

English Sall

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EDUCATION

University of North Carolina (Chapel Hill)

MS in Biomedical and Health Informatics, Anticipated May 2022

North Carolina State University (Raleigh, North Carolina)

MS in Industrial/Organizational Psychology, January 2019

Ph.D. in Industrial/Organization Psychology, July 2020

Meredith College (Raleigh, North Carolina)

B.S. in Economics, May 2013

B.S. in International Studies, May 2013

Minor: Sociology

Minor: English

RELEVANT PUBLICATIONS

Abbot-Smith J., Harris F., MacAndrews C., and Clayton A., **Sall E.**, (eds.) (2015). Recruiting Opportunity Youth: Unlocking The Full potential of National Service. The Aspen Institute.
<https://static1.squarespace.com/static/573ddc87f85082ef3b2d2cb1/t/573f61768259b5e36960e56e/1463771514106/OppertunityYouthReport.pdf>

Ballard, M., Schwarz, R., Johnson, A., Church, S., Palzuelos, D., McCormick, L., **Sall, E.**, Fiori, K. (2017) Practitioner Expertise To Optimize Community Health Systems: Harnessing Operational Insight. RETRIEVED FROM: [HTTPS://WWW.CHWIMPACT.ORG](https://www.chwimpact.org). DOI: 10.13140/RG.2.2.35507.94247.

O'Brien, J., **Sall, E.**, & Clark, J. (2018, September 30). When it comes to Ford and Kavanaugh, can we really be objective? New research suggests not. Retrieved from <http://news.trust.org/item/20180930164421-cjnbv/>

Sall E., Clayton A., Scott J. (2014). Industrial-Organizational Psychology and the United Nations: A Partnership [Industrial-Organizational Psychology and the United Nations: A Partnership. *Organizacjonnaâ psihologiâ (Organizational Psychology)*, vol. 4, no 2, pp. 53-56 (in English).

- Sall, E.** (2017). Phiona the "outlier". Retrieved from https://www.huffpost.com/entry/phiona-the-outlier_b_5a2d8143e4b04e0bc8f3b5de
- Sall, E. G.** (2019). Psychological profiles of individuals attracted to social impact organizations. (Unpublished Master's Thesis). North Carolina State University, North Carolina, USA. <https://catalog.lib.ncsu.edu/catalog/NCSU4607182>
- Saxena M., **Sall E.**, Scott J., Rupp D., Foster L., Oskcki M., Mallory D., (2015) News from the SIOP-United Nations Team: Exploring Work Experiences of Informal Workers and Promoting Decent Work for All. *The Industrial Organizational Psychologist*, 53, 172-175.
- Sall. E.G.** (2019). Development of a Political Viewpoints Scale. (Unpublished Dissertation). North Carolina State University, North Carolina, USA. <https://www.lib.ncsu.edu/resolver/1840.20/38215>
- Sall.E.G.,** Walker, J. (2021) Orchestrating Systems-Level Change in the Battle Against COVID-19. *Stanford Social Innovation Review*. https://ssir.org/articles/entry/orchestrating_systems_level_change_in_the_battle_against_covid_19#
- Sall.E.G.,** Walker, J. (2021) Locally Driven, Network Supported Systems Change. *Stanford Social Innovation Review*. https://ssir.org/articles/entry/locally_driven_network_supported_systems_change

RELEVANT COMPLETED COURSES/CERTIFICATIONS

- Survey of I/O Psychology
- Organizational Psychology
- Experimental Statistics for Biological Sciences I
- Quantitative Methods in Psychology
- Practicum in Industrial/Organizational Psychology: Professional Development
- Item Response Theory
- Psychometrics
- IDEO Human Centered Design Certification
- Cluster Analysis and Latent Variable Methods
- Structural Equation Modeling
- Training
- Database engineering
- Systems Analysis
- Six Sigma Green Belt

RELEVANT SOFTWARE EXPERIENCE

Microsoft Office, SPSS, JMP, HTML, SAS, R, AMOS, SQL, M-Plus, Word Press, Square Space

APPLIED EXPERIENCE

4D Lab Manager, Raleigh NC (2013-2018)

Assisted in data analysis, report writing for the various projects within the lab as well as finding and assessing possible grant/funding opportunities. Engaging in literature review and research project design and overseeing 3 research assistants.

