon (Economics Honor Society)
- Semester exchange at Copenhagen Business School (Fall 2016)

## LEADERSHIP AND ACTIVITIES

---

**MOREHEAD-CAIN SELECTION COMMITTEE** – identify high-profile candidates

2023 – Present

*Semi-finalist selection committee*

**McKINSEY & COMPANY RECRUITING** – cultivated >75 candidates, leading to >10 offers

2018 – 2021

*Head of high-profile UNC recruiting*

**INTERESTS** – hiking (completed Inca Trail and month-long Wyoming National Outdoor Leadership School course), jogging, college athletics, indoor plants, urban planning (completed five-week City of Raleigh Planning Academy program)



Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Open Space and Parks Advisory Committee

Please select your second Board preference: \*

☒ Raleigh-Durham Airport Authority

Please select your third Board preference: \*

☒ Alcoholic Beverage Control Board

Please select your fourth Board preference: \*

☒ Capital Area Workforce Development Board

Please select your fifth Board preference: \*

☒ None Selected

Please select your sixth Board preference: \*

☒ None Selected

Kandace

First Name

Middle Initial

Roe

Last Name

4268 Saubbranch Hill Street

Street Address

Suite or Apt

Raleigh

City

NC

State

27616

Postal Code

What district do you live in?

None Selected

Mobile: (704) 785-1303

Primary Phone

Mobile: (704) 785-1303

Alternate Phone

kandaceithomas@gmail.com

Email Address

INE

Employer

Head of People Operations

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 interested in serving on a Board because I care about the city of Raleigh. Change is a constant in Raleigh. I am a North Carolina native and attended undergraduate at UNC. I work in Human Resources in Wake County and see many challenges that our area faces including recruiting top talent. By serving on a Board or Commission, I would love to be involved in the decisions and aid those who make them. I have worked a variety of fields including healthcare to technology and have learned so much about Wake County along the way.

## Work Experience

Head of People Operations at INE Human Resources Director at Holly Hill Hospital Human Resources Director at Carolina Center for ABA and Autism Treatment

## Volunteer Experience

I am a volunteer with Second Chance Pets in Cary, NC.

## Education

Bachelors in Psychology from the University of North Carolina at Chapel Hill Master's in Industrial Organizational Psychology at George Mason University

## Comments

I have loved serving on OSAPAC and would like to continue serving.

[Kandace\\_Roe\\_Resume\\_020723.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 \***

☒ Female

**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**

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# KANDACE ROE, SHRM-SCP, SPHR

Raleigh, NC 27616 | (704) 785-1303 | kandaceithomas@gmail.com | www.linkedin.com/in/kandaceroe/

## DIRECTOR, HUMAN RESOURCES



Talent-focused and resourceful professional with a growth mindset and 10+ years of experience developing robust HR strategies, introducing new recruitment approaches, and overseeing change management operations to meet desired outcomes. Well-versed in planning, executing, and reviewing employee relations and HR policies, programs, and practices. Excel in managing organizational development, performance optimization, and recruitment/retention of employees. Skilled in leading the employment/onboarding of new staff and mitigating risks regarding worker compensation and general liability to boost the morale of the employees.

- Conceptualized and established a job-specific performance management system, including a total compensation sheet to demonstrate total company investment, increasing compliance to 100%.
- Led coaching and mentoring sessions for enhancing the knowledge and abilities of up to 5 staff members.

### Core Competencies

- |                                      |                                   |                                 |
|--------------------------------------|-----------------------------------|---------------------------------|
| • Process Redesign/Change Management | • Staff Recruitment & Retention   | • Team Building & Leadership    |
| • Competency Models Development      | • Succession Planning & Execution | • Regulatory/Federal Compliance |
| • People Operations Administration   | • Continuous Improvement Culture  | • Conflict Management           |

## Professional Experience

**2022 to Present • INE, LLC • Cary, NC**

### HEAD OF PEOPLE OPERATIONS

- Optimize employee experience by establishing a positive and encouraging working environment, increasing ratings by 174%
- Lead all aspects of onboarding and HR tasks, such as recruitment, training, and development of 89 US based employees.
- Plan and initiate performance management and appraisal system with career growth ladders, boosting staff morale for all staff internationally and domestic.
- Coordinate with 4 international country partners for ensuring compliance with all federal, state, and local legislations.
- Conceptualize, design, and implement advanced change management strategies and procedures to meet desired HR goals, including leading HR through multiple C-suite changes.

**2021 to 2022 • HOLLY HILL PSYCHIATRIC HOSPITAL – A UHS FACILITY • Raleigh, NC**

### DIRECTOR OF HUMAN RESOURCES

- Ensured the safety of over 450 staff members by championing COVID employee policy in the largest psychiatric hospital in North Carolina, including mandatory vaccination policies
- Devised and executed active recruiting plan to fill over 30 positions while designing standardized interview questions
- Minimized audit time, streamlined the process, and improved compliance tasks by digitizing employee records and HR documents.
- Restructured the entire onboarding process for all employees while developing a compliant handbook with policies.

