SHANNON MICKELSON CAMPBELL, MPP

1.312.887.9105 | Portland, Oregon, USA

shannon.campbell87@gmail.com

Samples of past work available at http://shannoncampbell.me

ABOUT ME

Skilled researcher and statistician, passionate data geek, coding enthusiast, dynamic advocate, and innovative self-starter with expertise in data science seeking to join and contribute to a workplace culture that is enthusiastic about actively harnessing data to inform and innovate.

EMPLOYMENT HISTORY

Manager, Data Science – *Comagine Health, Portland, Oregon, USA; January 2021 to present*

Core responsibilities
- Provide supervision to the data science team, which engages in complex programming, statistical analysis, and other data analytics to provide actionable information to internal and external clients working on improving community health
- Oversee analytics for all all-payer claims database (APCD) contracts
- As a 'working manager', directly lead and contribute to specific projects, providing strategy, project management, coding, and/or statistical skills as each project necessitates
- In collaboration with executive leadership, develop team vision and growth opportunities, leveraging team skills and company strengths to further develop what products we offer in the healthcare data market
- Collaborate with other analytics managers and directors to manage department workflow and allocation of resources
- Communicate with internal and external clients
- Provide coaching and support for staff in programming, statistics, customer service, and career development

Senior Research & Evaluation Analyst – *Multnomah County Health Department, Behavioral Health Division, Portland, Oregon, USA; August 2014 to January 2021*

Core responsibilities
- Developed the scope of the position and expanded research/evaluation's role in the division
- Utilized wide variety of data sources, including Medicaid claims data as extracted from all-payer all-claims database files, survey data, care management data, and EHR data
- Performed routine data management and extraction; e.g., writing complex SQL queries to gather data for statistical analysis; quality control and data mining; developing requirements for new data collection procedures; aiding service providers with development of internal

data collection tools
- Designed analyses and developed multivariate statistical models to answer questions about the relative impact of different interventions, population health, utilization patterns, expenditures, comorbidities, risk, etc.
- Developed predictive risk algorithms to inform the targeting and delivery of services
- Utilized project management skills to guide research/evaluation projects, from inception to final results
- Translated research results into actionable insights for decision-makers to inform policy, program improvements, quality incentive payments, and other processes; created reports, presentations, etc. that were accessible to the target audience
- Developed Tableau dashboards for effective data visualization and to build capacity among end-users in utilizing data
- Supervised graduate research interns
- Participated in and/or led regional workgroups with stakeholders
- Served as subject matter expert on claims data and behavioral health data for policymakers, decision-makers, community members, and other researchers

High-impact project examples
- Development of acute care risk tool—predictive algorithm for identifying clients at increased risk of psychiatric hospitalization and emergency room services
    - Engaged subject matter experts and end users, conducted all statistical analysis and subsequent validation, translated results into an easy-to-interpret scoring mechanism
- Led development of the tri-county quality composite scores, a value-based/pay-for-performance system for behavioral health services reimbursed by Oregon's largest coordinated care organization
    - Exhibited leadership and stakeholder engagement skills via provider collaboration, gaining network buy-in; conducted all data analysis; wrote code for automation; built opportunity scoring model responsive to provider case mixes and populations; built Tableau dashboard for easily accessible results
    - As of 2020, had guided distribution of $5 million in quality incentive pool funding; was acquired by CareOregon, largest Medicaid plan carrier in state

Shift Lead, Central Medical Motel, COVID-19 Emergency Response – *Multnomah County Emergency Operations Center, Portland, Oregon, USA; March 2020 to May 2020*

Core responsibilities
- Temporary voluntary reassignment from regular Multnomah County analytics duties for first several months of active COVID-19 response
- As swing shift lead, supervised on-site team operating emergency shelter for homeless individuals with symptoms of COVID-19
- Utilized crisis management and logistical skills, ensuring that all routine duties were performed as well as managing unique situations that arose as the person in charge on-site
- Helped develop policies and procedures in real-time during unprecedented time of

emergency
- Responsible for staff and guest safety and well-being; engaged in conflict resolution and de-escalation as necessary; in coordination with medical staff, made critical decisions regarding guest health and interventions
- Coordinated guest intakes and discharges, answered external inquiries, aided guests in fulfilling needs, triaged tasks

Graduate Teaching Assistant – *Oregon State University Department of Sociology, Corvallis, Oregon, USA; September 2013 to June 2014*
- Held office hours for student questions, graded assignments and exams, and assisted instructors in four undergraduate courses, including teaching guest lectures on poverty

Research/Policy Intern – *Willamette Neighborhood Housing Services, Corvallis, Oregon, USA; June to December 2013*
- Aided in research and program development for community land trust, developing internal policy and processes; developed marketing and orientation materials; strategized outreach
- Local mixed-methods market analysis of manufactured housing as affordable housing option, including social, legal, financial, and safety considerations
- Conducted internal grant audit of government-funded regional revolving loan fund for community development

Positions beyond the last 8 years available upon request.

