

Chelsea Richard

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PROFESSIONAL EXPERIENCE

CENTRAL CAROLINA COMMUNITY FOUNDATION

Columbia, SC

Vice President of Operations | June 2025 – Present

- Lead internal operations, data strategy, and organizational alignment, strengthening foundation-wide effectiveness and advancing mission impact.
- Partner with executive leadership to operationalize a three-year strategic plan, including development of success metrics and cross-functional staff and board engagement.
- Supervise the communications team and guide execution of high-quality, data-driven, multi-channel communications campaigns.
- Spearhead organization-wide AI adoption, establishing an internal implementation team, defining guiding principles, and delivering staff training and rollout.
- Strengthen cybersecurity and modernize technology infrastructure through continuous improvement cycles and oversight of managed service provider relationships.
- Design and execute large-scale sector research, leading a nonprofit survey with 130+ respondents to inform advancement, communications, and community investment strategy.
- Oversee employee planning, performance systems, and HR operations, including policy development, staff training, and cross-functional support.

SOUTH CAROLINA FIRST STEPS AND EARLY CHILDHOOD ADVISORY COUNCIL

Columbia, SC

Chief of Strategy and Research | April 2025 – June 2025

Chief of Staff | May 2024 – April 2025

Director of Research and Strategy | June 2021 – May 2024

Strategic Impact Manager | July 2019 – June 2021

- Served on the executive leadership team, advising the Executive Director and Board on strategy, systems, and impact.
- Led the cross-functional Capacity Building Team and co-led implementation of agency performance management system and staff engagement activities.
- Directed evaluation strategy for \$70M+ investment in core programs and pilot initiatives, through direct supervision of staff and contracts with independent evaluators.
- Headed development and implementation of a custom program and case management system with 500+ users and 10,000+ active cases across statewide programs, streamlining data collection and reporting.
- Built the agency's capacity for data-informed decision-making through the institution of rapid cycle feedback loops, internal systems for progress monitoring, and South Carolina's first state-level placement of a Harvard Strategic Data Project fellow.
- Operationalized and co-led development of strategic plans for agency, early childhood system, and network of 46 affiliate nonprofits, aligning goals, measurement systems, and activities with identified needs and resources.
- Spearheaded governance strategy and policy development for interagency data sharing for early childhood programs that leverages statewide integrated data systems and co-led change management process for agency's migration to Microsoft Teams.
- Co-founded the Carolina Collaborative for Early Childhood Innovation and the award-winning companion Evaluation Toolkit, a program implementation and evaluation process that closes the gap between program designers and users.
- Managed complex budgets and projects involving internal and external partners and contributed expertise to state-level efforts to improve the lives of South Carolinians.
- Supervised communications team (functionally served as interim Director of Communications from July 2024 - January 2025) and grantmaking and development functions from May - December 2024.

SOUTH CAROLINA DEPARTMENT OF HEALTH AND ENVIRONMENTAL CONTROL**Columbia, SC**

Survey Program Coordinator | July 2015 – July 2019

- Directed large-scale data collection efforts for population health surveillance, data analysis, and federal reporting (13,000+ surveys annually).
- Co-founded Health Data Symposium, cultivating cross-sector learning and strategic use of public health data.
- Authored 6 peer-reviewed publications and over 100 presentations/publications focused on translating data to impact.

BRIGHAM AND WOMEN'S HOSPITAL**Boston, MA**

Data Coordinator and Manager | February 2012 – August 2013

- Managed National Institutes of Health-funded study logistics, data systems, and Institutional Review Board protocols for 4,000+ participants.

ACADEMIC APPOINTMENTS

Adjunct Instructor – University of North Carolina at Charlotte | 2024 – Present

Affiliate Faculty – University of South Carolina | 2022 – Present

EDUCATION

PhD, Epidemiology – University of South Carolina | 2021

MSPH, Epidemiology – University of South Carolina | 2015

BS, Biology – University of Massachusetts Boston | 2012

SELECT VOLUNTEER SERVICE

Board Member – Richland Library Board of Trustees | 2022 – Present

Editorial Board Member – Maternal and Child Health Journal | 2022 – Present

Member, Past President – Mu Chapter, Delta Omega Public Health Honor Society | 2015 – Present

AWARDS AND CERTIFICATIONS

Certified Public Manager – State of South Carolina | 2023

Best & Brightest 35 and Under – Columbia Business Monthly | 2021

Preparing Future Faculty Certificate – University of South Carolina | 2018

Presidential Fellowship – University of South Carolina | 2017 – 2021

Intramural Research Training Award – National Institutes of Health | 2014

Vernberg Fellowship – University of South Carolina | 2014

Magna cum Laude – University of Massachusetts Boston | 2012

Merit Scholarship – Boston University | 2008