**2020 to 2021 • CAROLINA CENTER FOR ABA & AUTISM SERVICES • RTP, NC**

### DIRECTOR OF PEOPLE (HUMAN RESOURCES)

- Oversaw COVID response for all clinic locations, including procuring the vaccine for more than 200 employees, managing contact tracing, and approving FFCRA leave and policies as per set regulations.
- Managed and ensured 100% compliance, such as OSHA, Unemployment paperwork (hearings for appealed cases), ACA compliance, and adhering to insurance carriers that reimburse for organizational services.
- Maximized employee experience through fulfillment of all HRIS recruitment needs by directing and completing the execution of an updated HRIS system that facilitated in the growth of overtime and a new applicant tracking system.
- Led HR functions from 3 clinic locations to 6 clinic locations across North Carolina.
- Improved NPS scores by 20% through engagement programs, such as Anniversary rewards and new branded items for the staff.

**2019 to 2020 • CAROLINA CENTER FOR ABA & AUTISM SERVICES • Cary, NC**

### HUMAN RESOURCES MANAGER

- Streamlined HR operations through the development and implementation of a new professional development system based on employee feedback and initiated a Key Performance Indicators (KPI) review.
- Enhanced employee satisfaction by redesigning the onboarding process for clinicians and instituting exit interviews.
- Monitored and evaluated rapid changes and communicated with all employees, including All Staff Meetings.

## Education

**Master of Arts (MA), Industrial Organizational Psychology – GEORGE MASON UNIVERSITY**

**Bachelor of Arts (BA), Psychology, Minor: Women's & Gender Studies – UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL**

## Certifications

**SPHR – HRCI (2022) | SHRM – SCP – SOCIETY FOR HUMAN RESOURCES (SHRM) (2021)**

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Planning Board

Please select your second Board preference: \*

☒ Capital Area Workforce Development Board

Please select your third Board preference: \*

☒ Wake Technical Community College Board of Trustees

Please select your fourth Board preference: \*

☒ Open Space and Parks Advisory Committee

Please select your fifth Board preference: \*

☒ Library Commission

Please select your sixth Board preference: \*

☒ City of Raleigh Planning Commission

Daniel

First Name

Gilligan

Last Name

Middle  
Initial

6401 Rushingbrook Drive

Street Address

Suite or Apt

Raleigh

City

NC

State

27612

Postal Code

What district do you live in?

None Selected

Home: (919) 271-5137

Primary Phone

Home: (919) 271-5137

Alternate Phone

danielgilligan@gmail.com

Email Address

Office of NC Lt. Governor  
Hunt

Employer

Government Affairs Director

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 Members of the Commission: I remember my first swim lesson when I was about 4 years old in Optimist pool. I remember getting that big yellow Wake County Public Libraries card with the Cub Scouts in 4th grade. I remember how excited I was the first time I made it past the waitlist for an intro to pottery class at Sertoma. After growing up in Raleigh and attending NC State, I left to travel the world. I came back a few years later and after living a few other places, truly appreciated what a great place my parents had chosen to settle. When I moved back to the area as an adult, I chose where to live and later buy a home based on greenway access. Wake Public Schools and NC State provided a foundation that led to a doctorate and successful career. Over the last 20 years, I've been an educator and gotten to advise public officials from county commissioner to governors and senators in 17 states. I've also led policy think tanks and advised CEOs on tech policy. While that professional experience with public policy is important it can feel removed from direct impact on my community. Most importantly, as someone who grew up in Raleigh and now built my adult life here, I understand both our challenges and what makes us unique. I've seen the area grow from a sleepy suburban commuter town to the No.1 best performing large metro - I want to preserve what makes us a great place live while continuing to welcome new members of our community. As an adult, I appreciate how important the public services threaded through my life here are. The quality of life and community built in Wake don't happen by chance but by deliberate choices that builds and attracts a strong workforce. I now seek the opportunity to not just give back but help chart a path forward that builds on the shared values that made us all want to live here. I want to help find balanced solutions that preserve the quality of life that make this a place so many people want to live, and continue to expand economic opportunities. I believe serving on advisory committees is a new opportunity for me to not just bring my experience but learn even more about our incredible community. Thank you for your consideration, -Daniel Gilligan, PhD

## **Work Experience**

---

I have public policy experience across advising public officials from local to federal level and helping tech companies navigate complex regulatory environments over the last 20 years. As an educator I have taught courses on public policy and international studies. While I have done work in 17 states, the bulk of it has been here in my home of North Carolina. I'd love to leverage that variety of experience to meet the complex challenges our region faces - finding common ground solutions that preserve what makes this a thriving place to live while still welcoming new members of our community.

