

Women's Advisory Board

Applicants At-A-Glance

Eligible For Reappointment

Name	District	Gender	Ethnicity
Alberti, Denawa	3	Female	African American
Ollison, Laci	4	Female	African American
Peterson, Tameka	1	Female	African American

One (1) Three-year term expiring November 30, 2027

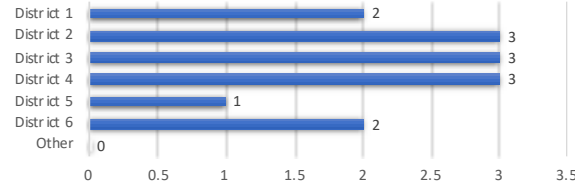
Name	District	Gender	Ethnicity
Chavez, Lesley	4	Female	Hispanic
Gregory, Betty	3	Female	African American
Griffin, Stephanie	4	Female	Caucasian/Non-Hispanic
Howe, Mecca	4	Female	Caucasian/Non-Hispanic
Stemmer, Olga	5	Female	Hispanic
Thompson, Queen	4	Female	African American
Tokpah, Michelle	1	Female	African American

WOMEN'S ADVISORY BOARD DEMOGRAPHICS

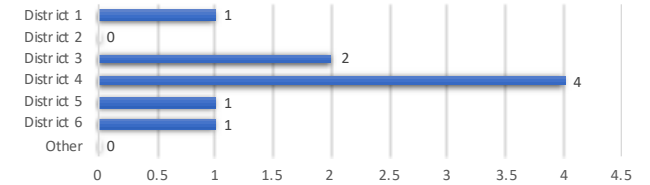
Districts

	Members	Applicants
District 1	2	1
District 2	3	0
District 3	3	2
District 4	3	4
District 5	1	1
District 6	2	1
Other	0	0
Total	14	9

Members by District



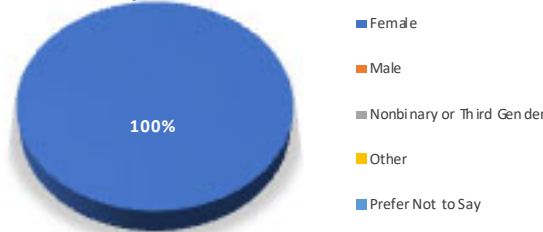
Applicants by District



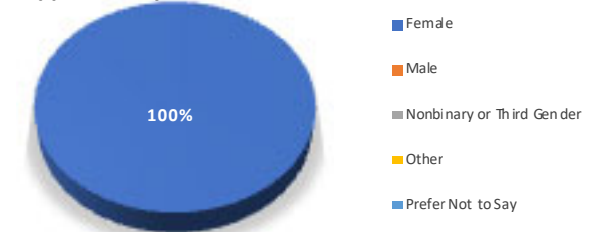
Gender

	Members	Applicants
Female	14	9
Male	0	0
Nonbinary or Third Gender	0	0
Other	0	0
Prefer Not to Say	0	0
Total	14	9

Members by Gender



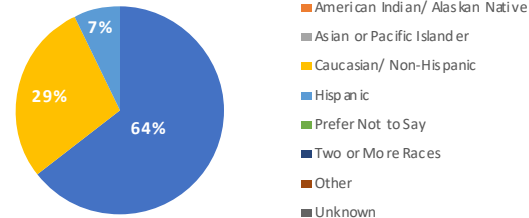
Applicants by Gender



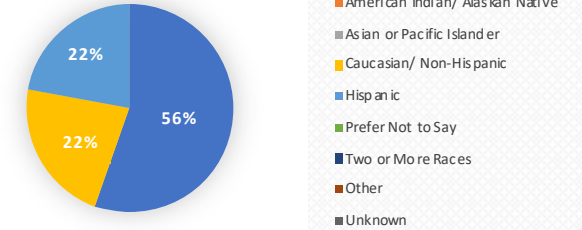
Ethnicity

	Members	Applicants
African-American	9	5
American Indian/ Alaskan Native	0	0
Asian or Pacific Islander	0	0
Caucasian/ Non-Hispanic	4	2
Hispanic	1	2
Prefer Not to Say	0	0
Two or More Races	0	0
Other	0	0
Unknown	0	0
Total	14	9

Members by Ethnicity



Applicants by Ethnicity



Women's Advisory Board

At-A-Glance

Eligible For Reappointment

Name	District	Gender	Ethnicity
Alberti, Denawa	3	Female	African American
Ollison, Laci	4	Female	African American
Peterson, Tameka	1	Female	African American

Statement to Applicants

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

Women's Advisory Board: Appointed

Laci

First Name

Ollison

Last Name

laci.ollison@gmail.com

Email Address

808 Hawthorne Ln

Home Address

Apt 431

Suite or Apt

Charlotte

City

NC

State

28204

Postal Code

Mobile: (910) 382-8170

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 4**How long have you been a resident of Mecklenburg County?**

2

Ethnicity *

 African American**Gender ***

 Female**My age range is (please select one): ***

 18 to 29

Interests & Experiences**Education**

North Carolina A&T State University, Johnson & Wales University

Batle Axe Digital

Employer

Senior Content Strategist

Occupation

Business and civic experience

Marketing consultant, small business owner, marketing executive, community organizer, owner of women's empowerment organization

Area of expertise and interests/skills

Digital marketing, social media marketing, women and children

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I have a passion for giving back, helping other's succeed, and making my community a better place

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

20

How did you learn of the vacancy? *

Other

If you answered other - Where did you learn of this vacancy?

Advertisement on the side of a parking garage

[Laci Ollison 2021 Resume_1_.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

Yes No

Are you a current Mecklenburg County employee?(If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecklenburgcountync.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

Are you aware of any known or potential conflicts of interest if you are appointed to this board?

Yes No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

I Agree

Signature of Applicant (Sign Your Legal Name):

Laci Ollison

Board Specific Questions



LACI OLLISON

COMMUNICATION SPECIALIST

SKILLS

Social media strategy

Public speaking

Web content development

Social media analytics

Corporate blogging

Project management

Layout design

Photo editing

Video editing

CONTACT

(910) 382-8170

LACI.OLLISON@GMAIL.COM



RELEVANT EXPERIENCE

DIRECTOR OF MARKETING AND COMMUNICATION

THE ARC OF LOUDOUN | JANUARY 2021-JANUARY 2022

- Managed and created content for all outbound marketing including email and social media
- Managed event logistics for a \$500k revenue generating event
- Managed marketing and logistics for all events
- Provided marketing support for six programs
- Oversaw volunteer program

COMMUNICATIONS/VISUAL ARTS COORDINATOR

WOMAN'S NATL. DEMOCRATIC CLUB | SEPTEMBER 2019-APRIL 2020

- Created content for all outbound marketing including email and social media
- Oversaw museum artifacts and coordinates with visual artists for showcases and events
- Managed and creates content for website
- Designed all printed materials including newsletter, sidewalk signs, and event flyers

SOCIAL MEDIA CONTRACTOR

VARIOUS COMPANIES | OCTOBER 2017-SEPTEMBER 2019

- Created and implemented social media strategy for B2C companies, non-profits, and religious organizations
- Managed email marketing strategies
- Wrote content for websites to improve search engine results

MARKETING ASSOCIATE COORDINATOR

RELIAS LEARNING | SEPTEMBER 2016 - OCTOBER 2017

- Created and implemented corporate social media strategy
- Oversaw high-performing paid social media campaigns
- Created engaging analytics reports to be presented to stakeholders

COMMUNICATIONS SPECIALIST

THE BELOVED COMMUNITY CENTER | AUG 2014 - MAY 2015

- Oversaw all aspects of media outreach
- Developed a social media strategy to increase the following of the company website
- Spearheaded creative marketing campaign



EDUCATION

BACHELOR OF ARTS, JOURNALISM AND MASS COMMUNICATION

NORTH CAROLINA A&T STATE UNIVERSITY | 2011-2015

CERTIFICATE IN WOMEN'S ENTREPRENEURSHIP

CORNELL UNIVERSITY | IN PROGRESS



CERTIFICATIONS

- Hubspot Content Marketing Certification
- Hubspot Inbound Marketing Certification
- Google AdWords Certification
- Google Analytics Certification



AWARDS

NORTH CAROLINA MEDIA ASSOCIATION

1ST PLACE, NEWS WRITING

JAN 2014

NORTH CAROLINA MEDIA ASSOCIATION

2ND PLACE, FEATURE WRITING

JAN 2015

NATIONAL ORGANIZATION OF BLACK ELECTED LEGISLATIVE WOMEN

LEADERSHIP FELLOW

2014-2015

Statement to Applicants

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

Women's Advisory Board: Submitted

Tameka

First Name

Peterson

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Tameka ONeal

godschild121@gmail.com

Email Address

7425 Garrett Ct

Home Address

Charlotte

City

NC

State

28214

Postal Code

Home: (704) 995-9692

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 1**How long have you been a resident of Mecklenburg County? Please include months, or years.**

7 years

My age range is (please select one): *

 46 to 55**Ethnicity ***

 African American**Gender ***

 Female

Interests & Experiences

Tameka Peterson

Education

Bachelor of Science in Healthcare Administration Masters in Business Administration

Novant Health

Employer

VP, Chief Provider
Experience Officer

Occupation

Business and civic experience

Healthcare professional for over 26 years Elevation Church Guest Experience team member (former) LISC-Charlotte Local Advisory Committee member (former) Safe Alliance board member (former)

Area of expertise and interests/skills

Excellent communication skills. Visionary and transformational leadership skills. Innovative.

Additional Comments

I have a strong desire to get engaged in the Charlotte area and surrounding communities. The Women's Advisory Board is an area of interest for me. I have always strived to be the best version of myself in all arenas and I empower others to do the same. "Iron sharpens iron"!

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Current Womens Advisory Board Member seeking 2nd term

Why are you interested in serving on the board(s) to which you are applying?

I have lived a hard life. I grew up in rural eastern NC with an unfavorable outlook for my future. Since moving to Charlotte, my career has elevated and I hope to further grow and develop personally by becoming a board member. Public service is rewarding since we are members of the community and can see the transformations occur. I want to be an integral part of the change!

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

15-20

How did you learn of the vacancy? *

Mecklenburg County Website

[Tameka Resume and bio.pdf](#)

Upload a Resume

Tameka Peterson

Disclosure

Are you a Mecklenburg County resident?

Yes No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

Disclaimer

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I Agree

Signature of Applicant (Sign Your Legal Name):

TAMEKA PETERSON

Board Specific Questions

TO

Tameka O'Neal, CPMSM, CBCS

EXPERIENCE

June 2021 - present

Vice President, Chief Provider Experience Officer •
Novant Health • Charlotte, NC

March 2019– June 2021

Sr Director, Credentialing & Medical Staff Operations •
Novant Health • Charlotte, NC

July 2017 – March 2019

Director, Medical Affairs (greater Charlotte market) •
Novant Health • Charlotte, NC

February 2016 – April 2019

Instructor •
Fast Track Career Prep • Wilson, NC

April 2014– July 2017

Director, Credentials Verification Office •
Vidant Health • Greenville, NC

May 2013 – April 2014

Medical Staff Support Specialist •
Vidant Medical Center • Greenville, NC

April 2012 – May 2013

Director, Patient Access •
Martin General Hospital • Williamston, NC

September 2008 – January 2012

Office Manager •
America Rehabilitation Services/Tri Therapy East • Greenville, NC

September 2002 – August 2008

Office Manager •
Therapeutic Innovations • Greenville, NC

June 2001 – September 2002

Insurance Analyst •
University Health Sys (Pitt County Memorial Hospital) • Greenville, NC

October 1998 – June 2001

Patient Services Manager •
Women's Health Center • Greenville, NC

EDUCATION

University of Mount Olive, Mount Olive, NC

Masters of Bus Admin, Healthcare Management December 2021

University of Mount Olive, Mount Olive, NC


Bachelors of Science, Healthcare Management December 2016
Magna Cum Laude




ABOUT ME

Innovative, results-driven professional, motivated to improve the performance of the organization by utilizing my vast **revenue cycle** knowledge, excellent **communication skills**, and **strong leadership** traits with an emphasis on **team building** and collaboration

 Charlotte, NC 28202

 704.995.9692

 godschild121@gmail.com

 <https://www.linkedin.com/mwlite/in/tameka-o-neal-cpmsm-cbcs-997090112>

ORGANIZATIONS

Phi Theta Kappa Honor Society
Delta Mu Delta International Honor Society in Business



Tameka O'Neal has been a leader in the healthcare industry for over 26 years. She originates from eastern NC and has experience in almost all facets of the patient revenue cycle. Some of her previous roles include Medical Billing and Coding, Practice Administrator for

OB/Gyn and physical therapy, Director of Patient Access, Medical Staff Services Specialist, and Director of Vidant's CVO. As a lifelong learner, she is constantly seeking new challenges and opportunities for personal and professional growth. She often tells folks that she has lived her life in reverse by having children early and now is an adult learner in college. She graduated magna cum laude in 2016 with a Bachelor of Science degree in Healthcare Management from the University of Mount Olive. Tameka is a Certified Billing and Coding Specialist, Certified Professional Medical Services Management and is also currently completing her MBA.

In July 2017, she made a big decision and moved from eastern NC to Charlotte to work at Novant Health as the Director of Medical Affairs for the greater Charlotte market. She later became the Senior Director of Credentialing & Medical Staff Operations (CMSO) for Novant Health in May 2019. Recently, she advanced to a newly developed role and named Vice President and Chief Provider Experience Officer. Outside of work, she volunteers as the Guest Experience team leader at Elevation Church, serves a Local Advisory Committee member for LISC Charlotte, and enjoys her 4 grandsons. She believes in God first, family second, and then everything else.

Statement to Applicants

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

Women's Advisory Board: Submitted

Denawa

First Name

D

Middle
Initial

Alberti

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Denawa Williams

denawa.alberti@gmail.com

Email Address

4235 Millennium Ave Apt. 12101

Home Address

Charlotte

City

NC

State

28217

Postal Code

Mobile: (919) 464-8161

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 3**How long have you been a resident of Mecklenburg County? Please include months, or years.**

9 years 7 months

My age range is (please select one): *

 30 to 45**Ethnicity ***

 African American**Gender ***

 Female

Interests & Experiences

Denawa D Alberti

Education

BA in Biology from Meredith College, Certified Yoga Instructor, Certified Birth Doula and Community Herbalist in pursuit of clinical certification

Double Dose Wellness
Employer

CEO
Occupation

Business and civic experience

I have served on the boards at my daughters schools for North West school of the arts and for Barnette Elementary school, I am a community supporter. I have served on the Womans Advisory Board for 1 term. I sit on the NC Doula Organization Board as well

Area of expertise and interests/skills

I am interested in what happens in Charlotte not just for myself but for people who look like myself. I think it is important to have people like myself available to add insight that others who dont live within the community may have.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

no

Why are you interested in serving on the board(s) to which you are applying?

I am VERY interested in the Small Business Board as a small business owner I often wonder if the decisions made have true small businesses in mind it would be amazing to add insight in the conversation. I am also very interested in the Womans Board as a woman I think it is incredibly important to have equality as well as conversation that is also geared to women of color. I am also interested in the Park and Recs board because I feel that it is very important to also have a voice in regards to how facilities are used, maintained.