ACADEMIC QUALIFICATIONS

Masters of Public Policy (MPP); NFQ Level 9
Oregon State University (Corvallis, Oregon, USA); June 2014, 3.9 GPA
- Provost's Distinguished Graduate Fellowship, 2012-2013; full tuition, $22,000 stipend
- Graduate thesis: [Rethinking Change: Measuring Quality of Life Outcomes in Housing First Residents in Portland, Oregon](#)
- Conference presentations: Pacific Sociological Association annual meeting, 2014; Student Social Justice Conference, 2013

Bachelor of Arts in political science, minor in history; summa cum laude
Wheaton College (Wheaton, Illinois, USA); May 2009, summa cum laude
- Further details available upon request

Study abroad
National University of Ireland - Galway (Galway, Ireland); summer term, 2008
- Further details available upon request

PROFESSIONAL DEVELOPMENT AND VOLUNTEER SERVICE

- Member, American Evaluation Association (AEA); 2014-present
  - Program co-chair for the Behavioral Health topical interest group, 2020-2021; conference advisory working group, 2018
  - Abstract reviewer for the 2015, 2018, 2019, and 2020 annual conferences
  - [Presentation](#) on predictive analytics, 2018 conference, with subsequent [blog post](#) for WeAllCount.com; [presentation](#) on stakeholder engagement, 2019 conference; [blog post](#) on measuring emergency department utilization for AEA Tip-A-Day website
- Volunteer, UniteOregon, 2019
  - Conducting research on [asylum and immigration court decisions](#)
- Member, Community of Practice for Program Evaluators and Researchers (COPPER), 2018-2021
  - Presented [poster](#) on predictive analytics at fall 2018 COPPER meeting; [presentation](#) on quantitative methods and research ethics at spring 2019 COPPER meeting
- Member, Project Review Team, Multnomah County Health Department, 2017-2021
  - Pre-Institutional Review Board panel determining whether proposed projects met the definition of public health practice or research
- Member, IDEA (Including Disability in Equity & Access), 2017-2020
  - Media coordinator, 2019-2020
- Guest speaker, graduate professional development seminar at Oregon State University; 2015-2017
- Multnomah Leadership Academy participant, 2016—one of 30 staff (out of over 5,500) selected to take part in six month leadership development program
- Representative, diversity and equity committee, Multnomah County Behavioral Health Division, 2015-2016
- Member, Women in Policy, Oregon State University, 2012-2014
  - Secretary, 2013-2014
  - Website developer, 2012-2013
- Volunteer, Corvallis Sustainability Coalition Housing Action Team, 2013
  - Served as subject matter expert/researcher on community land trusts; conducted research and developed materials for stakeholder meetings and planning

SKILLS AND SUBJECT MATTER EXPERTISE

- Experienced in both qualitative and quantitative research methods, including research design, surveying, data management, meta-analysis, and complex statistical analysis
  - Specialty in quantitative research methods; Ph.D-level quantitative coursework during master's program
    - Examples of frequently used statistical models: ordinary least squares (linear) regression, logistic and ordinal logistic regression, Poisson, longitudinal/panel data analysis, survival analysis, latent profile and latent class analysis
    - Ability to utilize said analyses to develop predictive models and algorithms
- Data management, analysis, and visualization software

- o Proficient in Stata, SQL, SAS, Tableau, Adobe InDesign, Microsoft Office, Google Apps
- o Working knowledge of R
- o Demonstrated ability to quickly learn and adapt to other programming languages and software
- Subject matter expertise in policy and data analysis related to healthcare
  - o Expert in managing and analyzing healthcare claims data
    - ▪ 'Big data' navigation skills
    - ▪ Knowledge of key code sets, such as ICD-9 and ICD-10, CPT, HCPCS, revenue, place of service, and so forth
    - ▪ Expertise in all-payer claims databases (APCDs)
  - o Knowledge of government-funded and managed care healthcare systems/payors
    - ▪ Specialized knowledge in behavioral health, acute care, American Medicaid, and coordinated care organizations/risk-accepting entities
- Subject matter expertise in policy and data analysis related to housing
  - o Knowledge of evidence-based affordable housing programs, interventions for ending houselessness, role that housing plays in health and other outcomes
    - ▪ Specialized knowledge in Housing First, harm reduction, manufactured housing, and community land trusts

REFERENCES

Devarshi Bajpai, CADC-III, MBA
Chief of Research, Oregon Department of Corrections (formerly Medicaid Plan Manager, Multnomah County)
1.503.750.1195 | devarshi.bajpai@doc.state.or.us

Jacob Mestman, PMP
Quality and Business Manager, Multnomah County (formerly Decision Support Unit Program Manager, Multnomah County)
1.503.984.1840 | jacob.mestman@multco.us

Kristen Lacijan-Drew, MS, MPH
Analytics Manager, Health Share of Oregon
1.503.416.4963 | kristen@healthshareoregon.org