## **Volunteer Experience**

---

I've led two non-profits based in North Carolina focused on civic engagement. Most recently, I have volunteered helping sort, organize, and pack donations locally for our neighbors out west impacted by Hurricane Helene, and previously volunteered with the Salvation Army doing similar work with food distribution and holiday toy distribution.

## Education

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PhD, MA, Politics, Global Communications - Durham University (United Kingdom) BA, Political Science/Economics - North Carolina State University (Raleigh, NC, USA) Diploma, Wake Forest-Rolesville High School Google Professional Certificate, Project Management

## Comments

---

[Daniel\\_Gilligan\\_Resume.pdf](#)

Upload a Resume

[Daniel\\_Gilligan\\_-\\_](#)

[Letter\\_of\\_Interest\\_-\\_](#)

[Wake\\_County.pdf](#)

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?

☒ Current Wake County Volunteer

### 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](#).

Daniel Gilligan

## **Summary**

---

Policy advisor to Governors, CEOs, Attorneys General, and legislators in 17 different states. Tech industry experience facilitating a nation-wide advocacy coalition that passed sustainability legislation in 6 states, while spurring federal regulatory action.

## **Experience**

---

### **Avante Health Solutions/Transtate Equipment Company**

*Government Relations and Public Affairs*

September 2021 – Present

- Directly advise CEO and organizational leadership on government relations and public affairs while facing major federal legal challenge from global multi-national company.
- Collaboration with a US-wide coalition of trade associations and advocacy groups on “Right to Repair” campaign that garnered a favorable Federal Trade Commission ruling, Presidential Executive Order, and state legislative action in CA, CO, ME, MN NY, OR.
- Coordinated public affairs around litigation that set legal precedent in competition law.
- Developed advocacy strategy and internal policy on issues including AI, data privacy, intellectual property, competition, and clean energy to adapt to global regulatory environments.
- Monitoring and policy analysis of regulatory developments, industry trends, and state regulations in EU and US, provide strategic advice to leadership on potential impacts for tech company.
- Cross-functional strategic planning and integrated communications across media relations, legal, and policy to ensure alignment of messaging and business objectives.

### **Gilligan Policy Solutions**

*Public Policy and Communications Consultant*

December 2008 – Present

- Public policy and strategic communications consultant with experience in the US (federal level and in 17 different states), EU, and Central America.
- Public sector clients included: Gov. Roy Cooper (NC), Sen. Ed Markey (MA), AG Josh Stein (NC), AG Kathy Jennings (DE), NC Sen. Rachel Hunt, Fair Fight Action.
- Private sector clients in industries including clean energy, resource extraction, and tech.
- Crisis communications on closest US gubernatorial race in 4 different election cycles.



- Led policy advocacy efforts that fostered wins for clients in states as culturally different as Massachusetts and West Virginia during the same election cycle.
- Prepared public and private sector executives for live televised debates, media events, depositions, and government hearings.
- Manage projects and building teams from a variety of positional authorities on cross-functional teams in fast-paced environments.

## **Think NC First**

*Policy Director*

November 2014 – June 2020

- Organizational leadership of think tank with a cross-functional team of 7 direct reports.
- Public affairs management around litigation on constitutional challenges, civil rights, election law, and redistricting.
- Coached policy makers, civil society leaders, and elected officials to articulate complex policy to a variety of stakeholders including non-technical audiences.
- Government relations on a range of issues with an emphasis on the intersection of government policy and innovation on transportation and infrastructure, public health, public education, clean energy, environmental regulations, and sustainability.
- Research and development of over \$23M in paid media communications for coalition partners and users through multi-modal public opinion and behavioral research.

## **Education**

---

PhD, MA, Politics, Global Communications - Durham University (United Kingdom)

BA, Political Science/Economics - North Carolina State University (Raleigh, NC, USA)

Google Professional Certificate, Project Management

Daniel Gilligan, PhD  
Raleigh, NC  
[danielgilligan@gmail.com](mailto:danielgilligan@gmail.com)  
+1 (919) 271-5137

March 9, 2025

To Members of the Commission:

I remember my first swim lesson when I was about 4 years old in Optimist pool. I remember getting that big yellow Wake County Public Libraries card with the Cub Scouts in 4<sup>th</sup> grade. I remember how excited I was the first time I made it past the waitlist for an intro to pottery class at Sertoma. After growing up in Raleigh and attending NC State, I left to travel the world. I came back a few years later and after living a few other places, truly appreciated what a great place my parents had chosen to settle. When I moved back to the area as an adult, I chose where to live and later buy a home based on greenway access.

Wake Public Schools and NC State provided a foundation that led to a doctorate and successful career. Over the last 20 years, I've been an educator and gotten to advise public officials from county commissioners to governors and senators in 17 states. I've also led policy think tanks and advised CEOs on tech policy. While that professional experience with public policy is important it can feel removed from direct impact on my community. Most importantly, as someone who grew up in Raleigh and now built my adult life here, I understand both our challenges and what makes us unique. I've seen the area grow from a sleepy suburban commuter town to the No.1 best performing large metro for tech and growth. I want to continue to invest in the things that make Wake a great and distinct place to live, and still continue to welcome new members of our community.