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

I am a small business owner so I have the freedom and flexibility to be available as needed but I would say 10 hours a month

How did you learn of the vacancy? *

Word of Mouth

If you answered other - Where did you learn of this vacancy?

I am apart of Charlotte Moms group where there was conversation about having more people of color on the boards to add insight, because I have served on boards within education for this exact reason I wanted to apply

Denawa D Alberti

Disclosure

Are you a Mecklenburg County resident?

Yes No

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Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

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I Agree

Signature of Applicant (Sign Your Legal Name):

Denawa Alberti

Board Specific Questions

Denawa Alberti

To obtain a rewarding position in a fun environment that allows space to grow and learn.

CONTACT

(919) 464-8161

denawa.alberti@gmail.com

doubledosewellness.com

EXPERIENCE

Birth Doula, Charlotte NC — *Entrepreneur*

Oct 2020 - Present

- I support families throughout pregnancy, labor and delivery
- Create birth designs with families
- Beginner Child education

Blogger, Telecommute — *Mindfulness Lifestyle*

Jan 2019 - Present

- Created and actively maintained the site while also editing, writing, and researching topics for publication.
- Displayed knowledge and comprehension of Wordpress to create a clean and user-friendly
- Conducted analysis on blog's effectiveness using Google Analytics tool, SEO and delivered analytics and ROI reports to companies
- Designed website layout and content
- Maintained effective working relationships with networks and affiliates
- Developed and implemented various communication strategies for affiliates
- Developed relevant and special themed content to attract readers, blogging across topics such as hotel, airline, and rental car reward programs as well as detailed hotel and restaurant reviews
- Responded to blog comments and reader emails

Working Solutions, Telecommute — *Local Help Supervisor*

July 2013 - March 2020

- Provide best solutions to agents by clarifying their inquiry, determining root cause of issue.
- Analyzed workflow and assignments to ensure efficient and cost effective operations; created and implemented processes and service improvement as needed.
- Maintain broad knowledge of products, policies, promotions, procedures and other important issues through management of communications, huddles, self learning courses, client focus groups and formal training.

Xerox, Raleigh — *Learning and Development Consultant*

Sept 2012 - Sept 2014

- Advise and partnered with leadership team to align corporate training team's focus and goals
- Managed and supervised 50 employees while maintaining accurate payroll and human resource information management records in an inbound call center environment.
- Conducted on-going evaluation to ensure training effectiveness and to continue to affing based on feedback and assessment measurement results.evolve program content. Continuously refined curricula, delivery approaches and staffing based on feedback and assessment measurement results.

Wake County Public Schools, Raleigh - *ID Modified Level I Assistant*

July 2010 - Sept 2012

- Educated, counseled and managed instructional time and students through effective design and facilitation of instructional presentations and discussions while incorporating various methods of delivery, ensuring a diverse learning environment.
- Tutored and assisted children individually and in small groups in order to help those master assignments and to reinforce learning concepts presented by teachers.
- Collaborated with teacher in planning and organizing, evaluating instructional activities.

EDUCATION

Meredith College, Raleigh - *BA Biology*

Jan 2004 - Nov 2006

Power Pilates, Greensboro - *Beginner/Intermediate Mat I*

Feb 2019

Power Pilates, Greensboro - *Advance Mat*

Mar 2019

RYT-200, Charlotte - *Power Yoga, Ashtanga, Slow Flow and Restorative Yoga*

Aug 2019

PRYT- Prenatal, Charlotte - *Prenatal + postnatal yoga*

Women's Advisory Board

Applicants At-A-Glance

One (1) Three-year term expiring November 30, 2027

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Tokpah, Michelle	1	Female	African American

Statement to Applicants

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

Women's Advisory Board: Submitted

Lesley

First Name

A

Middle
Initial

Chavez

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

leallyn@att.net

Email Address

11005 Shipwright Lane

Home Address

Charlotte

City

NC

State

28215

Postal Code

What Mecklenburg County District do you live in? Please verify below. *

 4**How long have you been a resident of Mecklenburg County? Please include months, or years.**

13 YEARS

My age range is (please select one): *

 30 to 45**Ethnicity ***

 Hispanic**Gender ***

 Female

Interests & Experiences

Education

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE - DOUBLE MAJOR IN COMMUNICATION STUDIES/MASS MEDIA AND SOCIOLOGY. I FEEL THAT MY EDUCATION HAS EQUIPPED ME WITH AN UNDERSTANDING OF SOCIAL BEHAVIOR, CULTURAL DYNAMICS, AND STRONG COMMUNICATION SKILLS.

ALBEMARLE CORPORATION

Employer

TALENT AND
PERFORMANCE PROGRAM
MANAGER

Occupation

Business and civic experience

I have over 7 years of experience in working in the HR sector and I believe my education and transferable skills will make me a great asset to the Women's Advisory Board. My expertise includes program management, total rewards, strategic communications, content creation, community initiatives, developing and maintaining relationships with shareholders and talent and performance development. I am also active in several non-profit mentorship programs that focus on raising leaders and restoring families and communities through the dedicated support and mentorship of middle school, high school, and university aged children and young adults. These programs have taught me valuable leadership skills such as the ability to give constructive feedback to encourage and foster confidence, patience and dedication to establish an atmosphere of trust and mutual respect, and adaptability to plan accordingly but also pivot, if need be, to meet any unique needs that may arise in day-to-day activities.

Area of expertise and interests/skills

I am confident that my on-the-job skills and experience align with the requirements of the position and am both teachable and a team-player excited to grow my career in this field. Moreover, my interpersonal skills, creativity, attention to detail and commitment to excellence make me an ideal candidate for the role.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I believe this will be a rewarding experience for me to collaborate with other residents and leaders who also have a passion for positively impacting our community.

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

4

How did you learn of the vacancy? *

Social Media

Lesley A Chavez

Disclosure

Are you a Mecklenburg County resident?

Yes No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

Disclaimer

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I Agree

Signature of Applicant (Sign Your Legal Name):

Lesley A. Chavez

Board Specific Questions

Lesley A. Chavez

CONTACT

828-244-6179



leallyn@att.net

Charlotte, NC

EDUCATION

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

Bachelor of Arts - BA, Sociology

Bachelor of Arts - BA, Communication Studies

LANGUAGES

- FLUENT IN SPANISH

TRAINING

- FOUNDATIONS FOR HUMAN RESOURCES
- BENEFIT CERTIFICATE SERIES
- NON-DISCRIMINATION
- CUSTOMER SERVICE

PROFILE

As an experienced Human Resources professional, I possess a diverse background encompassing employee benefit, HR compliance, talent development and performance, HRIS management, and internal communications. I have successfully developed and managed programs in both the private and public sectors.

EXPERIENCE

Talent + Performance Program Manager *Albemarle Corporation*

02/2023 - Current

- Support the talent and performance agenda by researching organizational talent information, maintaining talent database pools of approximately 5,600 employees, tracking and reporting on critical and developmental roles, and aligning developmental opportunities for our employees.
- Support programs to address business needs relating to team building, leadership development, talent reviews, and global and regional rotations.
- Design/implement effective internal communications solutions related to talent and performance through multiple channels (newsletters, system notifications, content etc.) in partnership with communication and HRIT teams.
- Coordinate with key partners and stakeholders to regularly surface key reporting metrics, and work with Power BI to view Talent Analytics and tell a greater story regarding our Employee Development and Succession Planning.
- Work closely with global program managers for preparation and coordination of organizational effectiveness programs and processes.
- Assist in continuous improvement and development of global communication managing timelines and milestones while adapting global content for regional requirements.
- Responsible for managing workday system requirements and improvements for performance management and talent processes. Streamlined system configuration requirements for performance management eligibility, reducing redundancies in criteria by over 50% (from 20 to 8 rules)
- Create Toolkits and Career Mapping Guides for Talent and Performance Processes for HRBPs, Managers, and Employees, and Early Talent Interns.
- Serve in multiple leadership roles in employee groups.
 - Latinx ERG as the talent attraction, communications, and community engagement chair.
 - Corporate Office Toastmaster's Club as the VP of Membership.
 - Charlotte Impact Council as for philanthropic giving lead.

Benefits Consultant *Coca-Cola Consolidated*

01/2022 - 02/2023

- Support benefit plan administration including benefits eligibility, amounts and duration, leave and disability compliance and reporting, benefits administrative reporting, validation, exception management, activities for newly eligible employees, ongoing participation and routine enrollment transactions, and retirement/termination process.
- Administer health plans, including enrollments, changes, and terminations for over 17,000+ employees.
- Employee Engagement: Work alongside Latin-American Leaders to establish a focus group with the goal of empowering the Latin-American

Statement to Applicants

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

Women's Advisory Board: Submitted

Betty

First Name

S

Middle
Initial

Gregory

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Betty Stephens

bgregory8460@gmail.com

Email Address

2422 Purser Drive

Home Address

Charlotte

City

NC

State

28215

Postal Code

Mobile: (704) 491-1519

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 1**How long have you been a resident of Mecklenburg County? Please include months, or years.**

39 years

My age range is (please select one): *

 Over 55**Ethnicity ***

 African American**Gender ***

 Female

Interests & Experiences

Betty S Gregory

Education

AAS Paralegal Studies NC Notary Public NC Certified Peer Support Specialist NC Certified Older Peer Specialist

Charlotte Center for Legal
Advocacy

Employer

Paralegal Advocate Part
Time

Occupation

Business and civic experience

CURRENT/PAST AFFILIATIONS • Chair, 28th Southeast Woman to Woman Conference - August 2024 • Volunteer Events Coordinator and Resources Advocate for Residents of Senior Affordable Housing Unit - Guardian Angel Villa in South Charlotte (2021-2022) • Chair, 57th First Virtual Women's International Conference - Charlotte, February 2021 • Former member of CMPD Chief's Advisory Council • Founder of "Breaking Barriers: Building Bonds," initiative to strengthen community unity between African American Older Teens and CMPD OTHER **PREVIOUS ACTIVITIES** • Volunteer - NC Department of Public Safety (2015 - 2020) • Team Member, St. Matthew Catholic Church CRHP Retreat, Volunteer with Our Daily Bread Ministry, and perform clerical volunteer duties for Catholic Charities (2017 - 2022) • Member, CMPD Eastway Division Court Watch Program (2016 - 2018) • Took AA meetings in to the Mecklenburg County Jail for 4 years • Chair of the Unity Committee for Metrolina Intergroup AA for 4 years • Chair, Corrections Committee of AA for 2 years • Co-chair, Charlotte-Mecklenburg Community Relations Committee's, sub-committee for planning Dr. Martin Luther King, Jr. Holiday Celebration, 2000-01 • One of two finalists for Susan B. Reynolds Award, 1998

Area of expertise and interests/skills

Active and dedicated member of Alcoholics Anonymous for past 46 years; filled multiple services position at the local level; chaired the first virtual Women's International Conference in 2021, Chaired the 28th Southeast Woman to Woman Conference for women members of AA; founded and continue to coordinate the Annual Women's Spiritual Retreat for the past 15 years (now being held in the spring and fall); conducted AA meetings in the Mecklenburg County Jail for four years.

Additional Comments

I believe my life lessons and experience will bring much to the Women's Advisory Board and help women come out of the shadows of substance abuse.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes

Why are you interested in serving on the board(s) to which you are applying?

I would like to share with the Advisory Board information that may help them to become more aware of the alcohol abuse and other substances that is so prevalent in our county that does not get addressed because we are not at the table of the decision makers. There is a special need to hear from the voices of those of us in our senior years whose addiction is being mis-diagnosed or not diagnosed at all and we are dying at earlier ages than need be.

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

8-10 hours per month

How did you learn of the vacancy? *

Mecklenburg County Website

[Betty Sharpe Gregory Resume 9.15.24.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

Yes No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

I Agree

Signature of Applicant (Sign Your Legal Name):

Betty Sharpe Gregory

Board Specific Questions

BETTY SHARPE GREGORY

2422 Purser Drive

Charlotte, NC 28215

(704) 491-1519– Cell

bgregory8460@gmail.com

SKILLS

- North Carolina Certified Peer Support Specialist – 2024-2026
- North Carolina Certified Older Adult Peer Specialist – 2024-2026
- North Carolina Paralegal Advocate
- North Carolina Notary Public expires 2025
- Computer skills including MS Word, Excel, PowerPoint, Publisher; Outlook, Teams, Zoom, and some Access
- Lexis-Nexus; Comparite; filing court papers; screening prospective legal client calls
- Customer service, complaint resolution, collection activities
- Interview juvenile defendant clients in criminal matters and develop report for attorney
- Research and resolution of sensitive customer complaints
- Excellent oral and written communication skills
- Excellent community organizing, team coordinating abilities

EMPLOYMENT

Paralegal Advocate – Part-time Hybrid

05/23 – 04/24 and 09/17/24 – until ?

6/22 – 8/22

Charlotte Center for Legal Advocacy (Julianne Taylor, Supervising Attorney)

- Conducted telephone and in person interview and screening of prospective clients to assist them with various legal matters such as Social Security Administration and DSS Food Stamp Overpayments; Assist in helping clients get reinstated for Medicaid;
Foreclosure Prevention, HOA Foreclosures, Erroneous Credit Reporting, Car Dealership Fraud, amongst other legal issues
- Prepared letters and emails to clients or opposing attorneys
- Conduct extensive research

Executive Assistant to Chief Nuclear Officer/Legal Secretary II

6/99-7/08

Duke Energy Corporation, Charlotte, NC

- Managed CNO's calendar, including anticipating needs and proactively adjusting meeting schedules and air travel as required
- Prepared correspondence, PowerPoint presentations, and drafted agendas for meetings

- Coordinated internal and external meetings and scheduled catering when needed
- Compiled and submitted CNO's expense reports for approval by CEO
- Coordinated domestic and international travel
- Maintained and updated complex legal confidential filing system
-

Legal Secretary/Word Processing Coordinator

2/97-5/99

**Kilpatrick Stockton LLP Charlotte,
NC**

- Coordinated legal documents workflow submitted to Automated Support Department for typing and proofing.
- Supervised staff of six legal word processors.
- Typed and proofread voluminous legal documents.

