

SHADAE PAUL

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17022 Bivens Lane
Hagerstown, MD 21740

EDUCATION

University of Washington (UW)

Master of Public Administration

Certificate: International Development Policy and Management

Sept. 2016 – Jun. 2019

Sept 2017 – Jun. 2018

Master of Public Health (Global Health)

Certificate: Global Women, Adolescent, and Child Health

Sept. 2016 – Jun. 2019

Sept. 2016 – Jun. 2017

University of Maryland

Bachelor of Arts, English Language and Literature

Aug. 2004 – Jun. 2008

PROFESSIONAL EXPERIENCE

Cornerstone for Women Leaders

Apr. 2023 – Present

President and Chief Executive Officer

- Leverage progressive leadership experience to facilitate leadership training strategies for adult learners.
- Oversee the day-to-day operations of the organization and ensure its overall successful long-term operations.
- Organize, motivate, and mentor internal team leaders to strategically grow the organization's impact, programs, fundraising, and to effectively fulfill its important mission.
- Contribute to the strategic plan and drive its implementation.
- Drive development and fundraising, leveraging the Board as needed, and ensure the organization's financial stability and sustainability by maintaining healthy cash flow and adequate reserves.
- Present and promote the organization and its mission, programs, partners, and members in a consistently positive manner.
- Ensure high visibility to prospects and the public, and build interest in engaged philanthropy.

Maryland Health Care Commission

Apr. 2020 – Oct. 2022

Program Manager

- Assist the Chief for "APCD Reporting and Data Release" in the design and conduct research on the utilization and cost of health care services.
- Conduct policy studies including cross-payer (private, Medicare, Medicaid) analysis; and testing of a model to provide analytical results from cross-payer data for approved studies.
- Process All-Payer Claims Database data release tracking and data release management while planning and conducting analysis file creation and data analyses.
- Preparing written and graphic interpretations of analytical findings.
- Assisting in the development and review of analytical reports created by outside contractors.

UW Department of Global Health

Aug. 2017 – Jun. 2020

Research Coordinator

- Developed and coordinated the execution of a study on discharge care and follow-up care for pediatric patients in western Kenya for the Childhood Acute Illness & Nutrition Network (CHAIN: NCT03208725).
- Scheduled and led bi-weekly study meetings for a team of two principal investigators and six study managers based in Washington state, Illinois, and Kenya.
- Developed clear and concise written protocols, work plans, and analytic plans to ensure timely completion of project goals and maintained a digital repository of over 800 study-related files across two platforms.
- Communicated findings to the study team and led manuscript development.

Strategic Analysis, Research & Training (START) Center

Sept. 2017 – Jun. 2019

Research Assistant

- Leveraged over 10 years of professional and academic experience to consult on six projects related to vaccine development, maternal and child health, and implementation science for clients at the Bill & Melinda Gates Foundation (BMGF).
- Worked on multidisciplinary teams to produce written reports, oral presentations, analytic spreadsheets, publications, and other materials on topics identified as key global issues for clients at the BMGF.
- Elected as the student representative by a cohort of 15 research assistants to serve for six academic quarters as the liaison between research assistants and the START Center leadership.
- Partnered with START Center leadership to execute three new center-wide activities to increase work productivity, enhance workplace culture, and promote diversity.

UW Department of Global Health

Sept. 2016 – Jun. 2017

Research Assistant

- Conducted literature reviews and tracked procedural documents for MITS, a study investigating pediatric gastrointestinal diseases in low and middle income countries.
- Worked alongside faculty advisor to design data collection tools and develop a comprehensive strategy for organizing and maintaining study files.
- Utilized data software packages to analyze complex quantitative and qualitative datasets.
- Scheduled and facilitated monthly meetings between research partners in the US, Kenya, Bangladesh, Malawi, and Pakistan.