As an adult, I appreciate how important the public services threaded through my life here are. The quality of life and community built in Wake don't happen by chance but by deliberate choices that build and attract a strong workforce. I now seek the opportunity to not just give back but help chart a path forward that builds on the shared values that made us all want to live here. I want to help find balanced solutions that preserve the quality of life that make this a place so many people want to live and continue to expand economic opportunities. I believe serving on advisory committees for Planning and/or Open Spaces and Parks is a new opportunity for me to not just offer my experience but learn even more about our incredible community.

Thank you for your consideration,  
-Daniel Gilligan, PhD

---

**Profile****Which Boards would you like to apply for?**

---

Capital Area Workforce Development Board: Submitted

**Please select your first Board preference: \***

---

☒ Capital Area Workforce Development Board**Please select your second Board preference: \***

---

☒ Economic Development Commission**Please select your third Board preference: \***

---

☒ Juvenile Crime Prevention Council**Please select your fourth Board preference: \***

---

☒ Criminal Justice Partnership Advisory Board**Please select your fifth Board preference: \***

---

☒ GoTriangle Board of Trustees**Please select your sixth Board preference: \***

---

☒ None Selected

Stephen

First Name

J

Middle  
Initial

Blewitt

Last Name

202 Beeston CT

Street Address

Suite or Apt

Cary

City

NC

State

27519

Postal Code

**What district do you live in?**

---

None Selected

Mobile: (617) 460-4620

Primary Phone

Home: (617) 460-4620

Alternate Phone

stephenblewitt@comcast.net

Email Address

Youth.Work.Connect., LLC

Employer

Co-Founder

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:**

☒ Cary

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## Interests & Experiences

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

I recently retired from a career in Finance and my wife and I relocated to Cary. I have a deep interest in youth employment and would like to contribute my experience and knowledge to help foster greater economic development which can benefit all citizens, and particularly youth. I believe that I can contribute to a Board or Commission where economic development is a focus or a part of a solution to a broader issue.

### Work Experience

Presently, Co-Founder of Youth.Work.Connect., a mission-based organization created to help high school youth from underserved communities build social capital to promote economic mobility. Previously had a 41-year career in finance for a large, global insurance company with most of my experience leading investment teams focused on investing in private companies, real estate, infrastructure, timber and agriculture. I have significant board experience with both public and private companies.

### Volunteer Experience

Director, Institute for Non-Violence Chicago Advisory Council Member, University of Chicago Graham School Former Finance Committee Member (and Chair), Town of Reading, MA Former Youth Coach (Basketball, Baseball, Soccer), Town of Reading, MA Long-time Blood Donor

### Education

Fellow, Leadership & Society Initiative, University of Chicago M.B.A., General Management, Boston University B.A., Economics, University of Chicago

### Comments

Through my work experience, I have significant knowledge of environmental, social, and governance and was Chair of my employer's Private Assets Sustainability Committee. I also have significant knowledge of diversity, equity, and inclusion and was Co-Executive Sponsor of one of my employer's Employee Resource Groups - "Valuing the Inclusion of Black Employees".

[Blewitt Resume 2025 Wake County.pdf](#)

Upload a Resume

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

Please upload a file

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## Demographics

Date of Birth

### Gender \*

☒ Male

### Ethnicity \*

☒ Caucasian

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## Other

### How did you become aware of Wake County volunteer opportunities?

☒ County Website

### If you selected "Other" above, how?

Please upload a file

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## 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](#).

Stephen J Blewitt

**Stephen J. Blewitt**  
**(617) 460-4620**  
[stephenblewitt@comcast.net](mailto:stephenblewitt@comcast.net)

## **EXPERIENCE**

### **Co-Founder, Youth.Work.Connect., LLC, Cary, NC**

- We are a mission-based organization created to help high school youth from underserved communities build social capital to promote economic mobility.

### **Global Head of Private Markets, Manulife Investment Management, Boston, MA**

- Lead private asset management business spanning real estate, infrastructure, timber, agriculture, private equity, and private credit, investing on behalf of Manulife and its clients, including public pension plans, corporate pension plans, insurance companies, family offices, and other institutional investors
- Lead global investment teams and global distribution for business
- Chairman and CEO of two SEC-registered investment advisers, Manulife Investment Management Private Markets (U.S.). Boston, MA and Manulife Timberland and Agriculture. Boston, MA
- Member of Board of Directors of Manager of Manulife US Real Estate Investment Trust, a publicly-listed Singapore REIT. Singapore.
- Member of Board of Directors of Albamen Capital Partners (Hong Kong) Limited. Hong Kong SAR
- Member of Private Assets Valuation Committee, member of Allocation and Conflicts Committee, Chair of Private Markets Sustainable Investing Committee