EDUCATION

Franklin K. Lane High School – Jamaica Queens, NY

Paralegal Technology, AAS, June 2014 - ABA-approved program

Central Piedmont Community College, Charlotte, NC

NC Certification as an Older Adult Peer Specialist, North Carolina Department of Health and Human Services, August 8 – 10, 2024

NC Certification as a Peer Support Specialist, UNC School of Social Work, Behavioral Health Springboard – April 2024 to April 2026

CURRENT/PAST AFFILIATIONS

- Chair, 28th Southeast Woman to Woman Conference - August 2024
- Volunteer Events Coordinator and Resources Advocate for Residents of Senior Affordable Housing Unit – Guardian Angel Villa in South Charlotte (2021-2022)
- Chair, 57th First Virtual Women's International Conference – Charlotte, February 2021
- Former member of CMPD Chief's Advisory Council
- Founder of "Breaking Barriers: Building Bonds," initiative to strengthen community unity between African American Older Teens and CMPD

OTHER PREVIOUS ACTIVITIES

- Volunteer – NC Department of Public Safety (2015 – 2020)
- Team Member, St. Matthew Catholic Church CRHP Retreat, Volunteer with Our Daily Bread Ministry, and perform clerical volunteer duties for Catholic Charities (2017 – 2022)
- Member, CMPD Eastway Division Court Watch Program (2016 – 2018)
- Took AA meetings in to the Mecklenburg County Jail for 4 years
- Chair of the Unity Committee for Metrolina Intergroup AA for 4 years
- Chair, Corrections Committee of AA for 2 years
- Co-chair, Charlotte-Mecklenburg Community Relations Committee's, sub-committee for planning Dr. Martin Luther King, Jr. Holiday Celebration, 2000-01
- One of two finalists for Susan B. Reynolds Award, 1998

Statement to Applicants

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

Women's Advisory Board: Submitted

Stephanie

First Name

W

Middle
Initial

Griffin

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Stephanie Wujcik Griffin

stephanie.w.griffin@gmail.com

Email Address

3100 Libeth St.

Home Address

Charlotte

City

NC

State

28205

Postal Code

Home: (856) 313-9074

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 4**How long have you been a resident of Mecklenburg County? Please include months, or years.**

8 years, 4 months

My age range is (please select one): *

 30 to 45**Ethnicity ***

 Caucasian/Non-Hispanic**Gender ***

 Female

Interests & Experiences

Stephanie W Griffin

Education

M.S. Ed. in Higher Education from the University of Pennsylvania B.A. in History from Bryn Mawr College

Trinity Episcopal School

Employer

Assistant Head of School
for Academics

Occupation

Business and civic experience

I am member of the Civic Leadership Academy cohort with the City of Charlotte, and I have previously served on my neighborhood association board. I volunteer as a coach for Girls on the Run, and I am the Board Secretary for the Bryn Mawr College Alumnae/i Association Executive Board.

Area of expertise and interests/skills

My work as an educator and senior administrator has enriched my approach to programmatic and instructional design. I have honed my ability to use and apply intentional design processes that include rigorous research, collaborative ideation, and effective delivery with key stakeholders and community members at the center of the process. I work tirelessly to analyze complex interconnected systems, identify patterns and trends, examine behavioral dynamics, and architect feedback loops that drive outcomes. To this end, I consistently toggle between higher-level visioning and the execution of that vision through detailed systems and decisive actions that are structured, mission-oriented, and sustainable. Additionally, my career in education has equipped me with knowledge of design-based methodologies, including expertise in determining when and how to utilize specific approaches, frameworks, and facilitation methods to best engage others and motivate action. The success of this work is grounded in meticulous organization, clear communication, and authentic relationship-building. My comprehensive organizational skills and my ability to manage multiple projects will enable me to contribute successfully to the Women's Advisory Board as it manages shifting civic priorities, and my engagement with internal and external constituents and community members of all ages has strengthened my verbal and written communication skills. These communication skills enable me to adeptly collect, synthesize, and share information via various media and to a wide range of audiences. Most importantly, my career has illuminated for me the critical importance of establishing strong relationships with stakeholders at every level. By listening carefully and communicating openly, I aim to create environments where individuals of all ages and backgrounds feel valued and empowered to contribute their perspectives and expertise.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

N/A

Why are you interested in serving on the board(s) to which you are applying?

As a lifelong advocate for women's equality and empowerment, I am eager to serve the Mecklenburg County Women's Advisory Board. Throughout my career, I have worked to address the systemic challenges women face and have led initiatives focused on educational access and opportunities for young women and girls, and I am hoping to continue this work in new and different ways.. The Board's mission to elevate women's emerging needs through education and service resonates with my commitment to creating meaningful change in our region, and I am eager to contribute my expertise in collaboration and policy development to advance opportunities for women in Mecklenburg County.

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

5-10

How did you learn of the vacancy? *

Mecklenburg County Website

[Stephanie_Wujcik_Griffin_-_Resume_2024.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

Yes No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

I Agree

Signature of Applicant (Sign Your Legal Name):

Stephanie Wujcik Griffin

Board Specific Questions

STEPHANIE WUJCIK GRIFFIN

3100 Libeth Street | Charlotte, NC 28205
(856) 313-9074 · stephanie.w.griffin@gmail.com

EDUCATION

- University of Pennsylvania, Philadelphia, PA May 2009
Master of Science in Education with an emphasis on Higher Education
- Bryn Mawr College, Bryn Mawr, PA May 2008
Graduated *magna cum laude* with Bachelor of Arts and special honors in History

WORK EXPERIENCE

TRINITY EPISCOPAL SCHOOL, Charlotte, NC August 2020 to Present

Assistant Head of School for Academics

- Serve as educational leader of the school and member of Senior Leadership Team, responsible for all aspects of the academic program.
- Lead strategic visioning and planning for K-8 academic and co-curricular programs and manage members of the academic team (division heads, academic deans, instructional technologists, learning support team) in its execution.
- Develop and implement operational policies in collaboration with Senior Leadership Team.
- Manage \$500,000+ budget for professional development, curriculum, and computing software, and other areas of the academic program.
- Coordinate semi-annual accreditation and ensure compliance with legal requirements of government regulations and agencies, and maintain the educational standards established by the state and by those agencies that examine and accredit the school.
- Attend to the hiring, retention, evaluation, and assignment of faculty.
- Observe, supervise, and help evaluate the faculty in the development and implementation of the curriculum.
- Oversee the grading and the reporting of methods used by teachers in measuring student achievement.
- Design and facilitate regular meetings with faculty dealing with routine school matters and stimulating the exchange of ideas on issues of educational/philosophical interest and concern.
- Maintain and communicate knowledge of current and cutting-edge research in the field of K-8 teaching and learning professional best practices.
- Create and facilitate the onboarding program for new faculty, staff, and their mentors.
- Direct all professional development of faculty, including graduate degrees and programs, conference presentations, and the documentation of CEUs in compliance with the school's requirements.
- Collaborate with state public instruction and teacher licensure and support teachers.

Middle School Academic Dean

- Provided academic leadership and supported the evaluation and implementation of curriculum and instruction in all core subjects and enrichment courses.
- Served as instructional coach by observing and providing guidance to faculty as they hone their teaching practice and catalyze the academic growth of students.

- Collaborated with members of the Academic Team to identify institutional goals around professional development and create opportunities for in-house faculty learning.
- Implemented standards-based grading model and manage the grade reporting process.
- Led monthly department meetings and work in concert with departments to set and achieve relevant curricular goals.
- Design blended learning experiences for adult learners and maintain learning management system.

Middle School Social Studies Teacher

- Designed and taught 6th gr. Social Studies and 8th gr. Social Action Seminar that emphasized project-based learning and informational literacy instruction.
- Served as student advisor, following students from initiation to completion of middle school.

CHARLOTTE LAB SCHOOL, Charlotte, NC

June 2019 to June 2020

Director of Athletics

- Managed the strategic development of a burgeoning athletics program, gr. 5-9.
- Oversaw all facets of athletic experience, including sports scheduling, coordinating facilities and transportation, maintaining and inventorying program equipment and apparel, hiring coaches, spearheading community outreach, and managing budget and operations.
- Ensured compliance with NCHSSA, NCDPI, and community-based organization regulations.

Department Chair, Middle School English/Language Arts

- Engaged in strategic planning and goal-setting for ELA department.
- Analyzed testing data and identified areas for student growth and instruction.
- Secured departmental resources and planned for future curricular needs.

Middle School English/Language Arts & Social Studies Teacher

- Taught 6th grade ELA curriculum delivered through workshop model.
- Designed and taught 6th grade Social Studies curriculum.

Curriculum Writer, Upper School

- Developed scope and sequence for 9th grade world history curriculum.
- Identified areas for interdisciplinary, experiential, and community-based learning.
- Created curriculum map and resources to support course launch in August 2020.

CHARLOTTE COUNTRY DAY SCHOOL, Charlotte, NC

August 2016 to June 2019

5th Grade Team Lead, Interdisciplinary Planning Working Group

- Facilitated weekly meetings to design and implement interdisciplinary learning modules.
- Collaboratively discussed and addressed additional grade-level academic concerns.
- Examined scope and sequence of thematic interdisciplinary approach and curriculum

5th Grade Language Arts & Social Studies Teacher

- Designed and taught integrated 5th grade Language Arts and Social Studies curriculum as part of a collaborative teaching team.

Head Lacrosse Coach, Middle School Program

- Directed all aspects of program in support of student-athlete development.

THE BALDWIN SCHOOL, Bryn Mawr, PA

August 2012 to July 2016

Dean of Grade 8

- Provided social and emotional support, as well as disciplinary action, to students.
- Supported faculty advisors and collaborated with grade deans and division director to influence divisional policies and co-curricular practices.
- Planned and executed graduation ceremony and coordinated signature programs.

Social Studies Teacher

- Designed curriculum and served as lead teacher for middle school Social Studies course on global issues aimed at fostering global competencies.
- Implemented service learning and social action projects.

Coordinator of Service Learning (PK-12)

- Identified, coordinated, and executed service experiences across all divisions.
- Developed service learning curricula, including a 9th grade required course.
- Enhanced institutional partnerships and advised student-led service clubs.

Head Lacrosse Coach, Middle School Program

- Directed all aspects of program in support of student-athlete development.

BRYN MAWR COLLEGE, Bryn Mawr, PA

August 2010 to July 2012

Assistant Director of Residential Life

- Supported Director in all phases of the housing process, including facilities management, policy implementation, and supervision of residential staff.

Admissions Counselor

- Recruited qualified prospective students, and represented the college at campus events.
- Evaluated student applications and rendered admissions decisions.

THE EMERY/WEINER SCHOOL, Houston, TX

August 2009 to August 2010

Faculty Member

- Developed curriculum for and taught world history seminar. Served as long-term substitute for honors world history seminar. Served as advisor.

COMMITTEES & VOLUNTEERISM

CIVIC LEADERSHIP ACADEMY

September 2024 to Present

Representative, District 1, City of Charlotte

- Selected to participate in City of Charlotte's Civic Leadership Academy program designed to cultivate community leaders who wish to improve the quality of life in all of Charlotte's neighborhoods.
- Understand and employ research about city government and connect with city staff, decision makers and other Charlotte leaders.
- Establish civic leadership pathway for future engagement.

BRYN MAWR COLLEGE

Secretary, Alumnae/I Association Executive Board

May 2024 to the Present

- Advise the College, the Association, and its Director in its strategic engagement alumnae/i constituents.
- Identify contacts and relationships to provide opportunities and enhance the curricular and extracurricular life of the College.
- Serve as ambassadors of the Alumnae Association, attending alumnae/i events whenever possible and helping coordinate programs and activities on behalf of the College community.

President, Alumnae/i Club of Charlotte

June 2019 to June 2023

- Launch and chair new alumnae/i club in the Charlotte region to promote and cultivate authentic engagement with the College.
- Support institutional initiatives and foster communication between the College and its alumnae/i constituents.

GIRLS ON THE RUN

March 2024 to Present

Volunteer Coach

- Review, prepare and supervise weekly lessons to support social-emotional development and physical fitness.
- Collaborate with volunteer coaches and local chapter for successful lesson delivery.
- Facilitate communication with parents/guardians of program participants.

LEVINE MUSEUM OF THE NEW SOUTH

October 2021 to June 2023

Member, Educators Advisory Group

- Created and designed standards-aligned primary source case studies to be used in museum curriculum and outreach materials.
- Developed and delivered professional development workshops for area-educators.
- Advised Levine Museum staff on best practices for educators and community engagement.

COMMONWEALTH-MORNINGSIDE NEIGHBORHOOD ASSOCIATION

June 2020 to June 2023

Board Member

- Facilitated quarterly neighborhood meetings to encourage dialogue, solicit ideas, and address concerns related to area residents.
- Collaborated with civic organizations and city and county leaders regarding zoning petitions, community issues, and sustainable development within the neighborhood boundaries.
- With members of the board, served as the liaison and representative of the neighborhood in city communications and meetings.

CHARLOTTE LAB SCHOOL

September 2019 to June 2020

Member, Equity Task Force

- Explored and evaluated climate survey data, staff and student surveys, and family feedback with an eye toward identifying challenges in and around the school.
- Determined actionable steps to implement structures, systems, and programs that fostered the creation and sustainability of an equitable and inclusive community.

CHARLOTTE COUNTRY DAY SCHOOL

August 2016 to the June 2019

Grade-Level Lead, Student Wellness Committee

- Served on committee to develop strategic initiatives in support of student health and wellbeing.

Grade-Level Lead, Diversity Working Group

- Developed and implemented 5th grade advisory curriculum centered on personal identity. Participated in yearlong SEED training workshop (2017-2018).

Grade-Level Lead, Digital Citizenship Committee

- Facilitated the implementation of 5th grade digital citizenship curriculum developed in conjunction with Common Sense Media resources.
- Served on committee that supported technology integration, evaluated efficacy of curriculum, and developed parent education and outreach events.

THE BALDWIN SCHOOL

August 2012 to the June 2016

Steering Committee Member, MS Leads Conference

- Collaborated with regional independent schools to plan and execute an annual leadership development conference for middle school students.

Middle School Representative, Retention Committee

- Served as faculty representative on committee that examined issues around student retention and made recommendations to address retention concerns.

Member, Curriculum Mapping Working Group

- Evaluated and redefined objectives and benchmarks in curriculum mapping with larger goal of ensuring that institutional mission and priorities were reflected in mapping technology.

Member, Academic Technology Committee

- Collaborated across divisions to determine appropriate integration of technology.
- Served on sub-committees that facilitated the integration of a 1:1 program at the middle school and developed institutional standards for digital citizenship.

CERTIFICATES & FELLOWSHIPS

Instructional Leadership Certificate, Harvard University Grad. School of Ed. June 2021 to June 2023
Pursuing instructional coaching and academic leadership certificate with an emphasis on supporting and overseeing the growth of educators.

FORGE Fellow, Klingenstein Center, Teachers College of Columbia University July 2022 to June 2023
Selected to participate in a year-long coaching and cohort-based experience centered on investigating and improving a problem of practice or opportunity for growth in school leadership.

Resilient Leadership Institute, NC Association of Independent Schools October 2022 to March 2023
Selected to participate in a year-long coaching and cohort-based experience that includes research-based best practices in leadership development in independent schools.

Teaching Fellow, Teaching Fellows Institute, Charlotte, NC

August 2022 to June 2023

Selected as a fellow by TFI, which recognizes and honors the Charlotte area's outstanding teachers and provides opportunities that further develop their leadership and professional expertise.

Global Competence Certificate, Teachers College of Columbia University Aug. 2015 to Jan. 2018
Awarded full funding for a Master's level certificate program designed to train teachers to integrate global literacy and competence into curricula. *Completed course work.*

Fellow, Oxbridge Teaching Seminar, Oxford University, Oxford, UK July 2015
Awarded full fellowship to attend Oxbridge Teaching Seminar at Oxford University, UK. Participated in seminar entitled, "Leadership Challenges in Contemporary Education."

