Paige Julianne Sullivan

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Professional Summary

Innovative and collaborative technical leader with 29+ years of experience designing, building, and managing complex software systems across health research, education, and telecommunications. Skilled at aligning technical infrastructure with business goals, leading cross-functional teams, and advocating for inclusive work environments. Proven track record in startup leadership, enterprise software engineering, and strategic policy development.

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

Sole Proprietor | 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 and 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)