Integrated siloed investment teams which mainly operated within investment division of insurance company into an investment management platform leveraging a single brand, distribution, product development, and sustainable investing infrastructure. Redefined the relationship with insurance company such that the general account is now a client of the investment manager, and worked with Compensation team to develop a comprehensive carried interest plan to incentivize investment and non-investment professionals

### **Senior Managing Director, Hancock Capital Management, LLC, Boston, MA and Hong Kong SAR**

- Managed private equity and private credit investment funds on behalf of John Hancock and its third-party clients with overall responsibility for investment and personnel decisions
  - Raised over \$2.5 billion of capital for private investment funds from insurance companies, corporate pension plans, and family offices
  - Built a team of approximately 40 investment professionals and accounting / finance professionals to manage portfolios

Past and present member of Board of Directors of several public and private companies, including positions as Chairman and member of audit and compensation committees

### **Managing Director, Bond & Corporate Finance Group, John Hancock Life Insurance Company. Boston, MA**

- Led a team of analysts investing in public and private debt securities for health care, chemical and consumer product companies
- Led a multi-institutional team to oversee operating and capital decisions, and eventual sale, of six hotel properties located throughout the United States
- Created John Hancock's health care investment strategy to invest in hospitals, nursing homes, pharmaceutical companies, and medical device companies

### **Assistant Research Officer, Group Pensions, John Hancock Life Insurance Company. Boston, MA**

- Managed a team of financial analysts responsible for projecting cash flows for John Hancock's fastest growing product line – Guaranteed Investment Contracts and Single Purchase Annuities
- Received Corporate Award for development of liability projection system
- Learned a number of computer languages to build systems to price and manage Group Pension products

## **EDUCATION**

Fellow, Leadership & Society Initiative, University of Chicago, Chicago, IL.

M.B.A, General Management, Questrom School of Business, Boston, MA.

B.A., Economics, University of Chicago, Chicago, IL.

## **VOLUNTEER EXPERIENCE**

Director, Institute For Non-Violence Chicago, Chicago, IL.

Advisory Council, University of Chicago Graham School, Chicago, IL

Former Finance Committee Member (and Chair), Town of Reading, MA

Former Youth Coach (Basketball, Baseball, Soccer), Town of Reading, MA

Long-time Blood Donor

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Capital Area Workforce Development Board

Please select your second Board preference: \*

☒ None Selected

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

Tamika	W	Kelly
First Name	Middle Initial	Last Name

7151 Great Laurel Dr.		
Street Address	Suite or Apt	
Raleigh	NC	27616
City	State	Postal Code

What district do you live in?

None Selected

Mobile: (910) 759-3134	Business: (919) 832-3000
Primary Phone	Alternate Phone

tamika.walkerkelly@ncac.org
Email Address

North Carolina Association of Educators	President
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

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## Interests & Experiences

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

Education provides relevant skills and content development for students to enter our ever-changing workforce. As the President of NCAE, I can connect Pre-K through Post-Secondary insight to best serve citizens in the area of workforce development, from youth development to their families.

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## Work Experience

President North Carolina Association of Educators Jul 2020 - Present Lead the largest organization for Public School Employees in the State of North Carolina. NCAE is the state affiliate of the National Education Association (NEA). K-5 Music Educator Cumberland County Schools Aug 2007 - Present (13 yrs 8 mos) Educate 500+ elementary students the basic fundamentals of music (general music); Conduct an auditioned Honors Choir of 4th & 5th Grade students Westover District Teacher of the Year-2015 Morganton Road Elementary School Teacher of the Year 2015-2016 Serve as the In-School Facilitator for Positive Interventions and Support (PBIS) Initiative Served as Grade-Level Representative on School Improvement Team (SIT) Served as Club Guru and Facilitator for Google CS First Afterschool Program 2016-Present ClassDojo Mentor Hosted ClassDojo training session at Morganton Road Elementary to help teachers build incredible classroom communities. 2016-Present Cumberland County School Arts Education Curriculum Team Design and Deliver face-to-face and online Professional Development Content to Arts Education teachers.

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## Volunteer Experience

Ebony Pearl Mentoring and Scholarship Program Mentor Company NameSwing Phi Swing Social Fellowship, Inc. Dates volunteered Dec 2010 - Present Volunteer duration10 yrs 4 mos Serve as a committee member and mentor in the Ebony Pearl Mentoring and Scholarship Program which aids young girls (grades 5th-12th) in their transition to young women by providing educational seminars. In addition, the Harambee Graduate Chapter also helps these young girls raise and provide funds to pursue post-secondary education. Board Chair Company NameNorth Carolina Pearl Initiative Dates volunteered Jan 2015 - Aug 2017 Volunteer duration2 yrs 8 mos Served as the Board Chair of NCPI, which is a non-profit organization formed to encourage service in our community through civic awareness, health/holistic awareness, youth sports, and educational opportunities. Board Member Company NamePublic Schools First NC Dates volunteered Aug 2018 - Present Volunteer duration2 yrs 8 mos Serve as a representative for the Cumberland County Area to help further advocacy efforts to support a quality public education around the state of North Carolina.

