

# Paula Brown Stafford

paulabrown.stafford@habergeon.com • 901 Jordan Hills, Chapel Hill, NC 27517 • 919.215.0927

## Summary

Over 35 years in biopharmaceutical drug development. Experience in a start-up company, a public company with \$100m in revenue, a private company with \$2b in revenue, a public company with \$4b in revenue, including “A Most Admired Fortune 500 Company.” Significant board, operational and sales and marketing experience. Committed to growth with proven ability to deliver top-line and bottom-line results.

## Education

University of North Carolina at Chapel Hill

**1986** Bachelor of Science in Public Health, specialization in Biostatistics

**1992** Master of Public Health, specialization in Biostatistics

INSEAD, Graduate Business School; Fontainebleau, France and Singapore

**2004** International Executive Program, Certificate

## Board Experience

Novan, Inc., a **NASDAQ company**, **Board of Directors** (2017-present)

Health Decisions, Inc., **Board of Directors** (2016 – 2021)

Public Health Foundation, UNC Gillings School of Global Public Health, **Board Member** (2007 – present), **Chair** (2014-2016)

Healthcare Businesswomen’s Association, **Corporate Advisory Board** (2013 – 2018)

CTSA/NCAT Grant from NIH to University of North Carolina, Chapel Hill, **External Advisory Board** (2008 – 2017)

Clinical Data Interchange Standards Consortium (CDISC), **Board of Directors** (2007 – 2015), **Chair** (2012-2013), member of Executive Committee for six years

Association of Clinical Research Organizations (ACRO), **Board of Directors** (2015)

Q<sup>2</sup>, a Quintiles Quest Diagnostics JV, **Management Board** (2015)

Cenduit, a Quintiles ThermoFisher JV, **Board of Directors** (2009 - 2014)

Bio-Imaging Technologies, Inc., a **NASDAQ company**, **Board of Directors** (2002 – 2008)

## Recent Leadership Positions

Novan, Inc. (2017 – present)

**President and Chief Executive Officer** February 2020 - present

Responsible and accountable for the overall leadership, scientific and financial oversight, and investor relationships of a publicly traded, clinical-stage pharmaceutical company. Considerable efforts related to capital raises totaling nearly \$100m within eighteen months.

**President and Chief Operating Officer** 2019 - 2020

Accountable to the CEO for the planning and execution of all research and development programs and the implementation of a quality by design program across the organization. Assisted the CEO with investor presentations, discussions with research analysts and vetting of investment bankers.

**Chief Development Officer** 2017 - 2019

Responsible for the execution of clinical development programs, including planning clinical trials, resourcing, and providing oversight to achieve program objectives. Ensure operational excellence to support regulatory submissions and approvals. Recruit, train, mentor and retain a top-tier clinical operations team.

Habergeon LLC (2016 – present)

**Managing Director**

Leadership Consulting, Executive Coaching, Next Level Coaching, Keynote Speaker. Currently consulting as “Executive in Residence” for a mid-size pharmaceutical company, serving as interim Head of Clinical Operations, while search for permanent candidate is in progress.

University of North Carolina at Chapel Hill, Gillings School of Global Public Health, Public Health Leadership (2016 – present)

**Adjunct Professor**

Frequent lecturer in the Public Health Leadership department and the Biostatistics department, on the topic of Leadership from an executive’s perspective. Member of the ACCLAIM team, providing leadership lectures and leadership consulting to physicians in UNC Hospitals.

Quintiles (1985 – 2015)

(Quintiles Inc., RTP, NC; Quintiles (UK) Ltd., London and Reading, England;  
Quintiles Pacific, Inc., Palo Alto, CA)

## Paula Brown Stafford



### President, Clinical Development September 2010 – December 2015

Responsible for leading nearly double-digit growth of global CRO services (Quintiles largest business line), with approximately \$3b of annual revenue and 22,000 employees across 60 countries. Responsible for strategy, financial P&L, customer satisfaction, employee retention, quality of delivery, productivity and continuous process improvement. A member of the Executive Committee and a Board Observer.

### Executive Vice President, Global Operations August 2005 – August 2010

Global role started with ten global Data Management delivery centers and gradually added other global business units, including Statistics and Programming, Medical Writing, Regulatory, Central Laboratory and Phase I services. Developed and sold the first functional resourcing offering. Established and chaired the Enterprise Data Council.

## Recent Awards and Achievements

- Co-Author, *Remember Who YOU Are: Achieve Success. Create Balance. Experience Fulfillment.*, Morgan James Publishing, March 2018
- University of North Carolina at Chapel Hill, Distinguished Alumna Award, October 2016
- Invited to provide expert testimony in a US Congressional hearing initiated by the US Energy & Commerce Committee on the 21<sup>st</sup> Century Cures Initiative: Modernizing Clinical Trials, July 2014
- ACE Award presented to Quintiles, Healthcare Businesswomen's Association, as the founder of Quintiles WIN group, November 2013
- Top 10 Women in Biopharma, named by Fiercebiotech, 2012
- Business Woman of the Year, Triangle Business Journal, 2011

## Professional Associations

- Women Corporate Directors (WCD), since 2020
- OnBoard NC (onboardnc.org), since 2016
- National Association of Corporate Directors (NACD), since 2015-2020 – Recognized as NACD Governance Fellow in 2017
- Healthcare Businesswomen's Association (HBA), since 2009-2020 – founding member of RTP Chapter Advisory Board
- Drug Information Association (DIA), since 2005 – frequent speaker and panelist