MedStar Georgetown University Hospital (MGUH)

Nov. 2014 – Aug. 2016

Program Coordinator

- Worked alongside the program director to supervise 17 program employees and two student volunteer groups, and managed administrative tasks for the program including scheduling, invoicing, procurement, and event planning.
- Partnered with program employees to identify alignments and potential opportunities to expand program services to underserved units in the hospital.
- Founded and managed a mentorship program between pre-medical students at Georgetown University and program employees. Participants who completed the program reported increased knowledge about holistic healthcare, a desire to apply lessons learned to future professions, and overall satisfaction with the mentorship program.
- Identified a need for increased public awareness of the program. Developed a public relations strategy for amplifying the program's digital presence, resulting in a website redesign and public engagement via social media.

U.S. Peace Corps

Sept. 2012 – Oct. 2014

Community Health Promotion Volunteer, Fiji, South Pacific

- Founded and directed the Golden Bow Project, a collaboration between Makoi Bhanabai Health Center, the Fiji Ministry of Health, UNICEF, and WHO, to design hospital and community-based programs informed by IYCF guidelines to increase compliance with the Baby-friendly Health Initiative.
- Managed the Tovata Latrine Project, a community-based water and sanitation project to build 26 new latrines in a squatter settlement, resulting in multiple community-based trainings and a grant submitted to Australian Aid (AusAID).
- Partnered with Spectra Baby Australia to facilitate the donation of eight hospital grade breast pumps to Makoi Bhanabai Health Center, and designed a complementary training on infant nutrition for new mothers.
- Identified an unmet need for updated, culturally-informed educational materials that promote physical activity. Co-produced Fiji Dance Fitness, a 30-minute fitness video for the Fiji Ministry of Health.

ACADEMIC PUBLICATIONS

1. Tollefson D, **Paul S**, Green D, Babigumira J, Agha S. *Use of the Fogg Behavior Model to assess the impact of a social marketing campaign in Pakistan*. *Journal of Health Communication*. 1-9. 2019. doi: 10.1080/10810730.2019.1597952.
2. Shilton S, Chandra-Mouli V, **Paul S**, Denno DM. *Facilitators and barriers in utilization of World Health Organization's Preventing Early Pregnancy guidelines in formulating laws, policies, and strategies: What do stakeholders in Ethiopia say?* *International Journal of Adolescent Medicine and Health*. 2019. doi: 10.1515/ijamh-2019-0028.
3. Denno DM, **Paul S**. *Child health and survival in a changing world*. *Pediatric Clinics of North America*. 64: 735-754. 2017. doi: 10.1016/j.pcl.2017.03.013.

OTHER PUBLICATIONS

1. **Paul S**, Babigumira J. *Vaccine Delivery Digest*. START Center for Bill & Melinda Gates Foundation. 2017-2018. Available from: uwstartcenter.org/publication-digests/vaccine-digest/.
2. **Paul S**. *Advancing access, opportunity, and justice for all: UW's endowed fellowship for global health excellence, equity, and impact*. Blog post. UW Department of Global Health. May 21, 2018. Available from: <https://globalhealth.uw.edu/news/2018/05/21/advancing-access-opportunity-and-justice-all-uw-s-endowed-fellowship-global-health>.
3. **Paul S**. *Women leaders in global health—beyond gender parity*. Blog post. UW Department of Global Health. November 3, 2017. Available from: <https://globalhealth.washington.edu/news/2017/11/03/women-leaders-global-health-beyond-gender-parity>.