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## Education

East Carolina University Master's Degree Educational/Instructional Technology 2016 - 2018 Activities and Societies: Phi Kappa Phi Masters of Arts in Education with a focus in Instructional Technology East Carolina University Bachelor of Music Music Teacher Education GradeK-12th 2001 - 2007 Activities and Societies: Elite Pirate Program-Class of 2007; Omicron Delta Kappa; EC Scholars; NC Teaching Fellows; Black Student Union

## Comments

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Upload a Resume

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

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Please upload a file

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## Demographics

Date of Birth

### Gender \*

☒ Female

### Ethnicity \*

☒ African American

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## Other

### How did you become aware of Wake County volunteer opportunities?

☒ Other

### If you selected "Other" above, how?

Fellow Educator

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Please upload a file

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## ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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Tamika W Kelly

Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: \*

☒ Capital Area Workforce Development Board

Please select your second Board preference: \*

☒ Library Commission

Please select your third Board preference: \*

☒ Commission for Women

Please select your fourth Board preference: \*

☒ Domestic Violence Fatality Review Team

Please select your fifth Board preference: \*

☒ Wake County Steering Committee on Affordable Housing

Please select your sixth Board preference: \*

☒ Wake Technical Community College Board of Trustees

Emily

First Name

Resk

Last Name

Middle  
Initial

1009 Wade Avenue

Street Address

Apt 210

Suite or Apt

Raleigh

City

NC

State

27605

Postal Code

What district do you live in?

None Selected

Mobile: (216) 630-9996

Primary Phone

Home: (845) 242-6291

Alternate Phone

emilymhoey@gmail.com

Email Address

North Carolina State  
University

Employer

Professional Development  
Coordinator

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

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## Interests & Experiences

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

I want to give back to the community and help elevate concerns. As an educator and counselor, I have a deep appreciation for people and I think I would be an asset to working collaboratively with teammates who all share a common goal of enacting meaningful, positive, systemic change.

## Work Experience

Academic Adviser, NC State (starting in January 2025) Professional Development Coordinator, NC State (Jan 2023-Dec 2024) Career Counselor, NC State (Jan 2021-Dec 2022) Case Manager, NC State (Jan 2022-May 2022) Orientation Coordinator, Stony Brook University (May 2021-Aug 2021) New Student Programs Coach, NC State (Aug 2020-Dec 2020) Student Success Coach, DePaul University (Jan 2019-Jun 2020) 1st Grade Teacher, Ogden Elementary (Aug 2019-Dec 2019 -- student teaching)

## Volunteer Experience

NC Peer Educator Conference Planning Committee (Dec 2024-present) Crisis Text Line (Dec 2020-present) Interpersonal Violence Prevention Educator (Mar 2021-Dec 2022) Career Development Newsletter Contributor (Nov 2021-Oct 2022)

## Education

B.S. Elementary Education - Language Arts, DePaul University (2019) M.Ed. Counselor Education (College Counseling & Student Development), North Carolina State University (2023)

## Comments

[EResk.CV.PhD.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 \***

☒ Female

**Ethnicity \***

☒ Caucasian

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**Other**

**How did you become aware of Wake County volunteer opportunities?**

☒ County Website

**If you selected "Other" above, how?**

Please upload a file

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**ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS**

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# Emily Resk, LCMHCA, NCC

(She / Her / Hers)

Raleigh, NC | (216) 630-9996 | [emilymhoey@gmail.com](mailto:emilymhoey@gmail.com) | [www.linkedin.com/in/emilyhoey](http://www.linkedin.com/in/emilyhoey)

## SUMMARY

Energetic and experienced higher education professional with 5+ years of expertise in student development, educational equity, and program design. Proven leader in high-impact student development passionate about fostering inclusive learning environments, building confidence in underrepresented student populations, and addressing systemic barriers to academic and career success. Adept in program development and management, intercultural communication, and data-driven evaluation. Licensed Clinical Mental Health Counselor Associate committed to supporting individual growth and organizational transformation.