Fellow, Klingenstein Summer Institute, Teachers College of Columbia University June 2013
Awarded full fellowship and four graduate credits for participation in intensive two-week institute for independent school teachers.

CONFERENCE PRESENTATIONS & PROFESSIONAL ACCOLADES

- "Civil Discourse to Social Action: Designing a Capstone Curricular Experience that Inspires Student-Driven Change," to be presented at the National Association of Episcopal Schools Biennial Conference, November 14, 2024, Fort Lauderdale, FL.
- "Leveraging Systems Toward More Equitable Grading: FACTS SIS & Standards-Based Grading Implementation," presented at the FACTS Elevate Conference, July 9-10, 2024, Atlanta, GA.
- "Technology & the Middle School Student," discussion designed and facilitated at the Southern Association of Independent Schools Middle School Heads Roundtable, February 27, 2024, Virtual.
- "Lifting Up Faculty Expertise: Centering Faculty Strengths and Modeling to Enhance Professional Development," presented at the National Association of Independent Schools Annual Conference, February 23, 2023, Las Vegas, NV.
- "Teaching Effective Classroom Discussion," to be presented at the Levine Museum of the New South, January 26, 2023, Charlotte, NC.
- "Blended Learning for Better Outcomes," presented at the Association for Middle Level Education Annual Conference, November 5, 2022, Orlando, FL.
- *Young Alumnae/I Service Award Recipient*, Bryn Mawr College, September 2022. Awarded to an alumna who graduated within the last 15 years and whose volunteer efforts, leadership, initiative, and dedication serve as an example of our new generations' commitment to the College.
- "Extreme Makeover: Current Events Edition," presented at the Annual Educators Conference of the North Carolina Association of Independent Schools, October 15, 2022, virtual.
- Curriculum Reviewer, *inquirED*, April 2021. Selected to review and refine inquiry-based curricular modules aligned with the C3 Framework and national standards for implementation in middle school Social Studies classrooms.

- "Choose Your Own Adventure: Technology-Driven Lessons that Maximize Student Choice & Learning," presented at the Annual Educators Conference of the North Carolina Association of Independent Schools, October 26, 2018, Greensboro, NC.
- *Curriculum Research & Development Grant Recipient*, Charlotte Country Day School, June 2017. Awarded multiple grants to create a 5th grade advisory curriculum centered on perspectives and identities.
- "Lifting Lives, Building Futures, Lasting Change: Establishing & Sustaining a Needs-Based International Service Partnership," presented at the Global Forum on Girls' Education organized by the National Coalition of Girls' Schools, February 7-9, 2016, New York City, NY.
- "Beyond the Soup Kitchen: Facilitating Needs-Based Service in Communities of Privilege," presented as part of a Critical Conversations series at The Baldwin School, December 9, 2015, Bryn Mawr, PA.
- "Configuring 21st Century Classrooms: Leveraging Student Spaces to Enhance Learning," presented at the Annual Conference of the National Council on the Social Studies, November 13-15, 2013, New Orleans, LA.
- "Games-Based Learning in Global Education: Tools to Foster Empathy & Engagement," presented at the Global Education Forum organized by the University of Pennsylvania Graduate School for Education and The Asia Society, October 16-17, 2015, Philadelphia, PA.
- "Reimagining our World: Educating Students for the 21st Century," keynote speech presented at the Main Line Parent Academic Evening, October 8, 2015, Wayne, PA.
- *Trustee Recognition Award Recipient*, The Baldwin School, May 2015. One of two annual recipients recognized for service and commitment to school community that goes above and beyond professional responsibilities.
- *Lois Pressman Sabbatical Fund Recipient*, The Baldwin School, March 2015. Awarded \$9,000 to pursue global education research and professional development.
- "Change is happening! Establishing and Sustaining a Thriving International Service Partnership," presented at the National Youth Leadership Council Service Learning Conference, April 10, 2015, Washington, DC
- "Serving from Scratch: Developing a Global Education Course for Good," presented at the Global Education Conference, November 18, 2014, Virtual/International.
- "Microfinance, Macro-Learning: Integrating Service and Social Studies," presented at first Biennial Conference organized by the Pennsylvania Association of Independent Schools, October 10, 2014, Newtown Square, PA.

- *Baldwin Benefits Grant Recipient*, The Baldwin School, May 2013. Awarded \$3,000 grant to design curriculum for ninth-grade service learning course and plan faculty inservice.

CURRENT PROFESSIONAL MEMBERSHIPS

- National Association of Independent Schools (*Conference Proposal Reviewer*)
- Association for Academic Leaders at One Schoolhouse
- Southern Association for Independent Schools (*Accreditation Team Member*)
- Association of Middle Level Education (*Conference Proposal Reviewer*)
- National Council for the Social Studies (*Conference Proposal Reviewer*)
- Association of Supervision & Curriculum Development

Statement to Applicants

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

Women's Advisory Board: Submitted

Mecca

First Name

Howe

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Mecca Burris

howemecca@gmail.com

Email Address

1010 W Trade St

Home Address

364

Suite or Apt

Charlotte

City

NC

State

28202

Postal Code

Home: (502) 751-0200

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 4**How long have you been a resident of Mecklenburg County? Please include months, or years.**

1 month

My age range is (please select one): *

 30 to 45**Ethnicity ***

 Caucasian/Non-Hispanic**Gender ***

 Female

Interests & Experiences

Mecca Howe

Education

PhD, Biological Anthropology; PhD minor in food and nutrition policy, Indiana University MA, Applied Anthropology, University of South Florida BA, Journalism, Indiana University BA, Anthropology, Indiana University

Urban Institute, UNC
Charlotte

Employer

Research Associate II

Occupation

Business and civic experience

Research Associate II, UNC Charlotte Urban Institute, Community Research Development Team [current position] Before coming to Charlotte, I served as an editorial associate for an academic and creative journal titled Chiricú Journal: Latina/o Literatures, Arts, and Cultures while completing the final year of my PhD program. During this time, I was living in Sarapiquí, Costa Rica where I was conducting community work, science communication, and some research, all related to food security, nutrition, agricultural practices, and policy in a rural region characterized by absentee-owned and operated industrial agribusiness. I also volunteered my time as an informal English instructor for my local neighborhood. Before this, I was an associate instructor and research scientist at Indiana University from 2018 to 2023. From 2023-2024 I also served as a research consultant for a nonprofit youth center in Indianapolis (Felege Hiywot Center) and particularly provided support for their urban youth agricultural program. At IU, I independently taught courses in biological anthropology, human biology, and biocultural medical anthropology-- all of which centralized the role of environments, culture, and social systems within human variation, health, and well-being. As a researcher, I was employed by the Food Institute at IU as well as conducted independent research in collaboration with the Center for Rural Engagement, the City of Bloomington, and the Immigration Welcome Center of Indianapolis. From 2019-2021, I had the honor of serving the community as a commissioner on the City of Bloomington's Commission on the Status of Children and Youth. In that role, I led a youth round table program and a youth budgetary action project. In Indianapolis from 2021-2023, I was a natural helper volunteer at the Immigration Welcome Center where I assisted immigrants in the community with finding access to assistance services, transportation, food, and community, and provided translation services. Prior to my time at Indiana University, I worked for the University of South Florida (during my master's program in applied anthropology) in various aspects. I was employed as a researcher and study coordinator for the Department of Anthropology as well as the Hunger Action Alliance. I also worked as a communications coordinator for the Global Citizens Project. I was involved mostly in projects related to food insecurity and health among youth and older adults and was highly engaged in cultural groups at USF and the community. Before graduate school, I worked professionally as a marketing and public relations specialist in Indianapolis.

Area of expertise and interests/skills

As an anthropologist and interdisciplinary researcher, I have a broad range of expertise and skills. However, where I foresee my expertise and skills in cultural competency, research, Spanish, and communications being of most use to the community of Charlotte and Mecklenburg County. I understand the value of a culturally diverse community and the importance of equity for all persons within the health and well-being of not only individuals but communities, as well. With many years working with communities, alongside community members and stakeholders, and practicing applied research and community volunteer work, I have built a strong skills tool kit related to community communication and relationship building. I also have ample experience in writing policy recommendations and presenting to/communicating with policymakers from local county boards to state representatives in the U.S. and national ministries in Costa Rica. My interests are primarily related to equity, health, and well-being-- what are the barriers, who disproportionately experiences these barriers, why do they exist, and what are the solutions? I apply a contextual and holistic approach to understanding local issues--one that incorporates all factors from individual behaviors and biologies to large-scale social, economic, and political systems. I am also highly interested in environmental justice and the role of ecological and constructed environments within lived experiences and outcomes. Lastly, I am committed to work that aims to motivate positive social change, including within policy and local initiatives, and especially for historically marginalized and contemporary vulnerable groups. As my research highlights, I have deliberately dedicated my work--my teaching, mentorship, research, and community work--to underserved populations and I will continue to do so in my new home of Charlotte. I hope that serving on a county advisory committee/board will be one avenue for me to contribute to positive change and improve the experiences of my neighbors.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

In general, I am looking for ways to serve my new community where I can use my knowledge, expertise, and skills (both professional and research) to contribute to positive social change. I want to give back to the community that has welcomed me and, together, work toward building a more inclusive, healthy, and resilient Charlotte and Mecklenburg County. Community Relations Committee: While I mentioned my interests and expertise related to culture, diversity, and community relations above, I will reiterate here that the Community Relations Committee is a place where my experience and skills will be an asset. In addition, the mission of the Committee directly aligns with my own values. I am looking for the opportunity to serve in ways that reduce harm and improve equity and experiences for community members, particularly historically marginalized and vulnerable persons (e.g., minorities, children and youth, house/food insecure). I have many years of research expertise including policy and program evaluation and feel the CRC is an avenue that I can put to use my applied research tools and abilities to communicate with policymakers and advocate for change. I am passionate about science communication and research for and with community members just as much as I am devoted to the areas of equity and well-being. Women's Advisory Board: While I understand there is not a current seat available, I am interested in this board (for the future if the opportunity arises) because much of my expertise is related to females (girls and moms). As a woman, I feel it is my duty to serve all women in my community to the best of my ability and consistently work toward making society safe, inclusive, and equal for all women. It would be an honor to be a part of the Women's Advisory Board and contribute my skills and knowledge where able.

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

10

How did you learn of the vacancy? *

NotifyMe Email

[Mecca_Howe_CV_August_2024.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

Yes No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

I Agree

Signature of Applicant (Sign Your Legal Name):

Mecca Howe

Board Specific Questions

CURRICULUM VITAE**MECCA E. HOWE (Formerly Burris)**ORCID ID: 0000-0002-9202-9825

CURRENT POSITION:

2024- **Research Associate II**
 Urban Institute
 University of North Carolina Charlotte
 205 Sycamore Hall
 9201 University City Blvd.
 Charlotte, NC 28223
mhowebur@uncc.edu
 +1 (704) 687-0272

FORMER RECENT PROFESSIONAL POSITIONS

2023- Editorial Associate
 2024 *Chiricú Journal: Latina/o Literatures, Arts, and Cultures*

2023- Research Consultant
 2024 Indiana University and Felege Hiywot Center
 RISE Initiative

2018- Associate Instructor / Research Scientist
 2023 Indiana University, Bloomington, IN

EDUCATION

2024 Ph.D., Biological Anthropology; Outside Minor: Food & Nutrition Policy
 Indiana University, Bloomington, IN

2018 M.A., Applied Anthropology
 University of South Florida, Tampa, Florida

2012 B.A., Journalism; Outside Area Major: Anthropology
 Indiana University, Bloomington, IN

RESEARCH INTERESTS & SPECIALIZATIONS

Research Interests: Through the combination of socioecological and evolutionary frameworks, I use a biocultural approach to explore the ways in which environments impact biology, including health and well-being, with foci in the social, political, economic, and ecological contributions to growth, development, diet, nutritional status, and health. Explicitly, I am interested in the roles of policy, food systems, (agri)cultural practices, and inequality within human biological and cultural variation, bridging biological anthropology and the fields of food studies, environmental health, environmental endocrinology, and public health.

Specializations: bioanthropology, human biology, anthropology of food & nutrition, food (in)security, food policy, agroecology, endocrinology, diet, nutrition, growth & development, puberty, adolescence, life history theory, endocrine disruption, Costa Rica, United States, rural studies

METHODOLOGICAL COMPETENCIES & SKILLS

Quantitative: advanced statistical analyses (R, STATA, SPSS, Excel), GIS, mass spectrometry + gas/liquid chromatography, survey, diet & nutritional analyses, anthropometry, metabolic and cardiovascular health measures, passive sampling for chemical exposures (wristbands, air samplers), large datasets (e.g., NHANES), data management, data visualization

Qualitative: photovoice, interview, ethnography, journaling/creative writing, pile-sorting, focus groups, coding, NVivo

Science communication: journalism, public relations, blog writing, marketing, graphic design, editing, website design, community-engaged work, community forums, policy recommendations/briefings

Others: community participatory research, applied research, teaching at various educational levels in & outside of the classroom, Spanish fluency

CURRENT ACADEMIC AND PROFESSIONAL AFFILIATIONS

- American Anthropological Association
- Society for the Anthropology of Food & Nutrition
- Human Biology Association
- Indiana University Food and Agrarian Systems
- Indiana University Sustainable Food Systems Science

RESEARCH

GRANTS, FELLOWSHIPS, AWARDS

FUNDED RESEARCH GRANTS

- 2024 Indiana University Grant-in-Aid of Doctoral Research Award (\$1,000)
- 2023 Indiana University Grant-in-Aid of Doctoral Research Award (\$1,000)
- 2021 National Science Foundation Biological Anthropology Doctoral Dissertation Research Improvement Grant (\$16,000)
- 2021 Wenner-Gren Foundation Doctoral Dissertation Fieldwork Grant (\$14,000)
- 2020 Organization of Tropical Studies Pilot Research Grant (\$1,000)
- 2020 Center for Rural Engagement Lily Foundation Grant: Teen food insecurity in Southern Indiana (\$33,000)
- 2019 Center for Rural Engagement Lily Foundation Grant: Food provisioning among older adults in Indiana Uplands (\$237,700)

IN-PROCESS/UNDER REVIEW RESEARCH GRANTS

- 2023 Inter-American Foundation Community Development Grant: *Cultivando comida, comunidad, cultura, y capacidad*: Youth Agroecological Education and School Gardening Project. Sarapiquí, Costa Rica (\$400,000)

FELLOWSHIPS

- 2022 Organization of Tropical Studies Graduate Research Fellowship
- 2021 College of Arts and Sciences Dissertation Research Fellowship
- 2020 Indiana University Department of Anthropology Skomp Feasibility Fellowship
- 2019 Indiana University Department of Anthropology Skomp Feasibility Fellowship

AWARDS

- 2023 Graduate & Professional Student Government Fall Travel Award, Indiana University
- 2023 Outstanding Advanced Anthropology Student Scholarship, Indiana University
- 2022 Graduate & Professional Student Government Spring Travel Award, Indiana University
- 2022 College of Arts and Sciences Fall Travel Award, Indiana University
- 2022 Thomas Marchione Food-as-a-Human-Right Award, SAFN & American Anthropological Association 2020 Human Biology Association Student Travel Award
- 2019 Del Jones Travel Award, Society for Applied Anthropology

