

4. Staffing and Partnerships

Currently, KOBD has nine full-time permanent positions, outlined in Table 4 below. One additional staff member will be hired, along with a full-time position to administer the EMMBI grant. A fully staffed KOBD will have 11 employees.

KOBD retained three contractor entities to assist in our broadband deployment and digital equity initiatives.

- HealthTech Solutions LLC, dba Solarity, is the primary contractor assisting KOBD in developing the FYAP, BEAD-IP, BEAD-FP and the Digital Equity Plan. This engagement includes the development of the grant program and compliance reporting.
- Witt O'Brien's LLC is the main contractor assisting KOBD with the in-state grant programs and ARPA programs.
- Wilkinson Barker Knauer LLP provides strategic advice and support to KOBD for the BEAD and DEA programs.

KOBD also partners with two Regent universities to augment broadband and digital equity planning.

- The University of Kansas (KU) assists in compiling data for a formal location challenge to the FCC Fabric Data. In addition, KU administered and distributed a "Fiber Asset" survey to ISPs and entities that may have fiber assets in the state. KU also administered the "KOBD Digital Equity Asset Mapping" survey. For both surveys, KU collected responses and provided analysis of the findings.
- The Public Policy and Management Center (PPMC) at Wichita State University (WSU) provides logistical and strategic support for stakeholder engagement, statewide surveys, and summary reports from the Roadshow, and assistance in the creation of the Digital Equity Plan.

Table 4: KOBD Staffing

Current/ Planned	Full-Time/ Part-time	Position	Description of Role
Current	FT	Director	<p>Jade Piros de Carvalho – Leads all activities related to federal and state broadband programs and ensures the programs are efficiently and effectively implemented and managed to deliver high impact across the state, develops strategies to pursue funding opportunities outside of state government, and develops long-term strategies that advance KOBD.</p> <p>Among other responsibilities, Piros de Carvalho leads all state broadband initiatives with engagement from internal and external stakeholders, including administration leadership, legislators, and other interested parties. Prior to joining the state, she spent seven years with rural broadband provider IdeaTek, where she managed government and public affairs, including advocacy efforts for broadband expansion and digital equity policy.</p> <p>Piros de Carvalho also spent 10 years as an elected official in local government, including three terms as mayor of Hutchinson, Kansas. She holds a Bachelor of Arts from Wichita State University and a Master of Public Affairs from the University of Missouri.</p>

4. Staffing and Partnerships

Table 4: KOBD Staffing Cont.

Current/ Planned	Full-Time/ Part-time	Position	Description of Role
Current	FT	Deputy Director	<p>Joseph Le – The Deputy Director position supports the office director in broadband infrastructure deployment, community and regional planning and engagement, and digital equity and inclusion programming.</p> <p>This position assists with development and implementation of a statewide broadband plan to include goals and objectives to expand broadband coverage and digital equity for all Kansans; supports a growing office staff in grants management, mapping and technical assistance, and community and stakeholder engagement; and participates in advisory and/or stakeholder workgroups to inform planning, mapping, and spending priorities.</p> <p>Prior to joining KOBD, Le was Chief of Staff for Kansas House Democratic Leader Tom Sawyer. He previously worked as the Legislative Director, Operations Director and Agenda Clerk in the same office.</p> <p>He began his career after the 2016 presidential election as an intern for the Kansas Democratic Party in the Third Congressional District. He has served multiple terms on the Douglas County Community Corrections Advisory Board and was recently appointed to fill a vacancy on the City of Lawrence Human Relations Commission.</p> <p>Le is a graduate of the University of Kansas with double majors in Political Science and Psychology, earning a Bachelor of Arts.</p>
Current	FT	Digital Equity Program Manager	<p>Kimberlyn Jones – Leads state, regional and local engagement for digital equity, inclusion, affordability, and adoption efforts.</p> <p>This position is responsible for implementing initiatives to enable universal broadband coverage for Kansans, with a specific focus on covered populations and historically unserved communities.</p> <p>Jones holds a bachelor's degree from the University of Missouri in Business Administration and an Executive MBA in Business Management from Rockhurst University.</p> <p>Jones has experience working in insurance, finance, non-profit management, and as an economic development business officer including as a workforce economic development manager at Metropolitan Community College in Kansas City, Missouri.</p>

4. Staffing and Partnerships

Table 4: KOBD Staffing Cont.