## EDUCATION

**North Carolina State University**, Raleigh, North Carolina

May 2023

Master of Education, College Counseling and Student Development

Honors: North Carolina Career Development Association Graduate Student Scholarship, North Carolina Association of Colleges and Employers Graduate Student Scholarship Recipient, Chi Sigma Iota (Counseling Honors Society), Pride of the Wolfpack

GPA: 4.0 / 4.0

**DePaul University**, Chicago, Illinois

Dec 2019

Bachelor of Science, Elementary Education, Concentration in Language Arts

Honors: Dean's List, Presidential Scholarship, Woman of Spirit and Action, Education and Development Grant for Employability, Outstanding Senior Award

GPA: 3.6 / 4.0; *cum laude*

## PROFESSIONAL EXPERIENCE

**North Carolina State University, Career Development Center, Raleigh, NC**

Jan 2023-Present

*Professional Development Coordinator*

- Design and lead workshops for 500+ students on confidence, imposter syndrome, and career preparation. Selected to present at NACE (National Association of Colleges and Employers) Annual Conference on equity in career development.
- Lead "Career Champion" initiative, training 270+ faculty and staff to intervene in student career crises and support underrepresented students by addressing systemic barriers to career attainment.
- Expand the Career Ambassador program into a high-impact paid leadership role, increasing engagement and outreach event coverage by 38%. Recruit, train, mentor, and supervise 20+ student leaders to support an average of 4000+ peers annually.
- Supervise and mentor 2 graduate interns and Teaching Assistant helping them develop skills in student counseling and professional development, as developmentally appropriate. Evaluated overall effectiveness and promoted a culture of continuous improvement and ongoing support.
- Conduct 3000+ counseling sessions, supporting a diverse caseload of first-year students through periods of adjustment and career readiness by employing student development theories and multicultural counseling best practices.
- Establish and maintain innovative scalable solutions, including a digital resume dropbox, regular tabling presences across campus, large-scale drop-in career support events, asynchronous career programs, and DEIB-focused electives for Career Champions.
- Serve as primary office contact for scalable workshops and programming for groups such as student employees, professional development groups, and the Advisor Development Institute.
- Organize large-scale student events such as workshops, conferences, CareerCON, Professionalism Debunked (student fashion show), Career Champion program, training and onboarding sessions, and leadership development opportunities.
- Develop curriculum for and instruct "USC 203: Professional Development for Career Ambassadors" course, equipping students with facilitation skills and professional growth utilizing Moodle and Google Suite for content delivery.
- Create and maintain data-driven assessments to evaluate cross-functional program effectiveness and alignment with JEDI goals, including student leader outcomes, training objectives, and effectiveness of counseling delivery methods.

**North Carolina State University, Career Development Center, Raleigh, NC**

Jan 2021-Dec 2022

*Career Counseling Graduate Assistant*

- Delivered personalized career counseling sessions for first-year and College of Engineering students, supporting a caseload of 10,000+ students including significant first-generation and underrepresented student populations, focusing primarily on career identity development, resumes and cover letters, career fairs, interviewing techniques, and job search strategies.
- Created and implemented a "LinkedIn Showcase," empowering 20 first-generation students with hands-on opportunities to bolster their online presence and connect with employers over the course of a 4-month program focused on equitable career outcomes, peer engagement, and connecting first-generation students with meaningful employment opportunities.
- Facilitated large-scale workshops, empowering 700+ students with resources and strategies for successful career navigation, including ongoing partnerships with TRIO and Women and Minorities in Engineering Program (WMEP), focusing on the unique challenges and opportunities for first-generation, low-income, and underrepresented students.
- Analyzed critical data including measures of equity, resulting in improved resources for students and interdepartmental connections.

- Documented student sessions, workshops, and correspondence using ePACK (Symlicity) while maintaining confidentiality as per FERPA regulations.
- Authored and published 15 widely referenced sections of the Career Guide, the primary print material distributed by the Career Development Center.

**North Carolina State University, Prevention Services, Raleigh, NC**

Jan 2022-May 2022

*Graduate Intern*

- Provided individualized case management and referrals for undergraduate and graduate students experiencing personal, academic, or mental health challenges.
- Conducted comprehensive assessments to identify students' needs and systemic barriers impacting success, including financial and housing insecurity, mental health concerns, and issues of belonging; collaborating with campus and community resources to develop tailored action plans rooted in cultural competence and student development theory.
- Maintained detailed, accurate, and confidential case notes in accordance with university and legal standards, ensuring consistency and compliance in case management processes.
- Delivered educational presentations to campus groups on prevention-focused topics, promoting awareness of support services and fostering a culture of care in partnership with university departments and organizations.
- Participated in weekly multidisciplinary CARES team meetings to discuss ongoing cases, share updates, and develop intervention strategies with university staff and stakeholders.
- Engaged in data collection and analysis to evaluate the effectiveness of interventions and contribute to the continuous improvement of service delivery models.
- Assisted in planning and executing outreach initiatives aimed at increasing student engagement with Prevention Services and supporting the university's wellbeing goals.
- Demonstrated commitment to student success through advocacy, resource navigation, and proactive communication, contributing to institutional retention goals, and supporting marginalized students in achieving academic and personal success.