PEER-REVIEWED ARTICLES

Forthcoming

- [16] **Howe (formerly Burris), M.**, Romanak, K., Xia, C., Wiley, A., Venier, M., (2024). Silicone wristbands: a noninvasive method for measuring chemical exposure for human biology research. *In preparation to be submitted (with invitation) to the American Journal of Human Biology*
- [15] **Howe (formerly Burris), M.**, Brenes Alvarado, G., Romanak, K., Xia, C., Wiley, A., Venier, M., (2024). Pesticides and Puberty: Assessing the associations between exposure to current-use and legacy pesticides and the timing of puberty among girls in rural Costa Rica. *In preparation*
- [14] **Howe (formerly Burris), M.**, Brenes Alvarado, G., Romanak, K., Xia, C., Wiley, A., Wasserman, M., Venier, M., (2024). Exploring the determinants of exposure to current-use- and legacy pesticides in a rural agricultural region of Costa Rica. *In preparation*

Under Review

- [13] **Howe (formerly Burris), M.**, Robinson, J.M., (2024). A Multidimensional Study of Positive Psychosocial Outcomes Associated with Participation in an Urban Agricultural Education Program. *Submitted and under second-round*

review: *Journal of Agriculture, Food Systems, and Community Development* (2024)

- [12] **Howe (formerly Burris), M.**, Brenes Alvarado, G., Salazar Bravo, G., Wiley, A. Food insecurity across different social-ecological environments and its impact on diet and nutrition among girls in rural Costa Rica. *Submitted and under second-round review: Scientific Reports* (2024)

2024

- [11] **Howe Burris, M.** Palde, L.P.R., Leuthart, K.R. *et al.* (2024). Is parity pricing enough? A critical analysis of parity pricing and the case for additional strategies. *npj Sustain. Agric.* **2**, 11 (2024). <https://doi.org/10.1038/s44264-024-00017-1>

2022

- [10] **Burris, M.**, Giroux, S.; Waldman, K.; DeBruicker Valliant, J.; Babb, A.; Czebotar, K.; Fobi, D.; Stafford, P.; Knudsen, D.C. (2022). The Interactions of Food Security, Health, and Loneliness among Rural Older Adults before and after the Onset of COVID-19. *Nutrients* **2022**, *14*, 5076. <https://doi.org/10.3390/nu14235076>

- [9] **Burris, M.**, Caceres E, Chester EM, Hicks KA, McDade TW, Sikkink L, Spielvogel H, Thornburg J, Vitzthum VJ. (2022). Socioeconomic impacts on Andean adolescents' growth: Variation between households, between communities and over time. *Evol Med Public Health.* 2022 Aug 22;10(1):409-428. doi: 10.1093/emph/eoac033. PMID: 36090675; PMCID: PMC9454678.

- [8] Giroux, S., Waldman, K., **Burris, M.**, Valliant, J.C.D., Babb, A.M., Stafford, P., Fobi, D., Czebotar, K., Knudsen, D.C. (2022). Food security and well-being among older, rural Americans before and during the COVID-19 pandemic. *PLOS ONE.* <https://doi.org/10.1371/journal.pone.0274020>

2021

- [7] **Burris, M.** & Wiley, A. (2021). Marginal Food Security Predicts Earlier Age at Menarche Among Girls from the 2009-2014 National Health and Nutrition Examination Surveys. *Journal of Pediatric and Adolescent Gynecology.* **34**(4):462-470. doi: 10.1016/j.jpag.2021.03.010

- [6] Valliant, J. C. D., **Burris, M. E.**, Czebotar, K., Stafford, P. B., Giroux, S. A., Babb, A., ... Knudsen, D. C. (2021). Navigating Food Insecurity as a Rural Older Adult: The Importance of Congregate Meal Sites, Social Networks and Transportation Services. *Journal of Hunger & Environmental Nutrition*, 1–22. <https://doi.org/10.1080/19320248.2021.1977208>

- [5] Robinson, J., Mzali, L., Knudsen, D., Farmer, J., Spiewak, R., Suttles, S., **Burris, M.**...Babb, A. (2021). Food after the COVID-19 Pandemic and the Case for Change Posed by Alternative Food: A Case Study of the American Midwest. *Global Sustainability*, 1-17. doi:10.1017/sus.2021.5

2020

- [4] **Burris, M.**, Miller, E., Romero-Daza, N., Himmelgreen, D. (2020). Food insecurity and age at menarche in Tampa Bay, Florida. in *Ecology of Food and Nutrition.* <https://doi.org/10.1080/03670244.2020.1727464>

- [3] **Burris, M.**, Bradley, S., Rykiel, K., Himmelgreen, D. (2020) Teen Food Insecurity: Finding Solutions through the Voices of Teens. in *Human Organization.* 79:1.

2019

- [2] **Burris, M.**, L. Kihlström, K. Serrano Arce, J. Dobbins, E. McGrath, A. Renda, T. Cordier, Y. Song, K. Prendergast, E. Shannon & D. Himmelgreen. (2019). Food Insecurity, Loneliness, and Social Support among Older Adults. *Journal of Hunger and Environmental Nutrition.* <https://doi.org/10.1080/19320248.2019.1595253>

- [1] L. Kihlström, **M. Burris**, J. Dobbins, E. McGrath, A. Renda, T. Cordier, Y. Song, K. Prendergast, K. Serrano Arce, E. Shannon & D. Himmelgreen (2019) Food Insecurity and Health-Related Quality of Life: A Cross-Sectional Analysis of Older Adults in Florida, U.S., *Ecology of Food and Nutrition*, **58**:1, 45-65, doi:10.1080/03670244.2018.1559160

PRESENTATIONS AT PROFESSIONAL MEETINGS & CONFERENCES

- 2024 **Burris, M.** & Robinson, J. Proximate and long-term benefits of urban youth-led agriculture: a case study from Indianapolis, Indiana. *2024 American Anthropological Association Annual Meetings*, Tampa, Florida

- 2024 **Burris, M.** Spatial inequalities in food insecurity prevalence and diet among youth within a rural agricultural region of Costa Rica. *2024 AFHVS-ASFS Conference: Right to Food-Food as Commons*, Syracuse, New York

- 2023 **Burris, M.** & Brenes Alvarado, G. The Juxtaposition of Agricultural Landscapes and Food Insecurity in Sarapiquí, Costa Rica. VII *Wallace Scientific Conference*, Turrialba, Costa Rica
- 2023 **Burris, M.** & Wiley, A. Rural life, pesticide exposure, and puberty: A preliminary analysis of the relationship between industrial agriculture and pubertal timing among girls in Sarapiquí, Costa Rica. *Human Biology Association Annual Meeting*, Reno, Nevada
- 2021 **Burris, M.** & DiMarco, M. Teen Food Insecurity: A Case Study from Rural Indiana. *American Anthropological Association Annual Meeting*, Baltimore, Maryland
- 2021 **Burris, M.** & Vitzthum, V. Evaluating the impact of urbanization on child growth in an indigenous Bolivian high-altitude population. *Human Biology Association Annual Meeting*, virtual
- 2021 **Burris, M.** & DiMarco, M. Teen Food Insecurity in Southern Indiana. *Indiana University Rural Conference*
- 2020 **Burris, M.**, Food insecurity, Stress, and Age at Menarche among US Adolescents. *III Seminario de Bioantropología DO GEB/UEPA 2020*, virtual
- 2019 **Burris, M.**, & Wiley, A. Low household food security associates with earlier mean age at menarche among Girls from NHANES 2009-2014. *Human Biology Association Annual Meeting*, Cleveland, Ohio
- 2019 **Burris, M.**, Bradley, S., & Himmelgreen, D. Teen Food Insecurity: Finding Solution through the Voice of Teens. *Society for Applied Anthropology Annual Meeting*, Portland, Oregon
- 2018 **Burris, M.**, & Himmelgreen, D. Food Insecurity Associates with Age of Menarche among Girls in Tampa Bay, FL. *Human Biology Association Annual Meeting*, Austin, Texas
- 2018 **Burris, M.**, Bradley, S., Rykiel, K., and Himmelgreen, D. Teen Food Insecurity: Finding Solutions through the Voice of Teens. *National Conference on Equitable Development*, 2018, Daytona, Florida
- 2018 Himmelgreen, D.A., A. Steele, **M. Burris**, J. Dobbins, D. Kleesattel, T. Mantz, E. McGrath, A. Renda, K. Serrano Arce, E. Shannon, and K. Prendergast Towards a Holistic Understanding of Food Insecurity: Linkages between Food Insecurity, Social Isolation, and Loneliness among an Older Adult Population. *Society for Applied Anthropologists Annual Meeting*, Santa Fe, New Mexico.
- 2017 **Burris, M.** Food Insecurity among Adolescents: A Biocultural Analysis of Pre-teen and Teen girls in Tampa Bay, Florida. *Graduate Association for Food Studies*, 2nd Annual Meeting: Future of Food Studies, St. Louis, Missouri
- 2017 D.A. Himmelgreen, **M. Burris** and L. Kihlstrom. A critical biocultural perspective on the role of food insecurity on infant and child feeding. Nutrition and Nurture in Infancy Conference, Maternal and Infant Nutrition and Nurture Unit (MAINN), University of Central Lancashire
- 2017 **Burris, M.** Opening a Can of Worms: The Nutritional Implications of Opening U.S.-Cuba Tourism. *Cuba at the Crossroads Symposium*, Rollins College, Winter Park, Florida
- 2017 Sweetman, C., & **Burris, M.** Living in Shade; An Assessment of Vitamin D Deficiency in Mother-Infant Dyads Southeastern. *Southeastern Evolutionary Perspectives Society (SEEPS)* 2nd Annual Meeting
- 2017 **Burris, M.** Food Insecurity and Age of Menarche: Using a Biocultural Approach and Life History Theory to Assess the Embodiment of Food Insecurity Among Adolescents in Tampa Bay, FL. *Human Biology Association 42nd Annual Meeting*, New Orleans, Louisiana.
- 2016 Himmelgreen, D.A., N. Romero Daza, **M. Burris**. A Critical Biocultural Study of Intra-Household Food Insecurity in Rural Costa Rica. American Anthropological Association, 115th Annual Meeting, Minneapolis, MN

INVITED PRESENTATIONS

-
- 2024 Pesticide exposure across social-ecological contexts in Sarapiquí, Costa Rica: a case study among girls. *Indiana University Department of Anthropology Spring Colloquium Series*, January 22, 2024
- 2023 A preliminary analysis of the relationship between industrial agriculture, development, and food security in Sarapiquí, Costa Rica. *La Selva Biological Station, Organization for Tropical Studies*, May 29, 2023
- 2023 Food Insecurity Among Immigrant Populations: Challenges, Needs, and Initiatives for U.S. and Indiana Communities, *Immigrant Welcome Center*, April 15, 2023
- 2022 Investigating the impacts of industrial agriculture in rural Costa Rica. *Critical Food Studies Lab*, November 16, 2022
- 2022 Investigating the Relationship Between Pesticide Exposure and The Timing of Puberty in Sarapiquí, Costa Rica. *La Selva Biological Station, Organization for Tropical Studies*, May 30, 2022
- 2018 Teen Food Insecurity in Pinellas County. *Juvenile Welfare Board Meeting*, March 2018
- 2017 Reconsidering Access: Identifying Gaps in Food Assistance Services. *Summit to End Hunger, National Conference*, Tampa, Florida
- 2017 Effects of Food Insecurity on Health throughout the Life Course: Breaking the Vicious Cycle. *Summit to End Hunger, National Conference*, Tampa Bay Network to End Hunger
- 2017 The 'Last Mile' of Food Pantry Food. Technical Report Presentation, *Feeding Tampa Bay*, Tampa, FL
- 2016 Physical Activity in the Monteverde Zone: An Anthropological Assessment of the Monteverde in Movement Project. *Instituto de Monteverde*, Monteverde, Costa Rica
- 2016 Local Food Production in the Monteverde Zone: An Anthropological Assessment of the Cajón Project.

RESEARCH POSITIONS

2024	Research Associate II, Urban Institute, UNC Charlotte, Charlotte, North Carolina
2023 - 2024	Researcher/consultant, Indiana University and Felege Hiywot Center, Rise Initiative, Indianapolis, Indiana
2018 - 2023	Researcher, Indiana University Food Institute, Bloomington, Indiana
2017 - 2018	Research Assistant, Hunger Action Alliance, Tampa, Florida
2015 - 2018	Graduate Research Assistant, Department of Anthropology, University of South Florida
2016	Research Intern, Monteverde Institute, Monteverde, Costa Rica

FIELD WORK EXPERIENCE

Costa Rica: Monteverde, San Luis, Santa Elena, cantón de Sarapiquí (Sarapiquí county), Huetar Norte Region
 Florida: Tampa, St. Petersburg, Clearwater, Bradenton, Plant City, Lakeland
 Indiana: Monroe, Green, Crawford, Lawrence Counties, Indianapolis (Marian County)
 North Carolina: Charlotte and Mecklenburg County

RESEARCH PROJECTS

URBAN INSTITUTE, UNC CHARLOTTE

2024	Benefits CLIFF Pilot Evaluation (PI)
2024	Alternatives to Violence Program Evaluation (Charlotte)(Co-PI)
2024	Women & Girls Research Alliance Leadership Café Evaluation, Impact of Social Media (Support)

DOCTORAL DISSERTATION

2022-2023	Investigating the relationship between rural environments characterized by industrial agriculture and the timing of puberty. Funding by NSF & Wenner-Gren Foundation (\$30,000)
2019-2022	Feasibility research, Costa Rica. Funding by IU SKOMP feasibility fellowship (\$6,000)

INDIANA UNIVERSITY DEPT. OF ANTHROPOLOGY

2024	Comparing pesticide exposure among various passive sampling field methods (in collaboration with the PEEL and Hites Labs)
2024	Silicone wristbands for measuring current-use pesticides and legacy pesticides (in collaboration with the Hites environmental chemistry lab)
2023	The Rise Initiative-- Assessing the value of the Felege Hiywot Center's summer STEAM youth farm program. Funding by the Lily Endowment.
-	
2021	Body Size and Composition, Allostatic Load, and Menarche among Kumara Adolescents
2020	Teen Food Insecurity in Southern Indiana. Funding by the IU Center for Rural Engagement (\$33,000)
2019	Food Insecurity Predicts Earlier Age at Menarche Among Girls from NHANES 2009-2014

INDIANA FOOD INSTITUTE

2022	Parity Pricing & Fair Wages for Farmers
2019	Complex Food Provisioning Strategies and Food Insecurity among Low-Income Older Americans. Funding by the IU Center for Rural Engagement

HUNGER ACTION ALLIANCE

2018	Teen Food Insecurity in Pinellas County, Florida. Funding by the Hunger Action Alliance and the Juvenile Welfare Board of Pinellas County
2017	Factors Affecting Health in Older Adults. Funding by Humana Inc.
2017	"The Last Mile" Project. Funding by Feeding Tampa Bay
2016	Food Insecurity and Social Isolation among Older Adults

