

# VICTORIA BRYAN, MPH RN PMP

Strategic Change Agent  
Maryland



## PERSONAL BACKGROUND

Strategic change agent who combines technical knowledge and hands on leadership experience with strategic development, operations, and sustainability. Proven ability to successfully coordinate and manage multiple projects, partnerships, and resources (volunteers, budget, materials, and time) to influence change in underserved communities.

## GET IN TOUCH WITH ME

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## PROFESSIONAL REFERENCES

Larry Simmons  
Phone: 443-415-7007  
Email: LarryCSimmons@gmail.com

Danielle Torain  
Phone: 410-350-4933  
Email: Dtorain.consultant@gmail.com

Wendy Blackwell  
Phone: 443-722-5893  
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## KEY STRENGTHS

**Integrating Multiple Disciplines:** Mindful of the big picture and skilled at identifying interrelations and community impact within multifaceted situations that require knowledge of functional areas and best practices.

- Orchestrated change initiatives and associated strategy shifts for Baltimore City's Office of Youth and Trauma Services (OYTS) that led to 30% increase in funding
- Organized six city-wide events with budgets of \$50k+ including Youth Resiliency Festival with >300 attendees

**Marshaling Change and Innovation:** Proven versatility to span industries, bringing fresh perspectives, new ideas, and keen community intuition to enhance impact opportunities.

- Led research efforts for national grant-funder. Efforts resulted in a national publication on shifting practices to connect opportunity youth to employment and entrepreneurship opportunities

**Cultivating Teamwork and Strong Partnerships:** Known for genuine, empathetic, persuasive interpersonal style that engenders trust while strengthening relationships and building multi-disciplinary cooperation.

- Traveled nationally and internationally, investigating best practices and advocating for the expanded role of community health workers. Efforts led to passing of Maryland House Bill 490

**Strengthening Institutional Agility and Viability:** Apply creativity, analytical rigor, pragmatic overview, and leadership skills to build value, foster flexibility, and keep institutions viable in the face of decreased funding.

- Secured \$2.5M in new investment in OYTS through research, strategy planning, and project leadership despite a 20% decrease in federal and local investments

## EDUCATION & TRAINING

### Simmons University

Master of Science in Nursing- Family Nurse Practitioner, June 2023

### Howard County Community College

Associate of Science in Nursing, May 2018

### Project Management Academy

Training Spring 2019, Certification February 2020

### Johns Hopkins School of Public Health

Bunting Neighborhood Leadership Fellowship, Dec. 2018

### Morgan State University

Master of Public Health, May 2014

### Davidson College

Bachelor of Art in Anthropology, May 2011



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## PROFESSIONAL ETHOS

Strongly committed to continuous quality and outcome improvements in the areas of health equity, programming and delivery, leadership development, and youth and community advocacy

## PUBLICATIONS

*Reshaping Workforce Development in Baltimore: Ensuring Community Voice and Expertise Guide Us*  
Research Consultant, 2017  
Annie E. Casey Foundation

*Improving Workforce Development Programs: Lessons learned from Listening to Dads*  
Author, 2016  
National Responsible Fatherhood  
Clearing House

*The Rise of Anchor Institutions and the Threat to Community Health*  
Co-Author, 2016  
Kalfou: Temple University Press

## KEY STRENGTHS

Nursing | Public Health Programs | Health Trends | Program Implementation & Evaluation | Policy Analysis & Advocacy | Budget Management | Qualitative Data Analysis | Policies & Procedures | Program Resource Development | Research & Report Writing | Staff Development | Project Management | Compliance Monitoring |

## WORK EXPERIENCE

### *Total Health Care*

#### *Population Health Manager, June 2021 - Present*

- Leads the collection and analysis of performance measure data stratified by race/ethnicity and other demographic characteristics to identify health disparities; provides assistance with the implementation of evidence-based strategies to reduce identified gaps in care
- Supports the implementation of population health management strategies including chronic care management. Supervises team of Community Health Workers and Chronic Care Manager nurses.

### *University of Maryland & Sibley Memorial*

#### *Labor & Delivery Nurse, 2019 - 2021*

- Assessed planned, implemented and evaluated patient care with a family centered model
- Performed patient care in vaginal births, c-sections, and triage
- Educated patients and their families on health care and discharge needs

### *Dream Strategies Inc.: Research, Strategy, & Planning Firm,*

#### *Lead Imagineer and CEO, 2014 - Present*

#### *Annie E. Casey Foundation, August 2016 - Present*

- Designed culturally tailored, trauma-informed research process that explored professional aspirations, pathways, and barriers to employment for disconnected/opportunity youth
- Served as a technical resource providing expertise and strategic input into Baltimore's workforce development stakeholders including funders, practitioners, and policy makers.
- Conducted literature review and facilitated qualitative research methodologies. Authored 20-page final document including findings and recommendations focused on enhancing the Youth Committee's capacity to become an effective and impactful intergenerational workgroup

### *The Men & Families Center, 2014 - Present*

- Developed and implemented policies and procedures for the delivery of health program services for uninsured population including insurance enrollment into medicare and medicaid, health screenings, health prevention services, and electronic health system management

### *Baltimore City Health Department (BCHD)*

#### *Director of Operations and Management, Office of Youth and Trauma Services 2016 - June 2019*

- Developed and monitored compliance processes for Federal State, and Local grant funded programs including Safe Streets, School Based Violence Prevention and Trauma Programs. Resulted in favorable financial and programmatic audit outcomes and continued funding
- Coached and developed 3 direct reports: Director of School Based Violence Prevention, Director of Trauma Informed Care Trainings, and Director of Trauma Programs
- Implemented monthly financial controls including weekly budget forecasting and budget planning activities for \$11.8M budget.

### *Center for Urban Families (CFUF)*

#### *Practitioner's Leadership Institute Academy Manager, 2015 - 2016*

- Authored 40-page report presenting research findings and quantifying data on sustainability of social return-on-investment programs for national leadership fellowship