Current/ Planned	Full-Time/ Part-time	Position	Description of Role
Current	FT	Engagement and Outreach Manager	<p>Morgan Barnes – Leads partnership coordination and communications plan and support.</p> <p>This position is responsible for broadband outreach efforts to a diverse stakeholder group, and working closely with the marketing team on office communication efforts including website development, survey development and communications standards.</p> <p>Barnes worked with the Wichita State University Public Policy and Management Center as a Program Manager and Student Services Coordinator, and with Cowley College to help with setting policy and procedure for social media and assist students with creating academic plans.</p> <p>Barnes holds degrees as an Associate of Arts from Cowley Community College and a Bachelor of Arts in Integrated Marketing and Communications from Wichita State University.</p>
Current	FT	Broadband Data and GIS Analyst	<p>Stephen Shelton – Leads all broadband-related mapping coordination, data collection, data analysis, and report formation for policymakers and other stakeholders.</p> <p>He is responsible for collecting, analyzing, and interpreting large data sets related to broadband deployment, access, affordability, and adoption in Kansas, and provides technical support for inquiries related to mapping resources and broadband access.</p> <p>Shelton holds a bachelor's degree from Portland State University and master's degree from San Jose State University (both in Geography). His previous experience was in the travel industry, working for Expedia and Hotwire.com for nearly two decades.</p>
Current	FT	Broadband Program Manager	<p>Joshua Edgar – Leads the development and administration of broadband infrastructure grant programs. This includes the application and scoring process, contract development, monitoring projects and technical assistance.</p> <p>Prior to joining KOBD, Edgar was a policy analyst for the Nebraska Public Service Commission, managing the in-state broadband grant program.</p> <p>He holds bachelor's and master's degrees in political science from Kansas State University.</p>

4. Staffing and Partnerships

Table 4: KOBD Staffing Cont.

Current/ Planned	Full-Time/ Part-time	Position	Description of Role
Current	FT	Broadband Partnership Coordinator	<p>Shelley A. Paasch – Works with the broadband director to facilitate long-term engagement strategies with ISPs, communities, and other stakeholders for broadband expansion.</p> <p>Paasch helps community broadband committees plan projects that further KOBD’s mission to connect all Kansans with high-speed, affordable broadband. She also works alongside the GIS analyst to procure ISP, state agency and other eligible entity’s broadband availability data to ensure transparency of awarded grant funds and the accuracy of the state broadband map.</p> <p>She gathers feedback and addresses concerns on infrastructure deployment and policy/regulations; and engages state agencies to promote transparency and collaboration on broadband-relevant initiatives and projects. She partners with state agencies, ISPs, and communities to invest in and promote high-impact broadband applications across key sectors, including education, healthcare, agriculture, transportation, workforce and economic development and public safety.</p> <p>Paasch’s experience in growing communities includes serving as a Business Specialist for the Kansas Main Street program for over two years, and working in various management positions for NetWork Kansas, which helps to grow small businesses.</p> <p>She holds a certification in radio broadcasting and attended Kent State University, the University of Kansas, and Florida State College at Jacksonville.</p>
Current	FT	Broadband Infrastructure Program Manager	<p>Casey Russell – Responsible for broadband planning with an emphasis on the evaluation of ISP staffing needs, integration of all state agency assets where possible, and working with state agencies on the joint planning of networks, design, funding and implementation.</p> <p>Russell is responsible for workforce readiness in BEAD and Digital Equity Plans and in that role will coordinate resources, identify best practices, and develop the KOBD solution for addressing the workforce shortfalls in both plans.</p> <p>Prior to joining the state, Russell was a network engineer for KanREN for over a decade. He installed, managed and operated fiber optic transport equipment, route/ switch hardware and customer premise equipment for the network that served 85 CAIs around the state. KanREN acquired leased telecommunications circuits, acquired fiber resources via IRUs and leveraged partnerships to use municipal fiber to reach its members throughout Kansas. Russell also was active in a working group developing and testing the Automated Multicast Tunneling Protocol (AMT) and was involved with various state and federal grant programs throughout his career. He is a two-time National Science Foundation Panel reviewer in the technology area.</p>

4. Staffing and Partnerships

Table 4: KOBD Staffing Cont.