Society for Industrial Organizational Psychology/United Nations Team Intern, Raleigh, NC/New York City, NY (2014-2015)

I was responsible for updating and managing the Psychology Coalition of the United Nations Website. Assist the SIOP/UN Team in various efforts including producing and distributing reports and initiating and maintaining UN and non-UN partnerships.

Data Strategist Fellowship with ORGANize, New York City, NY (2014-2017)

I was tasked with working with Wharton School of Behavioral Economics to develop data collection methods, research strategies, develop and execute surveys and research studies. I also developed partnership with Social Crunch to create surveys, specific survey platforms and user interfaces, and data collection methods.

At Home in the World Fellowship Project, Raleigh, NC (2013-2015)

I assisted in overall research and project design to create an educational film about Corporate Sponsored Employee Volunteerism. Responsible for finding various funding avenues and working partnerships to generate creation of the film and accompanying classroom module.

Co-Director of Impact Careers Initiative, Washington DC (2014-2015)

I consulted on and Developing research projects and long-term organization strategy. Exploring and applying for research grants. Developing strategic partnerships and facilitating avenues to utilize the initiatives' research into practice.

Co-Founder of Impact Thread, Raleigh NC (2015-Present)

Impact thread aids Social Impact Organizations transitioning from start-up to scale-up phase in organizational development. Applying data driven processes and practice to develop better metrics, recruitment, retention, and organizational culture within social impact organizations. We use IOP skills and knowledge to conduct high-level research in the space of social impact work and the work force that shows interest in working at social impact organizations.

Board Member and Strategic Advisor for Sall Family Foundation Global Health Systems Profile Raleigh, NC/Global (2016-Present)

The Sall Family foundation is a family foundation based out of North Carolina that seeks to resource and drive change in the space of Global health and conservation. By investing in systems level initiatives and collaborative efforts the Sall Family Foundation

works to move the needle in both health and conversation, especially in the nexus of those two areas. Sall family also works to solve problems through a gender lens and works to combat issues specially facing women and girls. The global health work specifically has sought to impact the space of, maternal and child health, community health systems strengthen and health system capacity building. I have specifically over seen the work in community health, gender justice and all initiatives related to data and digital health in the community health and health systems space.

Founder and President of CARE's Embark Initiative, Atlanta, GA/Global (2017-Present)

This initiative seeks to create an innovation platform that harnesses the power of women leaders and CARE field experts to address the challenges women and girls face worldwide. This is being operationalized through a curated group of women philanthropists, business leaders, experts and influencers that will commit to a three-year program that harness their expertise and resources to innovate on solutions for some of the world's most complex problems. This model will not only work to bring in a new form of innovation and intentionality to the major issues facing women and girls but also to radically reform the current philanthropic model. We will provide an environment and opportunities for these women to be an integral part of the innovation and implementation team. This initiative will strive to co-create truly groundbreaking innovations and process that transcend issues areas and organizations.

Principle of CARE Innovation Team, Atlanta, GA/Global (2017-Present)

CARE's Innovation team aims to incubate and launch models that aim to shift the power throughout the global development sector by enabling community driven and implemented solutions. My role on the innovation team has been to help steward these models and work on high level strategy development for these models and the team as a whole. Specifically, I have worked to build Scale X Design, Embark and Care for our Neighbor.

Vice Chair of The United Nations Special Envoy for Health, New York City, NY (2017-2019)

This Special Envoy for Health is tasked with catalyzing efforts and commitments required for the successful implantation of health-related goals in the Agenda 2030, which includes ending AIDS, TB and malaria. One of the specific pillars of this work is through leveraging community health worker scale up and frontline delivery. The office of the Special envoy is focused on building capacity at Ministries of Health and improving financing for community health.

