



Paige Julianne Sullivan

Raleigh, North Carolina

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SENIOR TECHNICAL ENGINEERING LEADER & EQUITY ADVOCATE

Delivering impactful solutions through technical excellence, strategic leadership, and inclusive representation

Innovative and collaborative professional with 29+ years of experience developing technical systems and leading teams across health research, education, and telecommunications. Adept at aligning technical infrastructure with business goals, mentoring staff, and advocating for equity at all organizational levels.

CORE COMPETENCIES

- Technical Team Leadership
- Cross-Functional Collaboration
- Advocacy & Representation
- Policy Development & Strategy
- Project & Organizational Management
- Startup & Entrepreneurship
- Human-Centered Software Solutions

PROFESSIONAL EXPERIENCE

Programmer Analyst, Major Extremity Trauma Research Consortium

Johns Hopkins Bloomberg School of Public Health – Baltimore, MD | Aug 2020 – May 2025

- Oversaw end-to-end operations of the REDCap-based data platform supporting 40 clinical studies across 80 trauma centers and 25,000+ participants.
- Managed day-to-day technical infrastructure and user support for over 1,800 researchers
- Designed case report forms in collaboration with study managers and investigators
- Supervised research assistant supporting data system development

Co-Chair, Trans Awareness Task Force

Johns Hopkins University – Baltimore, MD | Aug 2023 – Oct 2024

- Appointed to lead a university-wide task force to improve policies for transgender and gender non-conforming individuals across a 57,000+ person institution.
- Delivered key policy recommendations to senior leadership, including expanded healthcare coverage and mandatory DEI training
- Collaborated with diverse stakeholders, including students, faculty, and administrators

Representative, Staff Assembly

Johns Hopkins University – Baltimore, MD | 2022 & 2024

- Elected to represent over 3,600 staff across research and administrative roles.
- Served remote employees and departmental staff; co-authored Assembly bylaws
- Worked with HR and benefits teams to resolve constituent issues on the Employee Relations Committee

Member, Research Staff Working Group

Johns Hopkins University – Baltimore, MD | May 2023 – Mar 2024

- Contributed to university-wide strategies to attract and retain research staff through HR collaboration and policy assessment.

Freelance Senior Software Engineer & Startup Consultant

Jan 2015 – Present

- Advised and supported early-stage startups from concept to launch.
- Provided full-stack development, platform architecture, and technical mentorship across sectors.

Senior Software Engineer

Target RWE (formerly Target PharmaSolutions) – Durham, NC | Aug 2019 – Aug 2020

- Managed REDCap-based data systems for multiple clinical trials; ensured delivery of clean datasets and developed cloud infrastructure tools.
- Built custom AWS dashboard for managing virtual server infrastructure
- Acted as liaison between engineering and data analysis teams

Programmer Analyst, Distance Education and Learning Technology Applications

North Carolina State University – Raleigh, NC | Jan 2014 – Oct 2014

- Led operations of EQUELLA digital asset manager supporting over one million online learning materials.

Founder & Chief Executive Officer

Concert Telecommunications – Raleigh, NC | Jan 2008 – Oct 2014

- Founded and scaled a profitable VoIP telecommunications company using a custom-built hosted phone platform.
- Designed and maintained core system architecture
- Achieved profitability within two years and successfully transitioned ownership

Senior Software Engineer

MedSims by WebMD (formerly TheraSim) – Research Triangle Park, NC | Mar 2011 – Dec 2012

- Rebuilt core simulation platform and created a new product prototype based on high-level business concepts.

Advisory Software Engineer, Systems and Technology Group

IBM – Research Triangle Park, NC | Sep 2004 – Oct 2008

- Led interface development for BladeCenter Advanced Management Module.
- Coordinated global engineering efforts and client advocacy.
- Directed four-person engineering team
- Represented end-user interests for external stakeholders including the Friday Institute

EDUCATION & PROFESSIONAL DEVELOPMENT

Johns Hopkins Carey Business School – Baltimore, MD

Academy for Women and Leadership, Spring 2025 Cohort

Council for Entrepreneurial Development – Raleigh, NC

FastTrac TechVenture, Spring 2013 Cohort

Western Governors University – Salt Lake City, UT

Bachelor of Science in Business Administration (Approx. 60 credit hours completed)