Current/ Planned	Full-Time/ Part-time	Position	Description of Role
Current	FT	Broadband Operations Manager	<p>Jessica Henry – Responsible for delivering technical assistance to communities, ISPs and other stakeholders on broadband expansion and planning opportunities.</p> <p>Henry also is responsible for KOBD’s financial and granting documentation for federal programs. This requires data entry, report updates and fiscal transfers for budgetary compliance with federal/states agencies to ensure effective management of administrative tasks and funds.</p> <p>She participates in meetings, workshops and training with internal staff and external partners, and supports data collection and research as needed.</p> <p>Henry served for 12 years as the Kansas Department of Commerce Regulatory Compliance Manager to ensure quality with economic development activities, and as a specialist and analyst in the Kansas Departments of Labor, Transportation, and Health and Environment.</p> <p>Henry holds a Bachelor of Arts in Public Relations, Advertising, and Applied Communication from Washburn University.</p>
Planned	FT	Broadband Grant Program Manager	This role will administer the broadband grant programs, including review of application and scoring processes; contract development; monitoring projects; technical assistance; review and approval of requests for funds disbursement; managing close-out of contracts; and fulfilling any other duties necessary to administer grant funding.
Planned	FT	EMMBI Grant Administrator	A full time position will be hired to administer the EMMBI grant.

4. Staffing and Partnerships

Table 5: Current and Planned Contractor Support

Current/ Planned	Full-Time/ Part-time	Position	Description of Role
Current	FT	Senior Consultant - HealthTech Solutions LLC dba Solarity	<p>Bob Stewart – Supports the development of BEAD Five-Year Action Plan Initial Proposal, and Final Proposal and creates frameworks of goals, tasks and requirements related to each program.</p> <p>Develops strategies for external stakeholder engagement, education, and participation.</p> <p>Develops cost models and execution plans to ensure the success of all KOBID BEAD plans</p>
Current	PT	Senior Consultant - HealthTech Solutions LLC dba Solarity	<p>Deb Fugle – Supports the development of BEAD Five-Year Action Plan Initial Proposal, and Final Proposal and creates frameworks of goals, tasks and requirements related to each program.</p> <p>Develops strategies for external stakeholder engagement, education, and participation. Assists the broadband director with provider strategy development and operational interface, where needed.</p> <p>Develops cost models and execution plans to ensure the success of all KOBID BEAD plans.</p> <p>Assists with the development of the State Digital Equity Plan</p>
Current	PT	Senior Consultant - HealthTech Solutions LLC dba Solarity	<p>Brittany Beyer – Acts as the engagement lead for KOBID's relationship with Solarity.</p> <p>Supports the development of State Digital Equity Plan. Facilitates strategic and operational plans for the successful planning and implementation of this plan.</p> <p>Develops strategies for external stakeholder engagement, education and participation. Assists the broadband director with provider strategy development and operational interface, where needed.</p>

4. Staffing and Partnerships

Table 5: Current and Planned Contractor Support Cont.

Current/ Planned	Full-Time/ Part-time	Position	Description of Role
Current	PT	Senior Consultant - HealthTech Solutions LLC dba Solarity	Philip Brashear – Supports the creation and administration of the State Digital Equity Plan. Facilitates strategic and operational plans for the successful planning and implementation of this plan. Develops strategies for external stakeholder engagement, education and participation. Assists the broadband director with provider strategy development and operational interface, where needed.
Current	PT	Program Manager - HealthTech Solutions dba Solarity	Bud Ratliff – establishes governance, plan reporting and ongoing status reports on BEAD and Digital Equity Plan progress
Current	PT	Junior Consultants - HealthTech Solutions LLC dba Solarity (3)	Provides support as needed for state and federal broadband programs including programmatic design, development of evaluation, awards recommendations, review process, challenge process, and auditing process.
Current	PT	HealthTech Solutions LLC dba Solarity – Senior Emerging Specialists (2)	Develops a system of internal accountability procedures for BEAD and DEA grant administration.
Current	PT	Wilkinson Barker Knauer LLP – Senior Consultants (2)	Provides strategic planning, operational support, and subject matter expertise to support the BEAD and DEA efforts.
Current	PT	Wilkinson Barker Knauer LLP – Consultants (3)	Provides additional strategic planning, operational support, and subject matter expertise as needed to support the BEAD and DEA efforts.
Current	PT	Public Policy and Management Center at Wichita State University – Consultants (4)	Provides logistical and strategic support for stakeholder engagement, a statewide survey, and a summary report of the results to inform the creation of the State Digital Equity Plan.
Current	PT	The University of Kansas Center for Research, Inc – Researchers (4)	Assists in completing data for a formal location challenge to the FCC Fabric Data and support digital equity asset mapping in Kansas by identifying a list of potential survey recipients and champions for the survey throughout the state. In addition, during the data collection period, tracks any emerging or ancillary issues that organizations and contacts raise, and report on those issues. Administers a Fiber Asset Survey to gather data from all internet service providers or agencies in the state that may have fiber assets.