MASTER'S THESIS

2017	Food Insecurity and Age of Menarche. Funding by the USF department of Anthropology & Feeding Tampa Bay
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UNIVERSITY OF SOUTH FLORIDA DEPARTMENT OF ANTHROPOLOGY (GRADUATE RESEARCH ASSISTANT WORK)

2017	Food Insecurity and Infant and Child Feeding Practices
2016	Data Analysis: A Critical Biocultural Study of Intra-Household Food Insecurity in Rural Costa Rica; Literature Review: <i>Sexual Transmission of Zika in Costa Rica</i> ; Literature Review: <i>Using Critical Medical Theory to Understand Fertility in Costa Rica</i> ;
2015	Literature Review: <i>Food Insecurity and Social Experiences among Nicaraguan Migrants in Costa Rica</i>

MONTEVERDE INSTITUTE (INTERNSHIP RESEARCH)

2016 *Local Food Production in the Monteverde Zone: An Anthropological Evaluation;*
Physical Activity in the Monteverde Zone: An Anthropological Assessment of the Monteverde in Movement Project

TEACHING**TEACHING APPOINTMENTS**

2018 - 2023 Associate Instructor, Department of Anthropology & Human Biology, Indiana University
 2015 - 2017 Teaching Assistant, Department of Anthropology, University of South Florida

COURSES TAUGHT (*INDEPENDENTLY, +ONLINE, #HYBRID)

	SEMESTER	# OF STUDENTS
*ANTH-B260: Biocultural Medical Anthropology	+SP 2023	32
*ANTH-B301: Laboratory in Bioanthropology	#SP 2020, #FA 2020, FA 2022	17 - 21
*ANTH-B200: Introduction to Biological Anthropology	+SU 2022, +SU 2023	22-24
HUB-B200: The Intricate Human (Hunger & Obesity)	#SP 2021, FA 2018	75-100
HUB-B300: Human Dilemmas (Living Downstream)	SP 2019	64
ANT 4740/4930: Language & Social Interaction	SP 2017, FA 2015	22-28

INVITED GUEST LECTURES

Oct. 2019/2021 *Diet and Nutrition*, ANTH-B301, Indiana University
 Jan. 2019 *Childhood and Adolescence*, ANTH-B260, Indiana University
 March 2018 *Food Insecurity and Age at Menarche*; Nutritional Anthropology, University of South Florida March 2018
Quantitative Data Analysis, Applied Anthropology, University of South Florida
 Jan. 2017 *Language and Cultural Values*, ANT 4740, University of South Florida March 2017
Language and Advertising, ANT 4740, University of South Florida Nov. 2015
Language Change, ANT 4930, University of South Florida
 Nov. 2015 *Language and Advertising*, ANT 4930, University of South Florida

SERVICE**SERVICE TO THE FIELD/DISCIPLINE**

MANUSCRIPT REVIEWER

- | | |
|---|--------------------------------|
| - Ecology of Food & Nutrition | - Journal of Adolescent Health |
| - Social Currents | - BMC Nutrition |
| - Journal of Hunger and Environmental Nutrition | - Conflict & Health |
| - Maternal & Child Nutrition | - INQUIRY |
| - Children | - BMC Public Health |
| - Journal of Preventive Medicine | - Nutrients |

HUMAN BIOLOGY ASSOCIATION

2020-2022 Student Representative
Designed, organized & co-chaired virtual workshops on job seeking, grant writing for the NSF DRIGG, & network building; Hosted monthly student member virtual happy hours; Organized & co-chaired student breakout session on science communication for the 2021 Annual Meeting; Organized & co-chaired student breakout session on expectations of a thesis/dissertation and the student reception for the 2022 Annual Meeting; Managed the HBA twitter to live tweet on podium presentations at the 2022 Annual Meeting.

SOCIETY FOR THE ANTHROPOLOGY OF FOOD & NUTRITION

2024 Session Organizer, *Transforming Food Systems: Praxis for Sustainable Agriculture and Social Justice – 2913*, American Anthropological Association Annual Meetings, Tampa
 2024 Student Awards Committee Co-Chair
 2023 Student Awards Committee

INDIANA UNIVERSITY

2023-2024	IU Anthropology Graduate Students Association Symposium Planning Committee
2023-2024	IU Anthropology Colloquium Series Committee
2023	IU Food and Agrarian Systems Awards Committee
2023	Invited Panelist for Graduate School Research Day, Putting Together a Grad School Application in the Humanities and Social Sciences
2022-2023	New Faculty Search/Hiring Committee, IU Department of Anthropology
2020 --	Graduate Peer Mentor
Jan. 2022	Invited Interview for IU Food Institute Blog Food@IU https://blogs.iu.edu/foodinstitute/2022/01/31/sfss-member-mecca-burris-plans-to-use-innovative-research-method-for-dissertation-research-in-costa-rica-this-february/
Nov. 2021	Invited Speaker for Professionalization Workshop Series, Department of Anthropology
March 2020	Invited Interview for IU Center For Rural Engagement. https://rural.indiana.edu/news/2020-IUB-mecca-burris.html
Oct. 2019	Volunteer Coordinator for Science Fest, Indiana University
March 2019	Presenter, Anthropology Graduate Student Association Symposium

UNIVERSITY OF SOUTH FLORIDA

2017 – 2018	Marketing Officer, Food Studies Research Initiative, University of South Florida
2015 & 2018	Coordinator & Instructor, Darwin Day, USF Department of Anthropology
2016 – 2017	Communications Officer, Graduate Student Organization, University of South Florida
2017	Graduate Student Q&A Panel, Anthropology Club, University of South Florida
2017	Nutritional Anthropology Workshop Chair and Presenter, Anthropology in Action, USF

COMMUNITY & PUBLIC SERVICE

2022-2024	Natural Helper, Immigrant Welcome Center, Indianapolis, Indiana
2021-2022	Seat C-3, Commission on the Status of Children and Youth, City of Bloomington, Indiana Project chair: Youth Participatory Budgeting Project; Co-chair: 2021 Teen Round Tables

TECHNICAL REPORTS & BRIEFS

2023	<i>(in preparation) Exploring the relationship between industrial agriculture and pubertal timing, food insecurity, and wellbeing in Sarapiquí, Costa Rica.</i> To be submitted to the Organization for Tropical Studies, the Ministry of Health, and local and national Costa Rican policymakers.
2023	<i>Felege Hiywot STEAM Farm Camp 2023</i> , Technical Report. Submitted to the Felege Hiywot Center and Lilly Endowment Inc.
2021	<i>Portfolio of Findings & Recommendations for proposed White House Conference on Food, Nutrition, Hunger and Health December 2021.</i> Submitted to the office of Indiana Senator Braun
2021	<i>Teen Food Insecurity in Southern Indiana.</i> Sent to school collaborators and Boys & Girls Club
2018	<i>Teen Food Insecurity in Pinellas County.</i> Submitted and presented to the Hunger Action Alliance, Feeding Tampa Bay, and the Juvenile Welfare Board of Pinellas County
2017	<i>Factors Affecting Health among Older Adults.</i> Submitted and presented to the Hunger Action Alliance and Humana, Inc.
2017	<i>The Last Mile of Food Pantry Food.</i> Submitted and presented to the Hunger Action Alliance & Feeding Tampa Bay

SCIENCE COMMUNICATION

2023	Invited guest writer for Public School Works (article publish date: June 2, 2023)
2022	Invited Interview for Associated Press/Report for America (Oct. 2022)
2021	Podcast interview for the Sausage of Science. SoS 126 - <i>Facing food marginalization with Mecca Burris.</i> https://podcasts.apple.com/us/podcast/sos-126-facing-food-marginalization-with-mecca-burris/id1340030371?i=1000521122000
2017-2023	Blog writer for The HOTH, St. Petersburg Florida

RESEARCH APPLICATION & BROADER IMPACTS

- Co-design workshops & community forums: I have presented research findings and assisted in the organization and implementation of various community forums and co-design workshops in Florida, Indiana, and Costa Rica. Many of these included policy makers, school nutrition directors, as well as community members.
- Writing and submission of policy recommendations and technical reports

- Writing and publication of press releases
- Creation of individual data reports for participants to educate them on their pesticide exposure, and nutritional status
- Working with schools in Costa Rica to create K-12 curriculum based on dissertation findings
- Training and mentoring of female research assistants in human biology, fieldwork, and anthropology
- Training and mentoring lab assistant, environmental chemistry

VOLUNTEER WORK

- English teaching, Sarapiquí, Costa Rica
- Summer youth farm program volunteer, Felege Hiywot Center
- Natural Helper, Immigration Welcome Center, Indianapolis, IN
- Organization of Tropical Studies: courses, activities, and mentoring
- Wheeler Mission, Bloomington, IN
- Indiana University Campus Farm & Hilltop Garden
- Crimson Cupboard
- Dance instructor, Turning Out Dance Company, Mitchell, IN
- Program volunteer, Lealman and Asian Neighborhood Family Center (2017)
- Feeding Tampa Bay
- Middle Way House Rooftop Garden Project
- Habitat for Humanity Restore
- Hoosier Hills Food Bank



Mecca Howe, date: April 7, 2024
(formerly Mecca Burris)

Statement to Applicants

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

Women's Advisory Board: Submitted

Olga

First Name

Better

Middle
Initial

Stemmer

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Olga Better

olga.better@gmail.com

Email Address

5230 Furman PL

Home Address

Charlotte

City

NC

State

28210

Postal Code

Mobile: (704) 352-2856

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 1**How long have you been a resident of Mecklenburg County? Please include months, or years.**

7 years

My age range is (please select one): *

 30 to 45**Ethnicity ***

 Hispanic**Gender ***

 Female

Interests & Experiences

Olga Better Stemmer

Education

Master's of Science in Bioinformatics and Genomics at University of North Carolina at Charlotte Bachelor's of Science, in Biological Sciences, Botany, and Chemistry at North Carolina State University

Atrium Health

Employer

Senior Research Associate

Occupation

Business and civic experience

- Cystic Fibrosis Foundation volunteer, Pack for a Purpose volunteer, Wake-Med Volunteer, and Boys and Girls Volunteer - Saint Raphael Catholic Church volunteer and Catechist for the Youth Group - Habitat for Humanity Volunteer - Society of Hispanic Professional Engineers (SHPE) Active Member

Area of expertise and interests/skills

Programming and Bioinformatics

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I want to use my skill set to help women in Mecklenburg have more equality and opportunity in Charlotte.

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

5 - 10 hours

How did you learn of the vacancy? *

Word of Mouth

[OMB_CV_9082023_MS_long.doc](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

Yes No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

I Agree

Signature of Applicant (Sign Your Legal Name):

Olga Better Stemmer

Board Specific Questions

Olga Better Stemmer

5230 Furman Place
Charlotte, NC 28210

olga.better@gmail.com
704.352.2856

PROFESSIONAL OBJECTIVE AND SUMMARY

Creative, organized, results oriented person devoted to improving the human condition while using my technical and communication skills in a Biological Sciences position where I can help our center maintain its competitive advantage.

Professional proficiency & formal training in the following:

- Database Management
- SAS
- Data Analysis and Statistical Inference
- Confocal Microscope
- Fluorescence microscope
- LC Mass/ Spec
- RT-PCR
- Bacterial Cultivation/ Collection
- digital PCR
- Illumina Sequencing
- Sequence Alignment
- Python / R
- SQL
- Fluent Spanish
- Strong communications skills

EDUCATION

University of North Carolina at Charlotte, Charlotte NC **2017-2019**
Master's of Science in Bioinformatics and Genomics, GPA: 3.5

North Carolina State University, Raleigh NC **2004-2007**
Bachelor's of Science, *cum laude*, in Biological Sciences, Botany, and Chemistry, GPA: 3.6

PROFESSIONAL EXPERIENCE

Senior Research Associate and Lab Manager, Atrium Health, Charlotte NC **2020-Present**

-Assist the HOT LAB Research teams in:

- Work with the Coordinators and Technicians to implement and managed a weekly schedule for all anticipated biospecimen from the PCD study.
- Collect and process PCD biospecimen according to their different protocol.
- Conducting a variety of investigations in the planning and budgeting, development and implementation of experimental procedures and specialized laboratory techniques in the analysis of materials under experimentation.
- Research and development of CHIP data using R code to identify novel mutations that can lead to blood test to the identification of patients who are at high risk for complications in Multiple Myeloma.
- Training new hires in the different protocol for collection and PCD biospecimen processing.
- Management of PCD Study coordinating and processing team
- Research and development of novel treatment for Multiple Myeloma using Carfilzomib.

- Acquired skills:

- Harvested and maintained cell culture lines from human blood for culture or other analysis.
- Data Analysis and Statistical Inference
- Python
- Database management

Lab Research Analyst and Lab Manager, Duke University, Durham NC **2013-2017**

-Assist the CAGPM Research teams in:

- Conducting a variety of investigations in the planning and budgeting, development and implementation of experimental procedures and specialized laboratory techniques in the analysis of materials under experimentation. This includes both human subject and animal model experiments.
- Participating in model systems experimentation including preparation of reagents, conduct of experiments, collection and processing of samples, performance of microbiological and molecular testing, data analysis and statistical inference.
- Evaluating and interpreting collected data and prepare reports and analyzes setting forth progress, adverse trends and appropriate recommendations or conclusions.
- Assisting in the development of advanced molecular diagnostic assays.
- Assisting in the Data Analysis and Statistical Inference of experimental data.
- Contributing to drafting and maintaining protocol related SOPs.

- Assist Ophthalmology Research teams in:

- Research and development of blood tests for the identification of patients who are at high risk for complications of Age-related Macular Degeneration and characterization of the biopathology of Neovascular Age-Related Macular Degeneration

- Acquired skills:

- Harvested and maintained cell culture lines from human blood and tissue samples for culture or other analysis.
- Performed Immunocytochemistry, protein extraction, RNA isolation, and RT-PCR
- Harvested and culture microbiology specimens for a number of different studies.
- digital PCR
- TLDA qPCR
- Management of the GAD3 Lab
- Data Analysis and Statistical Inference
- Python

- Database management
- SAS
- SQL
- R

Research Associate, Parion Sciences, Durham NC

2007-2012

- Assist Pulmonary Research teams in:

- Research and development aspects of novel pulmonary drugs for cystic fibrosis and COPD.
- Characterization of the mechanism-of-action of Parion's compounds using a novel experiment
- Development and the standardization of Mucolytics Assay
- Initial research and development of protocols for a Mucolytics Assay

- Assist Ocular Research teams in:

- Coordination of a team of scientists, consultants, and opinion leaders in a pre-clinical ophthalmic drug development program
- Development and utilization of in vitro and in vivo models to screen a compound library, resulting in the selection of a lead compound while training lab personnel in primary screening.

- Acquired skills:

- Harvested and maintained cell culture lines from mammalian, canines, rats, and non-human primate lines.
- Performed Air Surface Liquid assay to measure durability of compounds and Ussing assay to measure potency of compounds.
- Performed primary screening assays (bioelectric measurements, drug transport, drug durability, and drug metabolism)
- Assessed drug solubility and stability while summarized experiments in lab notebooks and computer data entry.
- Participated in a team of 12+ employees during the movement of a lead drug from preclinical to human trials.
- Collected data that was presented in the American Thoracic Society International Conference in 2009 in California
- Collected data that was the primary source of research data used to take lead drug from preclinical studies to human trials.
- Conceived new methods for primary screening of novel compounds using a confocal microscope.

