



AD Consulting Inc., St. Paul, MN

07/2022 – Present

CEO

- Public policy and organizational development specialist and board advisor.
- Collaborate with client teams to transform complex challenges into scalable solutions with future-ready systems resulting in efficient, high-impact outcomes that drive transformative growth for client.
- Empower organizations by cutting through bureaucratic barriers and restoring order to operational chaos.
- Registered lobbyist with Minnesota Campaign Finance Board.

Kyros, Minneapolis, MN

11/2022 – 8/2024

Vice President Of Strategic Policy and Market Expansion

- Led the Joint Commission's certification process for provider outpatient clinics, guaranteeing compliance with high-quality healthcare standards and increasing organizational trust.
- Secured substance use disorder outpatient licenses in five states and collaborated with large health systems to develop new service lines, increasing Kyros' portfolio and market impact.
- Increased operational efficiency by advising changes in peer recovery operations that assist over 2,200 people and teach 600 professionals each year.
- Developed metrics to monitor peer and client outcomes utilizing data from electronic health records and outside objective data sources, creating a weekly dashboard for KPI monitoring.

NUWAY, Minneapolis, MN

03/2019 – 11/2022

Vice President Of Public Policy (Promotion) / Director of Public Policy

- Negotiated value-based payment agreements with health insurance providers, optimizing reimbursement models and increasing funding for services.
- Collaborated with the University of Minnesota on a four-year research study evaluating the NUWAY addiction treatment model, driving evidence-based improvements in treatment outcomes. Utilized self-reported data and data from the electronic health records.
- Led organizational response to a proposed \$15M budget cut by the Governor, securing a \$20M investment in substance use disorder treatment and recovery services.
- Strengthened the organization's advocacy efforts, enhancing NUWAY's position as a leading voice in substance use disorder policy reform and funding initiatives.

Minnesota Department of Human Services, St. Paul, MN

04/2018 – 03/2019

Chief of Staff (Promotion)

- As a member of the agency's senior management team, provided executive leadership to five division directors and 350 workers in critical operational areas.
- Managed a \$62 million operational budget while ensuring fiscal responsibility and resource allocation in human resources, compliance, performance management, and organizational development.
- Led the formulation and execution of the agency's strategic plan, which aligned objectives with long-term state goals and demonstrated operational excellence.
- Led strategic planning and supervision for departments such as general counsel, equal opportunity, compliance, and workforce development in order to increase organizational efficiency and service delivery.
- Led process improvement and workflow optimization of the equal opportunity complaint process that improved completed investigations on time from 30% to 85%.

Minnesota Department of Human Services, St. Paul, MN**09/2011 – 04/2018****Director Of Government Relations (Promotion)**

- Advised the Commissioner and executive leadership as the principal government relations strategist, managing a legislative agenda that impacted over one million Minnesotans. Orchestrated cross collaboration across six administrations to present a singular package for Governor's consideration within a specified budget.
- Led the development of the Governor's human services budget and policy for \$15 billion operational budget, overseeing over 700 pages of legislation and more than 80 annual proposals.
- Over seven years led budget reduction planning of 15% of program and operations to net investment in programs.
- Directed communications and negotiations with legislators and external stakeholders, ensuring alignment between agency priorities and legislative outcomes.
- Managed the successful transition of a 35-year decentralized team of eight to a centralized model, improving operational efficiency and strategic alignment within the department. Designed and implemented new tracking system for proposal processing and bill tracking.

Minnesota Department of Human Services, St. Paul, MN**04/2011 – 09/2011****Health Care Manager (Promotion)**

- Directed programs with over \$2 billion in Medicaid, grant, waiver, and state funding, facilitating services to prevent institutionalization for individuals with disabilities and long-term care needs.
- Implemented statewide long-term care provider standards and rate-setting methodologies, improving care quality and cost efficiency across Minnesota.
- Oversaw the allocation of critical funding to ensure the sustainability of home and community-based services, benefiting thousands of vulnerable residents.
- Managed a team of 20+ full-time staff, providing leadership and direction to ensure effective program delivery.

Minnesota Department of Human Services, St. Paul, MN**01/2002 – 04/2011****Director, Legislative Relations for Continuing Care (Long-term service and supports, disability services, behavioral health)**

- Directed the administration's legislative agenda, testifying before Minnesota House and Senate committees and coordinating expert consultations to support legislative priorities.
- Conducted and managed the analysis of over 750 bills and more than 300 fiscal proposals, ensuring comprehensive evaluation and alignment with agency objectives.
- Led the development of a centralized platform for agency-wide legislative activity, streamlining communication and decision-making across departments.
- Coordinated the preparation and delivery of expert testimony, enhancing the agency's influence and effectiveness in legislative negotiations.

EDUCATION**University of Minnesota, Minneapolis, MN 2016**

Master of Public Affairs

University of Wisconsin – La Crosse, La Crosse, WI 1992

BS, Community Health Education

ADDITIONAL

- Software experience: Collaboration Platforms (e.g. Slack), Microsoft suite, Google suite, document management (e.g. SharePoint), Board Reporting Tools, Time Management, AI Chat GPT, Tableau, Hubspot.
- Current Board Member: MARRCH 2019-2025 (past President), Mental Health Resources 2022-2025