Collaboration and Partnerships Liaison for 4DLab and Center for Advanced Hindsight, Durham, NC (Aug 2018-2019)

This work seeks to identify and enhance research collaborations between the 4D lab and CAH as well as external partners. This work seeks to foster collaborations through the lens of Behavioral Economics and Humanitarian Work Psychology and in turn move the needle in the space of Global and Domestic Health and Finance. Using tools such as gamification, Psychological measurement and Behavioral insights and "nudges" to improve upon these areas is the main focus of this work.

Social Science Research Institute Visiting Research Fellow with Duke University; located at the Center for Advanced Hindsight, Durham, NC (2018-2019)

The work of this fellowship involves assisting in behavioral insights projects in the spaces of domestic and global health as well as finance. Examples of these projects include behavioral vaccine interventions, train-the-trainer interventions in the space of global financial literacy, research on sexual assault behavioral interventions, and consulting on community health worker projects.

Data and Information Technology collaborative lead with Rockefeller, PSI, OWAGS and Salesforce, New York City, NY (2018-2020)

This work includes leading on the work design and execution of the data and IT digester project work in collaboration with Rockefeller, PSI and Salesforce. The outputs of this work are landscape analysis of current data interoperability barriers in the space of global development, an understanding of current and growing technology, and finally landscaping and alignment of both civil society and the private sector on values-based data and technology principles that will lead to enhanced data security agreements and interoperability in the space of health and overall global development.

Partnership with UNC's Gillings School of Global Public Health and the WHO's Collaboration center on the Implementation Science Initiative, Chapel Hill, NC/Global (2019-Present)

I have been working in partnership directly with Dr. Herbert Peterson, Dr. Blanton Godfrey and Joumana Hiadar in an effort to elevate the work and space of implementation science in partnership with the WHO. This includes strategic plan development, network building, and knowledge building in the space of implementation science.

Maverick Collective Member, Washington, DC/Global (2016-Present)

This project focuses on the issues that while the goal of all health care systems is the health and well-being of patients there are issues in these systems that limit access and quality of care. In particular in remote areas, patients often don't have appropriate and timely access to health care services to address their needs and feel disempowered. In more and more countries, Community Healthcare Workers (CHWs) are deployed to provide a bridge between the community and the health system. They provide an entry-point to the health system due to their abilities, skills set, geographical location, and most importantly their trusted position in the community. Despite progress with scaling up CHW systems, training provided to CHWs are often insufficient and available information management tools are not effective in supporting a truly human-centered health care service. This project has worked to design and implement an electronic health information tool that provides patients with information about their health, enables the community health worker to provide continuous care and informs healthcare facilities staff and policy makers with an overall picture of the health of their community. Existing health information management systems tend to be fragmented and incomplete. This results in client's information being held in multiple silos but with no one system providing a holistic overview. This leaves room for misdiagnosis, mismeasurement, inefficient use of resources and an overall lack of ability to have oversight of the health of communities. By building a strong electronic foundation, caregivers, community health workers and clients are better equipped to work together to create a health system that works for everyone when and where they need it.

Scaling this approach will provide extremely valuable information to national health systems to better manage their resources. The government of Zimbabwe has joined this effort to support the pilot with a view to scaling a successful solution across the national health system. Crucial learning, from pilot to scale-up, can be used to inform similar initiatives in other countries.

Strategic Advisor and Implementation Manger of the Bahnmi Electronic Medical Record System in Zimbabwe, Global (2016-present)

My role was to oversee the development and implementation of the Bahnmi EMR system at the New Africa house clinic as well as clinics throughout various regions in Zimbabwe. The key to this process was ensure the implementation of this system both at the clinic level as well as the community level through tablets given to Community Health Workers. I worked on many components of this project, from user design to gap analysis to the capacitating both the clinic as well as the minister of health with the right workforce to ensure a smooth implementation. I also worked as a research principle to design projects that captured the both the change in performance of the health workers using the technology and the effect this change had on health outcomes for patients.