**Stony Brook University, New Student Programs, Stony Brook, NY**

May 2021-Aug 2021

*NODA (Association for Orientation, Transition, and Retention in Higher Education) Graduate Intern*

- Supervised 20 student leaders during orientation to discover strengths and areas of improvement, fostering leadership through individualized development plans and aligning with student development theories.
- Innovated and implemented a self-assessment tool based on NACE competencies for students to reflect on leadership experiences and articulate transferable skills gained from experiential learning.
- Devised and conducted training sessions and ongoing development opportunities on leadership, self-care, and effective feedback, supporting a holistic training environment.
- Facilitated online workshops for incoming students and families on topics such as financial resources, health and wellness, safety procedures, living on campus, commuting to campus, study abroad, and other experiential learning opportunities.
- Developed and executed all-staff retreat by gathering data about student staff needs, leveraging strengths of team, and designing engaging activities ranging in topics from exploring campus resources to diversity and justice.
- Counseled student leaders during crisis situations including personal and interpersonal issues, modeling healthy coping mechanisms, work-life balance, and appropriate help-seeking behaviors.

**North Carolina State University, Office of New Student Programs, Raleigh, NC**

Aug 2020-Dec 2020

*1887 Fellows Coach*

- Promoted holistic student success for a small group of highly motivated first-year students through regular, facilitated 1:1 discussions around goal development and attainment.
- Encouraged diverse and creative problem solving to address upcoming and present challenges to boost critical thinking and help-seeking skills among new students as they navigate their college transition.
- Implemented a goal-focused model of coaching to develop reflection, attentiveness, self-regulation, and resilience.
- Leveraged personal college experiences and knowledge of institutional processes to connect Fellows with university resources such as advisors, mentors, researchers, student organizations, and employers.
- Tracked student progress and offered ongoing, formative feedback to support flexible goal-setting and achievement resulting in improved retention, overall student professionalism, and clearer identity development.

**DePaul University, New Student and Family Engagement, Chicago, IL**

Jan 2019-Jun 2020

*Student Success Coach*

- Coached and mentored 120+ freshmen, primarily first-generation and underrepresented students, employing a supportive approach to help them achieve wellness and academic goals through 1:1 meetings, phone calls/text messages, email, and Zoom sessions.
- Hosted 400+ coaching sessions to promote reflection on college experiences, identify needs and challenges, set personalized SMART goals, strategize personal action plans, and support ongoing success beyond the first year of college.
- Developed action plans and resources to improve student retention and personal development, resulting in improved retention and academic performance.
- Designed and executed outreach initiatives, print materials, and virtual promotional content that improved visibility and

engagement with transfer, commuter, and less engaged students in student success programming as well as boosted internal efficiencies by providing easily accessible reference materials for coaches and students.

- Analyzed student data in collaborative effort with various student affairs offices to formulate an internal topical calendar identifying developmental student needs to proactively plan and execute events and initiatives avoiding duplication of efforts and improving communication between departments.
- Promoted to Team Leader, supervising and training 4 new coaches using 1:1 and group meetings to assess areas of strength, design improvement plans, and streamline student success initiatives. Recognized as a top performer for 2 consecutive years.

### **RESEARCH INTERESTS**

- Confidence and imposter syndrome as barriers to success for underrepresented and under-resourced students
- Intersectionality and its impact on self-efficacy and belonging in higher education
- Positive masculinity and its role in improving gender equity and reducing sexual violence

### **PROFESSIONAL PRESENTATIONS**

#### **“Empowering Tomorrow’s Innovators: Confidence-Building for Equity in Career Development”**

NACE Annual Conference

June 2024

#### **“Confidence is Your Superpower!”**

North Carolina Association of Colleges and Employers (NCACE) Annual Conference

May 2022

#### **“Don’t Let the Good Ones Get Away: Retaining Talent through a Pandemic”**

North Carolina Career Development Association (NCCDA) Annual Conference, Virtual

Feb 2022

#### **“Getting into Character: Using Empathetic Skills to Build Better Connectivity”**

Peer Tutor & Mentor Summit, DePaul University, Chicago, IL

Feb 2020

### **PROFESSIONAL CERTIFICATIONS**

- |   |           |
|---|-----------|
| • Licensed Clinical Mental Health Counselor Associate                           | Aug 2024  |
| • National Certified Counselor, National Board of Certified Counselors          | Sept 2023 |
| • Mental Health First Aid Certification, National Council for Behavioral Health | Dec 2022  |
| • Career Champion Certification, North Carolina State University                | Aug 2022  |
| • Values-Centered Leadership, DePaul University                                 | June 2020 |
| • Psychological First Aid, Johns Hopkins Bloomberg School of Public Health      | May 2020  |
| • Student Affairs Assessment Certificate, National Louis University             | Mar 2020  |

### **SERVICE & LEADERSHIP**

Volunteer, Crisis Text Line

Dec 2020-present

Interpersonal Violence Prevention Peer Educator, The Movement (NC State University)

Mar 2021-Dec 2022

Newsletter Intern, North Carolina Career Development Association

Nov 2021-Oct 2022