PRESENTATIONS & CONFERENCES

1. *Motivation and ability are associated with condom use: Assessing a new behavior change model in the context of a condom campaign in Pakistan*. Oral presentation at American Public Health Association (APHA) Conference. START Center and Bill & Melinda Gates Foundation. San Diego, CA. November 12, 2018.
2. *Knowledge, attitudes, and practices of Kenyan healthcare workers regarding pediatric discharge from hospital*. Poster presentation at American Society of Tropical Medicine and Hygiene (ASTMH) Conference. New Orleans, LA. October 30, 2018.
3. *Saberes sin fronteras: Knowledge without borders symposium*. Co-lead organizer and facilitator. University of Washington, Department of History: Latin American and the Caribbean Studies Program. Seattle, WA. April 27, 2018.
4. *Adverse childhood experiences*. Panelist. Western Regional Global Health Conference. University of Washington, Department of Global Health. Eugene, OR. April 22, 2018.
5. *Opportunities in health, 2018*. Panelist. University of Washington, Department of Global Health. Seattle, WA. March 19, 2018.
6. *Bending the arc*. Panelist. Partners in Health Engage and UW School of Medicine Global Health Interest Group. Seattle, WA. December 1, 2017.
7. *Latin America and the Caribbean: After storms and earthquakes*. Panelist. University of Washington, Jackson School of International Studies. October 20, 2017.
8. *Child health and survival in a changing world*. Poster presentation. Global WACH End of the Year Event. University of Washington, Department of Global Health. Seattle, WA. June 5, 2017.
9. *Why global WACH?* Speech. Global WACH End of the Year Event. University of Washington, Department of Global Health. Seattle, WA. June 5, 2017.
10. *Culture, exclusion, and healthcare in Latin America, the Caribbean, and Africa*. Poster presentation. Global Healthies. University of Washington, Department of Global Health. Seattle, WA. May 15, 2017.

VOLUNTEER EXPERIENCE

STEM Paths Innovation Network, Youth Mentor	Sept. 2018 – Jul. 2019
UW Latin American and Caribbean Students Association, Officer	Oct. 2016 – Jun. 2019
UW Department of Global Health (DGH)	
MPH Re-envisioning Steering Committee, DGH Student Representative	Sept. 2018 – Jun. 2019
DGH Curriculum Development Committee, Student Representative	Sept. 2017 – Jun. 2018
DGH Radical Public Health, Member	Sept. 2017 – Jun. 2018
MPH Curriculum Development Caucus, Founding Member	Dec. 2016 – Jun. 2018
Mamas del Rio (Lima, Peru), Study Coordinator for Graduate Practicum	Jun. 2017 – Aug. 2017
Society of Health Policy Young Professionals (Washington, D.C), Member	Aug. 2015 – Aug. 2016
March of Dimes, Maternal & Child Health Volunteer	Feb. 2012 – Jul. 2012
Mary's Center for Maternal and Child Care, Community Volunteer	Mar. 2012 – Jul. 2012
International Rescue Committee, ESL Tutor	Oct. 2010 – Dec. 2011
Habitat for Humanity: Women Build, Volunteer	Aug. 2008 – Dec. 2009

BOARD MEMBERSHIPS

The Brighter Horizon, Founding Board Member	May 2024 – Present
Washington County Commission for Women	
President	Oct. 2021 – March 2023
Vice President	Dec. 2020 – Sept. 2021
Commissioner	Nov. 2019 – Nov. 2020
Primetime for Women, Board Member	Sept. 2021 – Oct. 2022
Maryland Maternal Health Task Force, Member	Dec. 2020 – Oct. 2022
Washington County Commission for Women, Commissioner	Nov. 2019 – Present
Hagerstown Birth, Board Member	Jun. 2015 – Jun. 2016

AWARDS & FELLOWSHIPS

UW Graduate School Distinguished Thesis Award (Finalist)	Jun. 2019
Department of Global Health Travel Award	Oct. 2018
Oscar Gish Social Justice & Equity Award	May 2017
Thomas Francis Jr. Global Health Fellowship	Apr. 2017
Grayston-Day Endowed Fellowship	Aug. 2016 – Jun. 2017

TECHNICAL SKILLS

Analytic Software: R, STATA, Atlas.ti, Dedoose, Tableau
 Microsoft Office Suite: Word, Outlook, Excel, Power Point, Publisher; Adobe Creative Suite: Acrobat, Illustrator, Photoshop, Soundbooth

FOREIGN LANGUAGES

Spanish (Intermediate)