Intern, Biolex Inc, Pittsboro NC

2006-2007

Assisted scientists with:

- Western Blots according to SDS-PAGE
- Silver Stains & Coomassive Blue stain
- Bradford Protein & ELISA Assays

- HPLC&PCR
- LC Mass/Spec & Protein Purifications
- Chemical analyses by titration

- Revised protocol for protein purification; processed hundreds of tissue samples; created organizational spreadsheets.
- Conceived experimental design for new projects while maintaining documentation of procedures and results.

LEADERSHIP ACTIVITIES

- The National Society of Collegiate Scholars, Gamma Beta Phi, and Dean's List
- 2006-2024
- Cystic Fibrosis Foundation volunteer, Pack for a Purpose volunteer, Wake-Med Volunteer, and Boys and Girls Volunteer
- Saint Raphael Catholic Church volunteer and Catechist for the Youth Group
- Habitat for Humanity Volunteer
- Society of Hispanic Professional Engineers (SHPE) Active Member

Publications

- 2015 -2024:
Becker-Drep S, Kistler CE, Ward K, Killeya-Jones LA, **Better OM**, Weber DJ, Zimmerman S, Nicholson BP, Woods CW, Sloane PS. Pneumococcal Carriage and Vaccine Coverage among Residents of Retirement Communities. *Journal of the American Geriatric Society*, 2015.
- Chen LF, Knelson LP, Gergen MF, **Better OM**, Nicholson BP, Woods CW, Rutala WA, Weber DJ, Sexton DJ, Anderson DJ; CDC Prevention Epicenters Program. A Prospective Study of Transmission of Multi-drug Resistant Organisms (MDRO) between Environmental Sites & Hospitalized Patients.
- Lydon EC, Bullard C, Aydin M, **Better OM**, Mazur A, Nicholson BP, Tsalik EL. (2019). A host gene expression approach for identifying triggers of asthma exacerbations. *PloS one*, 14(4), e0214871. doi:10.1371/journal.pone.0214871
- Micah T. McClain¹⁻³, Bradley Nicholson², Thomas Burke¹, Sunil Suchindran⁴, Ricardo Henao¹, Timothy Veldman¹, **Olga M. Better**¹, Stephanie Dobos², Ephraim L. Tsalik¹⁻³, Larry Park², Lori Hudson¹, Geoffrey S. Ginsburg¹, and Christopher W. Woods¹⁻³. Host-based gene expression signatures diagnose acute respiratory viral infection during the presymptomatic phase in an index-cluster cohort.
- Bryan D. Kraft, MD1-3*, Ashlee M. Valente, PhD4, Ephraim L. Tsalik, MD, PhD2,4,5, Micah T. McClain, MD, PhD2,4,5, Marshall Nichols, MS4, Thomas Burke, PhD4, Ricardo Henao, PhD4, Erik J. Soderblom, PhD6, J. Will Thompson, PhD6, M. Arthur Moseley, PhD6, Lori L. Hudson, PhD4, Timothy Veldman, PhD4, **Olga M. Better, BS4**, Mert Aydin, MS4, Anna Mazur, MS4, Karen E. Welty-Wolf, MD1,2, Claude A. Piantadosi, MD1,2, Geoffrey S. Ginsburg, MD, PhD7, and Christopher W. Woods, MD, MPH2,4,5* Molecular Dynamics of the Host Response to *Streptococcus pneumoniae* Pneumonia in Baboons

Acknowledgments

- 2015-2019:
Dalli J, Kraft BD, Colas RA, Shinohara M, Fredenburgh LE, et al. The Regulation of Proresolving Lipid Mediator Profiles in Baboon Pneumonia by Inhaled Carbon Monoxide. *American journal of respiratory cell and molecular biology*. 2015; 53(3):314-25. PubMed [journal] PMID: 25568926, PMCID: PMC4566065
- Fredenburgh LE, Kraft BD, Hess DR, Harris RS, Wolf MA, et al. Effects of inhaled CO administration on acute lung injury in baboons with pneumococcal pneumonia. *American journal of physiology. Lung cellular and molecular physiology*. 2015; 309(8):L834-46. PubMed [journal] PMID: 26320156, PMCID: PMC4609940

Statement to Applicants

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

Women's Advisory Board: Submitted

Queen Elizabeth

First Name

N.

Middle
Initial

Thompson

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Norwood

educationalolut@bellsouth.net

Email Address

4933 Lawrence Orr Road

Home Address

Charlotte

City

NC

State

28212

Postal Code

Home: (704) 563-7360

Primary Phone

Home: (704) 661-6568

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 4**How long have you been a resident of Mecklenburg County? Please include months, or years.**

77 years Lifetime

My age range is (please select one): *

 Over 55**Ethnicity ***

 African American**Gender ***

 Prefer not to say

Interests & Experiences

Queen Elizabeth N. Thompson

Education

J.H. Gunn High School, Charlotte, N.C.; Johnson C. Smith Univ. Charlotte, NC ;Southern Illinois Univ. Edwardsville, Ill; University of Delaware, Oklahoma and University of North Carolina Chapel Hill and Charlotte

Retired

Employer

55 years of Social Work
and Counseling Experience

Occupation

Business and civic experience

Member of African American Historical Interest Group, member of Comprehensive Genealogy Interest, group, Mecklenburg Historical Society, Olde MeckGenealogical Group

Area of expertise and interests/skills

Interest in History, my great, grandmother 4th removed was a slave at the Hezkiah Alexander plantation. Hez. Alexander purchased her at a slave auction at the Meck. County Court house in the 1730's.. My great, great grandfather was Jesse Ruffin, slave of Sir Thomas Ruffin, who signed the NC 13th Amendment. Have done re-enactments of Rosedale Plantation and its slave named Cherry. Interest in story telling and public education.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes, served on Juvenile Service Board, United Way Board and Charlotte Community Relations.

Why are you interested in serving on the board(s) to which you are applying?

My family has been in Mecklenburg County since about 1730 as former slaves of the Hez. Alexander Plantation, now the Museum of History located on Shamrock Drive. I can trace my father's family from a slave ship to Alamance County, NC. My father's family came from Orange and Durham County, NC. I would love to enrich this community with the stories of all it's residence and our shared humanity.

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

15 to 20 hours

How did you learn of the vacancy? *

Clerk Web Page

If you answered other - Where did you learn of this vacancy?

Board and Commissioner notice

Queen Elizabeth N. Thompson

Disclosure

Are you a Mecklenburg County resident?

Yes No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

I Agree

Signature of Applicant (Sign Your Legal Name):

Queen Norwood Thompson

Board Specific Questions

Queen N. Thompson, M.S. Ed. Counseling Psychology

4933 Lawrence Orr Road, Charlotte, NC 28212 704.563-7360 H; 704 661-6568 C.
queencharlotte33@bellsouth.net



Summary of Qualifications

- 50+ years of experience in human services, social work, mental health, school counseling, juvenile probation, workforce development, vocational rehabilitation, and career and technical education
- NC Advocate for Justice; Disability Advocate
- Federal compliance monitor, coordinated medical and education services, Dover, DE
- Served as Union Shop Steward for the Department of Social Services, AFL-CIO trained, Delaware
- Innovative Program Development and Solution
 - Developed a transitional housing program for rural families moving into public housing, in Monroe, NC
 - Founder, POWER, a community support organization for parents and community agencies to work together, Dover, DE
 - Founder and grant writer, ACME House, a battered women's shelter, Altus, OK
 - Founder and grant writer, Tumbleweed, a program for disabled adults, Altus, OK
 - Grant writer for a nutritional program at Teen-Aged Parent Services and a grant writer for "Taking a Positive Step", Charlotte-Mecklenburg Schools, NC
 - Grant writer for Crossroads Charter School, Charlotte, NC
 - Multiple awards from Charlotte-Mecklenburg Schools' Education is a Family Affair
 - Convene a community conference with Charlotte-Mecklenburg Schools and the community: Building on the Strengths of the Family

Work Experience

Charlotte-Mecklenburg Schools, Charlotte, NC

- Special Populations Coordinator
- Dropout Prevention Counselor
- Mecklenburg County Mental Health, “Willie M Program”
- NC Vocational Rehabilitation

Director of Hospital Social Work, Jackson County Hospital, Altus, OK

Texas Mental Health and Mental Retardation Juvenile Treatment Center, Vernon, Texas

State of Delaware, Dover, DE

- **S**ocial Worker, Department of the Visually Impaired
- Social Worker, Department of Social Services

Union County Department of Social Services, Monroe, NC

- Public Assistance Social Worker
- Child Welfare and Protective Services
- Juvenile Parole Officer

Honors and Awards

North Carolina Order of the Long Leaf Pine

First Union Ben Craig Outstanding Educator Award, Charlotte, NC

Churchman of the Year, Altus, OK

Outstanding High School Citizenship Award, Charlotte, NC

Charlotte Mecklenburg Top Teen (10th and 12th grade, Charlotte, NC

President of the Mecklenburg County-wide Student Government, 1963, 1964

National Treasurer of Future Homemakers of America 1963-1964

Martin Luther King Jr., Keeper of the Dream Award, Charlotte, NC

Education

M.S. Ed., Counseling Psychology, Southern Illinois University, Edwardsville, IL

BS, Sociology, Johnson C. Smith University, Charlotte, NC

University of Delaware, New Castle, Delaware

University of Oklahoma, Stillwater, Oklahoma

University of North Carolina, Charlotte, and Chapel Hill

Statement to Applicants

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

Women's Advisory Board: Submitted

Michele

First Name

S

Middle
Initial

Tokpah

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Michele Slawon

micheletokpah@gmail.com

Email Address

8317 Rolling Meadows Ln

Home Address

Huntersville

City

NC

State

28078

Postal Code

Mobile: (704) 956-0140

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 1**How long have you been a resident of Mecklenburg County? Please include months, or years.**

32 years

My age range is (please select one): *

 30 to 45**Ethnicity ***

 African American**Gender ***

 Female

Interests & Experiences

Michele S Tokpah

Education

Wake Forest University School of Professional Studies, Master of Public Administration, 2025
University of Liberia, Bachelor of Arts in Mass Communications, 2015
Harding University High School, International Baccalaureate, High School Diploma 2010

Honeywell

Employer

Sr. Manager, Global
Learning & Development

Occupation

Business and civic experience

Sr. Manager, Global Learning and Development at Honeywell • Onboarding: Leading the development and implementation of a global onboarding program for individual contributors, managers, and directors, resulting in increased speed to baseline role readiness; average 11 new hires per month, 96 learning hours each, 8 weeks to baseline role readiness • Content Management: Directing a cross-functional team to create sales learning and marketing content and to manage the platform that houses product and process collateral for diverse audiences, ensuring consistency, relevance, and alignment with corporate growth strategy; 4,386 unique content created, managed, or uploaded. • Communications & Engagement: Drafting executive communications on behalf of global VP and Sr. Director drive high priority awareness items; boosting morale and connection through weekly newsletter, internal social platform, and leading people initiatives, increasing participation and employee satisfaction. • Strategy Alignment: Collaborating with senior leadership to set budgets, map activities, and draft playbooks aligned with sales priorities AI, Cybersecurity, and Sustainability (Energy Transition) for effective enablement initiatives. • Ongoing Development: Driving employee growth and performance by implementing product, skill development, and leadership training programs; 19,000 reskilling hours delivered in 2024 • Monitoring & Evaluation: Optimizing learning initiatives by assessing training effectiveness through data analysis, competency assessments, and feedback loops to enhance performance outcomes, 972 talents evaluated in 2024 Chair, Membership and Outreach Committee for the Liberian Association of Charlotte (501c3) - Media Relations: Authored newsletters to promote the organization's mission, events, and accomplishments, reaching an audience of thousands; Prepared spokespersons for interviews and public speaking engagements to effectively convey the organization's vision. - Engagement: Coordinated and promoted high-profile events, including annual galas, volunteer programs, and community outreach initiatives, resulting in record attendance and increased public support; Managed the organization's social media platforms, growing follower base by 30%. - Internal Communications and Collaboration: Implemented an internal communications plan that improved staff engagement and kept volunteers informed of organizational updates and priorities; Partnered with cross-functional teams to ensure messaging aligned with organizational goals and brand identity. - Community Relations: Led benevolence initiatives. connecting members to need-based resources, civic engagement education, and networking opportunities - Fundraising: Launched PR campaigns that increased community awareness and supported fundraising efforts for key initiatives, raising over \$30,000 annually Sales Excellence Manager - Customer Training at Microsoft - Monitoring & Evaluation: Cross-functional collaboration to identify operational gaps, implementing interconnected strategic solutions that enhanced communication and drove change management initiatives. - Operational Excellence: Boosted individual contributor performance by developing data-driven strategies, leading to increased global usage rates and higher customer satisfaction. - Process Improvement: Optimized training programs through continuous process improvement, integrating call observations and content evaluations to address knowledge gaps and enhance overall business performance, pipeline management, and growth. Sales Training Manager at AssuranceIQ - Content Development: Live and virtual learning experience design of comprehensive onboarding curricula for entry level associates and delivered leadership training for managers. - Talent Management: Interviewed, hired, onboarded, and facilitated internal and external Train-the-Trainer sessions for new trainers resulting in a substantial 60% boost to sales talent conversion rates within a year. - Project Management: Led a team and collaborated with leadership and multiple teams to audit and refine training procedures, ensuring alignment with overarching sales aims and business priorities. - Compliance: Designed and implemented training modules that adhered to stringent legal and compliance regulations, while also developing instructional materials utilizing design tools and learning management systems for optimized learning outcomes.

Michele S Tokpah

Supervisor, Learning & Development at TTEC (AssuranceIQ Contract) - Team Management: Led a team of 16 sales trainers, collaborating with senior management to enhance processes and elevate team readiness. - Leadership Development: Facilitated Train-the-Trainer (T3) sessions, augmenting subject knowledge, learning tactics, and procedural mastery. - Coaching & Training: Pinpointed performance gaps among trainers, proposing measures for skill enhancement. - Communications & Reporting: Served as an integral liaison, ensuring effective communication between company and clients through status calls, presentations, analytics, and department briefings. Sales Trainer at TTEC (AssuranceIQ Contract) - Facilitation: Taught internal processes, communication skills, and consultative selling to classes - Evaluation: Monitored and reported progress and training effectiveness to trainees and leadership

Area of expertise and interests/skills

Global Capacity Builder who specializes in identifying people-centered solutions to organizational problems. Demonstrated leadership experience in training program management, sales enablement, knowledge management, and content development. Proven success implementing data-driven initiatives that increase engagement and align with corporate objectives. Equipped with a strong foundation in sales and marketing, strategic messaging, and digital media, supported by an undergraduate degree in communications and graduate studies in public administration.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I am a Liberian-American woman who calls the City of Charlotte both her hometown and her home. Now having the pleasure of starting my own family here also, I am inspired by the opportunity to serve the community that raised me. I am interested in serving on the Human Resources, Women's, or Community Relations Advisory Boards because I am passionate about playing an active role in improving the conditions of this city in any way I can utilize my competencies and experiences to, namely by fostering strong organizational cultures, implementing strategic planning initiatives, and creating opportunities for meaningful community engagement. I am equipped to serve on the Human Resources Advisory Committee with my background in training and human capacity development, multicultural communications, and nonprofit leadership. I understand the importance of aligning human resources strategies with both interpersonal and broader organizational goals and community growth and development to ensure a motivated, equitable, diverse, and inclusive workforce, and I intend to always be a champion for ensuring others understand the need for this also. My interest in the Community Relations Board stems from my deep commitment to building bridges between the city and the people it serves. I am motivated by the opportunity to enhance collaboration, strengthen relationships, and create programs that truly address the needs of diverse communities. My experience in people leadership, outreach, and engagement makes me confident in my ability to contribute effectively in this area. Lastly, serving on the Women's Board appeals to me because of my experience in developing and implementing long-term strategies for inclusion and honoring all perspectives. As a member of this community myself and a parent of four daughters, I believe thoughtful, data-driven planning can help the City of Charlotte and its metropolitan area maximize impact, achieve sustainability, and better serve its communities through inclusivity. Overall, I am eager to contribute my skills, learn from others, and support any of these functions in driving positive outcomes for my beloved city and all those it serves.

