



Experience

SEPTEMBER 2020 - PRESENT

Program Evaluation Specialist & Data Scientist / CareFirst BlueCross BlueShield

Work with program teams to evaluate program outcomes and identify areas of program improvement through needs assessments and evaluations, including ROIs.

- Utilize Results Based Accountability framework to develop evaluation framework for Community Health and Social Impact (CHSI) portfolio and develop surveys for vendor evaluations and for the CHSI portfolio
- Establish evaluation framework and design logic models for internal and external program evaluations (including Clinical Programs, Healthworx innovation programs, and initiatives) to define program value and their measurement
- Develop a composite score to identify highest need locations for new programming in partnership with other business areas
- Implement RE-AIM Framework for public health program evaluation for standardized processes
- Evaluate race and ethnicity data sources to inform leadership of strengths, areas for opportunity, and potential use cases

APRIL– SEPTEMBER 2020

Impact & Evaluation Manager / Global Brigades, Remote

Managed monitoring, evaluation, learning, and reporting for the Monitoring & Evaluation team in 7 countries in Central America, Western Africa, and Europe.

- Managed virtual interns and maintained responsibilities of previous M&E roles
- Created standardized, automated impact reporting tool to increase transparency and results-driven outcome reporting

DECEMBER 2018 – APRIL 2020

Senior Monitoring & Evaluation Associate / Global Brigades, International

Developed and managed evaluations for \$14.5M+ programs, with \$6M+ from grants annually, including selecting and focusing appropriate evaluation designs to facilitate rapid cycle learning, improvements, and new program development. Based between Honduras, Guatemala, and Greece with additional travel.

- Hired and onboarded new team members and provided ongoing coaching
- Supervised work of international evaluation team (12+ members) in matrix management structure, managed 5 project champions and interns
- Worked with Greek officials and refugee camp management to plan and implement mobile medical clinics, including proper documentation and follow-up
- Planned biannual conferences to keep team abreast of relevant evaluation methods and process changes
- Developed and managed database with 40,000+ records, including internal and external reports for accountability, improvements, and donor reporting
- Synthesized and documented findings and lessons learned through various media and tools including presentations, reports, and WordPress website
- Implemented electronic data collection tool for 70%+ time savings
- Created M&E documentation: Theories of Change, SOW, M&E Plans
- Designed organizational M&E capacity building for 10-70+ participants

APRIL – DECEMBER 2018

Monitoring & Evaluation Associate / Global Brigades, Tegucigalpa, Honduras

Ensured proper documentation of program methodologies, internal and external reporting, and led historical data input after international database adoption.

- Conducted data cleaning, analysis, and reporting using various methods, and documented findings and lessons learned through various media and tools including presentations, reports, and WordPress website
- Collected data with participatory methods, quantitative/qualitative surveys
- Managed 20+ external research projects including university partners and disseminated findings

JUNE 2017 – APRIL 2018

Program Associate / Global Brigades, Tegucigalpa, Honduras

Promoted Community Health Worker & Patient Referral programs, including collecting, analyzing, and disseminating public health evaluations.

- Identified data-driven need for increased health worker follow-up training
- Presented organizational updates to groups of 20-50 stakeholders
- Planned and doubled the number of Community Health Worker Conferences per year for trained Community Health Workers in the region
- Empowered chapter leaders, volunteers, and in-country staff to prepare for and execute over 25 brigades (student volunteer groups) to facilitate the greatest impact and experience.

JANUARY – MAY 2017

Public Health Intern / World Relief, High Point, North Carolina

Navigated local health care system with vulnerable clients (resettled refugees) and updated weekly health care promotion class curriculum to meet local standards through research, with a focus on reducing barriers and social determinants of health.

AUGUST 2014 – AUGUST 2016

Certified Nursing Assistant & Public Health Volunteer / Community Care Clinic of Boone, Boone, North Carolina

Volunteered regularly (bi-weekly) at free health clinic for community members without health insurance using skills as a Certified Nursing Assistant, assisting with patient care, providing referrals to local public health resources, and supporting with general office management tasks to support clinicians.

Publications & Presentations

CREA 6th International Conference, 2021, Presentation

Building an Equitable and Culturally Responsive Evaluation Practice in International Development

SAGE Research Methods, Doing Research Online, 2022, Case Study Publication

[Using Online Surveys to Capture Time-Sensitive Data in a Low-Resource Setting](#)

Education

2020

Measurement & Evaluation, M.S. / American University

Applied course work with non-profit partner, Global Brigades: WASH Health Outcome Measurement proposal using TextIt (January - February 2019); Community Health Worker Program Evaluation Plan (March – April 2019); Research study to define Empowerment with staff and volunteers (July – August 2019); Pilot Evaluation of effects of Volunteering (January – February 2020); Measurement of effects and perception of COVID-19 on rural communities in Central America (April – May 2020)

2017

Languages, Literature, & Cultures, B.A. / Appalachian State University

University Honors; Global Connections Certificate; Minors: Psychology & Medical Humanities

Skills

- Advanced Spanish Language
- Data analysis (Excel, SQL, SAS, R, SPSS, Apricot, KoBo)
- Survey Design, Analysis, Interpretation, and Presentation
- Measuring Health Outcomes in Field Surveys, Certification
- Great Graphs in Excel – Data Depict Studio, Certification
- 30+ LinkedIn Learning Certifications

Volunteer

JUNE 2022 – PRESENT

Vice President of Philanthropy & Service / Zeta Tau Alpha, Baltimore City Alumnae Chapter

2022 – PRESENT

Task Force Member / Communications Task Force, American Evaluation Association (AEA)

2021 – 2023

Chair / Graduate Students & New Evaluators Topical Interest Group (GSNE TIG), AEA

2020 – 2022

Communications Chair / GSNE TIG, AEA