Founding Partner of Community Health Impact Coalition, Global (2016-2018)

This is a 5-year initiative comprised of some of the fields most innovative implementers to catalyze the adoption of high-impact community health systems design. This work has led to the creation of 8 design principles and highly respected report outlining these principles and how to implement them. This work has gone hand and hand with the release and operationalization of the WHO guidelines on community health systems.

<https://chwimpact.org>

Principle of The Community Health Acceleration Partnership through the WHO Office of Global Strategies, New York City, NY/Global (2019-present)

Along with two other principles, Jeff Walker and Austin Hearst, this team seeks to identify, and leverage systems change initiatives and investments that move the needed in community health and access to primary health care for all. Specifically, we work to achieve Sustainable Development Goal number 3 (Ensure healthy lives and promote wellbeing for all at all ages) through high quality, integrated and sustainable community health systems. We have founded and fostered organizations such as Aspen Management Partnerships for Health, Financing Alliance, Community Health Impact Coalition, and the Community Health Road Map.

Post-doctoral Fellow in the Carolina Health Informatics program (present)

This work aims to further the research and practice of health informatics on the global stage. This work surrounds various projects in the space of interoperability standards, research in health data exchange, and the nexus of capacity, implementation and health informatics. Current projects include: the development of a health data exchange community of practice and clearinghouse data management function, landscape review of data visualization tools, and integration of intelligent search mechanisms for unstructured datasets.

Co-founder Trofi Holdings LLC (present)

Troff is a collective investment platform that leverages benefit-capital to support exceptional builders and initiatives with a vision to create a healthy, sustainable, and equitable food future. Through hands-on strategic support, Troff focuses on opportunities that make healthy, delicious food more accessible for all.

Co-Founder and CEO of Cymantix INC (2020-Present)

Cymantix is a technology and software development start up in North Carolina. Cymantix specializes in making meaning out of unstructured data through unsupervised machine learning and natural language processing. My responsibilities include setting a vision for the company, ensuring the processes and resources are in place to execute that vision and disseminating that vision to partners, customers and collaborators.

HONORS & MEMBERSHIPS

- Dedication Medal from the Red Cross in recognition of providing lifesaving blood services (2011)
- Recognition awards from the Cystic Fibrosis Foundation for raising awareness and funds (2009-2012)
- Society for Industrial and Organizational Psychology (SIOP) (2013-present)
 - Student Affiliate
- Global Organization for Humanitarian Work Psychology (2013-present)
 - Student Affiliate
- Nexus Global Youth Summit Member (2013-present)
- Alpha Kappa Delta (2013-present)
- Alpha Iota Rho (2012-present)
- Omicron Delta Epsilon (2011-present)
- Silver Shield, Meredith College Leadership Honors Society (2013-present)
- Sall Family Foundation Board Member (2012-present)
- World Wildlife Fund National Council Member (2016-Present)
- Education North Carolina Board Member (2016-2018)
- Jamie Kirk Hahn Foundation Board Member (2016-2018)
- Jacaranda Board Member (2016-present)
- Huffington Post Contributor (Sept 2017-June 2018)
- Aspen Management for Health Board Member (2017-present)
- End Fund Board Member (2017-Present)
- Maverick Collective Member (2017-Present)
- Maverick Next Board Member (2017-Present)
- CARE USA Board Member (Sept 2018-Present)
- Adjunct faculty, Meredith College, Industrial and Organizational Psychology Masters Program

- Adjunct faculty, UNC Gillings School of Global Public Health, Department of Health and Human Behavior
- Faculty in Residence: COVID-19 Strategy Advisor, CARE

REFERENCES

Dr. Lori Foster Thompson

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Dar Vanderbeck

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