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

30

How did you learn of the vacancy? *

Mecklenburg County Website

[Michele_Slawon_Tokpah_CV_2025.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

Yes No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

I Agree

Signature of Applicant (Sign Your Legal Name):

Michele Slawon Tokpah

Board Specific Questions

Michele Slawon Tokpah

micheletokpah@gmail.com | (704) 956-0140 | www.linkedin.com/in/micheleslawontokpah

SUMMARY

Global Capacity Builder who specializes in identifying people-centered solutions to organizational problems. Demonstrated leadership experience in training program management, sales enablement, knowledge management, and content development. Proven success implementing data-driven initiatives that increase engagement and align with corporate objectives. Equipped with a strong foundation in sales and marketing, strategic messaging, and digital media, supported by an undergraduate degree in communications and graduate studies in public administration.

WORK EXPERIENCE

Honeywell

Sr. Manager, Global Learning & Development

Jul 2023 - Present

- **Onboarding:** Leading the development and implementation of a global onboarding program for individual contributors, managers, and directors, resulting in increased speed to baseline role readiness; average 11 new hires per month, 96 learning hours each, 8 weeks to baseline role readiness
- **Content Management:** Directing a cross-functional team to create sales learning and marketing content and to manage the platform that houses product and process collateral for diverse audiences, ensuring consistency, relevance, and alignment with corporate growth strategy; 3,701 unique contents developed and managed.
- **Communications & Engagement:** Drafting executive communications on behalf of global VP and Sr. Director drive high priority awareness items; boosting morale and connection through weekly newsletter, internal social platform, and leading people initiatives, increasing participation and employee satisfaction.
- **Strategy Alignment:** Collaborating with senior leadership to set budgets, map activities, and draft playbooks aligned with sales priorities AI, Cybersecurity, and Sustainability (Energy Transition) for effective enablement initiatives.
- **Ongoing Development:** Driving employee growth and performance by implementing product, skill development, and leadership training programs; 19,000 reskilling hours delivered in 2024
- **Monitoring & Evaluation:** Optimizing learning initiatives by assessing training effectiveness through data analysis, competency assessments, and feedback loops to enhance performance outcomes, 972 talents evaluated in 2024

Microsoft

Training Operations Manager

Sep 2022 - Apr 2023

- **Monitoring & Evaluation:** Cross-functional collaboration to identify operational gaps, implementing interconnected strategic solutions that enhanced communication and drove change management initiatives.
- **Operational Excellence:** Boosted individual contributor performance by developing data-driven strategies, leading to increased global usage rates and higher customer satisfaction, communicating status updates and driving regular change initiatives
- **Process Improvement:** Optimized training programs through continuous process improvement, integrating call observations and content evaluations to address knowledge gaps and enhance overall business performance, pipeline management, and growth.

Assurance IQ

Training Manager

Feb 2021 - Sep 2022

- **Content Development:** Live and virtual learning experience design of comprehensive onboarding curricula for entry level associates and delivered leadership training for managers.
- **Talent Management:** Interviewed, hired, onboarded, and facilitated internal and external Train-the-Trainer sessions for new trainers resulting in a substantial 60% boost to sales talent conversion rates within a year.
- **Project Management:** Led a team and collaborated with leadership and multiple teams to audit and refine training procedures, ensuring alignment with overarching sales aims and business priorities.

- Compliance: Designed and implemented training modules that adhered to stringent legal and compliance regulations, while also developing instructional materials utilizing design tools and learning management systems for optimized learning outcomes.

TTEC (Assurance IQ Contract)

Supervisor, Learning & Development

Sep 2020 - Jan 2021

- Team Management: Led a team of 16 sales trainers, collaborating with senior management to enhance processes and elevate team readiness.
- Leadership Development: Facilitated Train-the-Trainer (T3) sessions, augmenting subject knowledge, learning tactics, and procedural mastery.
- Coaching & Training: Pinpointed performance gaps among trainers, proposing measures for skill enhancement.
- Communications & Reporting: Served as an integral liaison, ensuring effective communication between company and clients through status calls, presentations, analytics, and department briefings.

Trainer

Jul 2020 - Sep 2020

- Facilitation: Taught internal processes, communication skills, and consultative selling to classes
- Evaluation: Monitored and reported progress and training effectiveness to trainees and leadership

The Liberian Community Association of Greater Charlotte (501c3)

Chair, Membership and Outreach Committee

Jan 2020 - Present

- Team Leadership: Leading a 5-member team reporting to the President responsible for managing membership intake categorization, and providing member support.
- Strategic Planning: Developing programs and guidelines for membership intake, social services, and community outreach in alignment with long-term planning aims and vision.
- Program and Event Development: Creating initiatives, services, and social and informational events that cater to the needs of the organization and its members.
- Community Outreach: Engaging in social services programs and member assistance, coordinating responses to emergencies such as bereavement, sickness, and disasters, problem-solving and decision-making under pressure.
- Communication: Drafting a quarterly newsletter to all members, soliciting external sponsorship and support, and collaborating with the President, Board, Planning Committee, and membership through verbal and written communication skills.

Go Health

Team Manger

2019 - 2020

- Team Leadership & Development: Led a high-performing sales team, coaching and mentoring members to exceed monthly targets and fostering a collaborative, goal-oriented culture.
- Performance Optimization: Analyzed team performance metrics to identify growth opportunities, implementing data-driven strategies that boosted conversion rates and customer engagement.
- Strategic Alignment: Collaborated with leadership to align team objectives with broader company goals, enhancing operational efficiency and overall team productivity.

Sr. Sales Consultant

2018 - 2018

- Customer Engagement: Engaged customers through consultative sales techniques, building trust and long-term relationships that increased customer retention rates.
- Sales Strategy Execution: Utilized in-depth product knowledge and market insights to offer tailored solutions, consistently achieving or exceeding sales quotas.
- Process Improvement: Identified and suggested improvements to sales processes, contributing to a more streamlined approach that supported growth and customer satisfaction.

Tranzact

Sales Consultant

2015 - 2016

- **Client Needs Analysis:** Conducted thorough needs assessments to recommend solutions aligned with client goals, ensuring high satisfaction and sustained engagement.
- **Relationship Building:** Developed strong client relationships through effective communication and reliable follow-up, fostering a customer-first culture.
- **Goal Achievement:** Consistently exceeded sales targets by leveraging product knowledge and consultative techniques, contributing to team success and revenue growth.

Ministry of Gender, Children, and Social Protection - Republic of Liberia

Community Relations Intern

2015 - 2015

- **Community Outreach:** Supported the planning and implementation of community engagement initiatives focused on enhancing social services for women and children.
- **Stakeholder Engagement:** Assisted in coordinating with local organizations, government bodies, and NGOs to create awareness and mobilize resources for community programs.
- **Data Collection & Reporting:** Conducted surveys and collected data to assess community needs, contributing to the development of targeted support programs.

Aflac

Account Manager

2013 - 2014

- **Strategic Solutions & Advisory:** Advised clients on insurance options, offering tailored solutions that met both immediate and long-term needs.
- **Sales Growth:** Drove account growth through proactive relationship management and targeted upselling strategies, resulting in increased portfolio revenue.

Kwamon Refugee Education

Community Support Specialist

2008 - 2012

- **Community Engagement:** Collaborated with local leaders and social service organizations to provide essential support and resources to refugee communities, fostering a supportive network and aiding successful integration.
- **Program Development:** Designed and implemented educational and social programs tailored to meet the unique needs of refugee families, addressing key areas such as language skills, cultural adaptation, and educational development.
- **Needs Assessment & Resource Allocation:** Conducted comprehensive assessments to identify community needs, mobilizing and distributing resources to ensure effective delivery of essential services.
- **Crisis Response:** Coordinated rapid response efforts for emergencies, including healthcare needs, housing support, and counseling services, ensuring timely and compassionate assistance to affected individuals.
- **Communication & Advocacy:** Served as a liaison between the refugee community and service providers, advocating for increased resources and program enhancements that supported sustainable community development.

EDUCATION

Wake Forest University

Dec 2025

Master of Public Administration

University of Liberia

Dec 2015

Bachelor of Arts, Mass Communication

SKILLS

Strategic Planning • Verbal and Written Communications • Live and Virtual Event Management • Program and Project Management • Content Development and Analysis • Stakeholder Engagement • Data Analysis • Curriculum Development • Instructional Design • Learning Management Systems (LMS) • Facilitation • Customer Relationship Management (CRM) • Learning and Development • Cross-Functional Collaboration • Change Management • Team Management • Organizational Development • Process Improvement • Leadership • Operational Excellence

Mecklenburg County, NC

Women's Advisory Board

Board Details

The Women's Advisory Board is to identify periodically the Status of Women in Mecklenburg County; to work toward the betterment of the status of women in education, employment, family, community, health, law, finance, and social services; and to provide community leadership opportunities by initiating and promoting programs designed to serve the needs of women.

Must be a resident of Mecklenburg County.

Mission Statement

The mission of the Women's Advisory Board is to promote the critical and emerging needs of women in Mecklenburg County through education and service.

Purpose

The WAB is to identify periodically the status of women in Mecklenburg County; to recommend ways to work toward the betterment of the status of women in education, employment, family, community, health, law, finance, and social services; to work collaboratively with other organizations; and to provide community leadership opportunities by initiating and promoting programs designed to serve the needs of women.

Overview

Size 15 Seats

Term Length 3 Year

Term Limit 2 Terms

Contact

Name Elyse Hamilton-Childres

Phone (704) 900-9343

Additional

Qualifications

Must be a resident of Mecklenburg County.

Advisory Board Details

Contact staff advisor for more information.

Meeting Dates/Times

Monthly - 4th Monday at 5:30 p.m.

Meeting Location

Valerie C. Woodward Center - Ste. 4023 3205 Freedom Drive Charlotte, NC 28202

Time Commitment

3 hours per month

Stipend

No

Special Notes**Job Description**

Women's Advisory Board

Board Roster

Denawa D Alberti

1st Term Dec 21, 2021 - Nov 30, 2024

Email denawa.alberti@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (919) 464-8161

Address

4235 Millennium Ave Apt. 12101
Charlotte, NC 28217

Ellen H Bird

Partial Term Feb 21, 2023 - Nov 30, 2024

Email ellen.h.bird@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (949) 391-8099

Address

3801 Martele Drive
Mint Hill, NC 28227

Kristin Buhlert

2nd Term Jul 02, 2019 - Jun 30, 2025

Email kmbuhlert@gmail.com

Appointing Authority BOCC

Home Phone Home: (509) 227-9799

Alternate Phone Home: (509) 227-9799

Address

720 Farmhurst Dr
Apt B
Charlotte, NC 28217

Shawana Burnette

2nd Term Mar 04, 2020 - Apr 30, 2027

Email burnettesb@gmail.com

Appointing Authority BOCC

Home Phone Home: (803) 378-6850

Alternate Phone Home: (704) 299-9798

Address

6003 Cattail Ct
Charlotte, NC 28215

□ **Jamilah L Espinosa**

2nd Term Jan 15, 2019 - Nov 30, 2025

Email jamilah@espinosafirm.com

Appointing Authority BOCC

Home Phone Home: (704) 649-4982

Alternate Phone Home: (704) 210-8200

Address

1401 Moonstone Dr
Matthews, NC 28105

□ **Katelyn Hogan**

2nd Term Oct 01, 2019 - Apr 30, 2027

Email katelynhogan77@gmail.com

Appointing Authority BOCC

Home Phone Home: (704) 280-9488

Alternate Phone Home: (704) 280-9488

Address

1726 Flatriver Dr
302
Charlotte, NC 28262

□ **Laphaedra Howard**

2nd Term May 04, 2021 - Apr 30, 2027

Email mslhoward@live.com

Appointing Authority BOCC

Home Phone Mobile: (980) 253-5862

Address

7135 Pitzer Dr
Charlotte, NC 28269

□ **Kandice L Mcqueen**

1st Term Oct 03, 2023 - Apr 30, 2027

Email kandiced@me.com

Appointing Authority BOCC

Home Phone Mobile: (803) 389-4883

Address

12347 Hunting Birds Lane
Charlotte, NC 28278

□ **Camellia T Nixon**

Partial Term Oct 03, 2023 - Nov 30, 2025

Email camellia.nixon@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (704) 453-4732

Address

1622 MERRIMAN AVE
CHARLOTTE, NC 28203

□ **Laci Ollison**

Partial Term Feb 22, 2023 - Nov 30, 2024

Email laci.ollison@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (910) 382-8170

Address

808 Hawthorne Ln
Apt 431
Charlotte, NC 28204

□ **Tameka Peterson**

1st Term Dec 21, 2021 - Nov 30, 2024

Email godschild121@gmail.com

Appointing Authority BOCC

Home Phone Home: (704) 995-9692

Address

7425 Garrett Ct
Charlotte, NC 28214

□ **Corelutta Reid**

2nd Term Mar 07, 2018 - Apr 30, 2025

Email corelutta77@yahoo.com

Appointing Authority BOCC

Home Phone Home: (704) 200-0544

Alternate Phone Home: (704) 649-1845

Address

1600 Silverberry Ct
Charlotte, NC 28214

□ **Sara L Seegers**

2nd Term May 04, 2021 - Apr 30, 2027

Email slseegers@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (704) 291-0358

Address

442 New Bern Station Court
Charlotte, NC 28209

□ **Delynn Turner**

1st Term Oct 03, 2023 - Apr 30, 2027

Email turnerdelynn7@gmail.com

Appointing Authority BOCC

Home Phone Home: (917) 855-3414

Address

3955 Medallion Dr
Charlotte, NC 28205

□ **Sherri Winters**

Partial Term Oct 03, 2023 - Nov 30, 2025

Email sherri_winters@yahoo.com

Appointing Authority BOCC

Home Phone Mobile: (630) 400-1078

Address

9723 Cockerham Lane
Huntersville, NC 28078