

Will McCumber

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Project and Program Manager

SUMMARY

Strategic and people-focused Project Manager with 5+ years of experience leading cross-functional initiatives in healthcare operations, enterprise transformation, and digital systems implementation. Proven success in modernizing compensation engines, streamlining physician onboarding, and aligning technical teams with executive goals. Known for translating complex stakeholder needs into scalable, systems-oriented solutions that drive long-term value. Skilled in Smartsheet, JIRA, ServiceNow, Confluence, and MS Project.

PROFESSIONAL EXPERIENCE

Project Manager – Enterprise Program Management Office (EPMO)

Envision Healthcare (via Kforce) | May 2024 – Present

- Spearheading a \$2M+ enterprise software modernization effort to rebuild Envision's physician compensation platform, aligning product, engineering, IT, and compensation teams to deliver scalable AI-ready architecture.
- Surfaced critical complexity in shift differential logic, prompting executive compensation reform across EPMO and clinical service-line leadership.
- Driving cross-functional alignment across HRIS, IT, Compensation, Contracts, and vendor teams to enable long-term compensation standardization and platform scalability.
- Leading readiness efforts to assess and retire legacy systems, laying the groundwork for enterprise transformation.
- Established sprint cadences and Smartsheet/JIRA dashboards to maintain delivery momentum and executive alignment with quarterly program goals.

PMO Project Coordinator

Innovation Care Partners (via AP Professionals, then HonorHealth) | July 2021 – May 2024

- Managed the \$3M+ 2023 Physician Gainshare Program, overseeing accurate payouts to 1,200+ members and securing executive approval for a revised distribution model.
- Redesigned credentialing and onboarding pipeline for new physicians, reducing time to productivity by 50% and increasing the speed with which covered lives could be captured.
- Supported the Chief Administrative Officer as a liaison and DEI Council representative, advancing interdepartmental priorities and executive communications.
- Led LMS deployment and new hire automation workflows, collaborating with cybersecurity and compliance teams to ensure org-wide adoption and training efficacy.
- Planned and tracked projects and workflows using JIRA, Confluence, and MS Project.

ENTREPRENEURIAL & CONSULTING EXPERIENCE

Founder & Company Lead – Hyalus Watches

May 2018 – Dec 2020

- Launched and led a crowdfunded e-commerce venture, raising \$26K from \$4K in ad spend and managing full product lifecycle across design, sourcing, and fulfillment.
- Adapted supply chain workflows during COVID to maintain prototyping timelines.

Project Specialist (Independent Contractor) – AS & Co (now themode.global)

Mar 2020 – Jun 2021

- Cut customer acquisition costs by over 50% through ad performance analysis and sales funnel optimization.
- Introduced automated onboarding workflows using Asana and improved content production through new SOPs.

EDUCATION

MBA Candidate (Expected 2027)

Kelley School of Business, Indiana University | Kelley Direct Momentum Scholarship

B.S., Political Science & Civic and Economic Thought and Leadership

Arizona State University | GPA: 4.0 | McCain Institute Policy Design Fellow

PRODUCT LIFECYCLE & TOOLS

- Smartsheet | JIRA | ServiceNow | Confluence | MS Project | Asana
- Agile | Scrum | Hybrid | Waterfall