

# Micah Vandegrift

## Strategic Leader

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### Skills

Team leadership  
User-centered strategy  
Knowledge management  
Project management  
Advocacy  
Writing  
Public speaking  
Research  
Event planning

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### Experience

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#### Summary

I am a vision-caster with 13 years of experience building and leading teams. I function best as an idea promoter and I lead by valuing the expertise of my team members and channeling it toward outcomes.

- Proven experience advancing innovative organizational strategies
  - Advocate for clarity in products and processes through communication
  - Excellent interpersonal skills, including the ability to offer a compelling story from a podium, in a C-level conference room, in a blog post, or a virtual team meeting
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#### Team Lead / All of Us Research Program (National Institutes of Health/Wondros)

February 2023 - present

I direct a multidisciplinary team to provide business value through user insights.

- Identified 10 key user challenges by increasing user feedback inputs by 400%, resulting in a 25% increase in business strategy prioritization based on user needs
  - In 2023 we heard from ~250 users, conducting 20 usability studies and 10 in-depth interviews
- Collaborated with cross-functional teams through iterative cycles of user research, ideation, and solution prototyping.
  - Exceeded strategic business goals for over 12 months, and met a key milestone 2.5 years early
- Led an ad-hoc cross-functional working group with a different topical focus each quarter.
  - The insights from this working group consistently influenced strategic planning and led to an invitation to present with the CTO, Principal Investigator, and Program Officer at a biannual meeting
- Joined the Office of User Experience leadership and effectively managed a team that was formerly my peers. Under my leadership, the team increased productivity and impact in less than one year by:
  - Clear quarterly planning and project assignments
  - Communication of and reorientation to the team vision
  - Increased ability to adapt to a complex work environment
  - Regular and direct feedback within the team and one-on-one

#### Senior Strategist / All of Us Research Program (National Institutes of Health/Wondros)

March 2022 - February 2023

I formed and implemented a user-centered business strategy based on Customer Experience analytics and Knowledge Management.

- Led the user experience contribution to the #3 priority of the program for 1.5 years, which resulted in decreased user onboarding time by 45%, the

launch of two new products, the addition of two new user populations, and weekly visibility with executive leadership

- Contributed to high-priority initiatives with ambitious timelines
  - Developed an audience segmentation strategy presented to executive leadership, resulting in three new innovative product strategies
  - Contributed to exceeding the success metrics for all strategic objectives in one of the five program goals
- Took the initiative to promote and highlight team accomplishments
  - Coordinated and hosted a team update (20-minute presentation) to a large committee including C-suite executives
  - Raised the visibility of the team's work outputs through a documentation strategy utilizing Confluence (intranet) and blogs

### **Associate Director / NC State University, Open Knowledge Center**

May 2018 - March 2022

I led a new program for research advancement.

- Oversaw the planning, design, and release of six new products (large-scale visualizations), driving a 25% boost in user engagement in the libraries' world-renowned visualization spaces
  - Two products nominated for Webby Awards (2019)
- Developed and launched a project accelerator, integrating ideation processes and innovative knowledge management practices into new software releases, free textbooks, and online databases of media scholarship
  - Launched 50% of incubated projects within one year
- Hired and managed a rotating team of two to three graduate students and interns, offering mentoring and professional development.
  - 100% career placement immediately after graduation
- Established operational effectiveness including an annual budget, team growth and development, and a communications strategy

### **Director / Florida State University, Office of Digital Research and Scholarship**

May 2016 - March 2018

Founding Director of the Office of Digital Research and Scholarship

- Established new functional area, service portfolio, and stakeholder relationships which resulted in a \$3 million grant from the National Institutes of Health to build a data repository with the Florida Center for Reading Research
- Led the development and launch of three new products, including two innovative digital archives and one open textbook
  - This resulted in \$35,000 seed funding from the Office of Research (2018) and a subsequent \$30,000 grant from the National Endowment for the Humanities (2020)
- Hired and managed a new team of seven employees, including librarians, graduate assistants, and interns

### **Program Coordinator / Florida State University Libraries**

October 2014 - May 2016

- Created and led a bi-weekly ideation session and incubator for new products and programs across the university

- The Project Enhancement Network and Incubator (PEN and Inc.) hosted 10 faculty or graduate student fellows, increasing scholarly output in specialized areas by 50%
- Planned, hosted, and supported symposia, faculty-led projects, and training series' for students
  - Increased engagement for specialized research services by 75%

### **Product Owner / Florida State University Libraries**

December 2011 - October 2014

- Led the launch and support of a new product, a research repository, and enhanced the usability of the product over time
- Supported a university-wide task force as a project manager
- Managed one graduate assistant

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## **Education**

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### **Florida State University / Master of Library & Information Science**

April, 2011 - Tallahassee, FL

### **Florida State University / Master of Arts in American Studies**

April, 2009 - Tallahassee, FL

### **Florida State University / Bachelor of Arts in Humanities**

April, 2006 - Tallahassee, FL

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## **Awards**

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### **Fulbright Scholar (Fulbright Schuman Research Fellowship)**

September 2018 - March 2019, Maastricht, the Netherlands and Copenhagen, Denmark

Conducted research on open science policy and infrastructure in the EU

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## **Selected Service**

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Volunteer Coach, Neuse River Futbol Alliance

2023 - present

Volunteer, Boy Scouts of America, Pack 347

2022 - present