



Lori A. Weaver
Interim Commissioner

STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF THE COMMISSIONER

129 PLEASANT STREET, CONCORD, NH 03301-3857
603-271-9200 1-800-852-3345 Ext. 9200
Fax: 603-271-4912 TDD Access: 1-800-735-2964 www.dhhs.nh.gov

December 16, 2022

His Excellency, Governor Christopher T. Sununu
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Pursuant to RSA 94:6, the Department of Health and Human Services respectfully requests to place Reuben Hampton at Step 6 for the position of Director, Office of Health Equity, Position #9U473, unclassified salary grade FF, earning \$97,682.00, effective February 1, 2023 upon Governor and Council Approval. 100% Other Funds.

EXPLANATION

Position #9U473, Director, Office of Health Equity, is a highly-skilled statewide leader position that is responsible for directing and authorizing the activities of the Office of Health Equity. This position will develop, evaluate and direct the implementation of organization-wide strategy, policy and systems pertaining to statewide federal civil rights law compliance for the Department of Health and Human Services (DHHS). Additionally, this role provides policy, strategic and operational guidance for diversity, inclusion and equity objectives across DHHS; and coordinates and evaluates non-discriminatory delivery of human service, public health and health care services. It also develops strategies, systems, processes, metrics, and resources to identify and address disparities in access, use and outcomes of DHHS services for minority and other underserved populations. This position will serve as an internal and external facing leader in advancing health equity across the State of New Hampshire and will partner with community leaders, community members, partner organizations, internal DHHS leadership and programs, and the legislatures.

Mr. Hampton earned a Master of Business Administration from the Tuck School of Business at Dartmouth where he was a Tuck Scholar with Distinction and graduated from the University of Pennsylvania with a Bachelors of Arts in Economics with a minor in Psychology. Beyond his strong educational background, Mr. Hampton brings nine years of experience in strategic consulting, program and project management, data analytics and process improvement as well as extensive experience leading diversity, equity and inclusion (DEI) initiatives across his respective employers and serving as a Board Member of a family resource center in Vermont where he services as the finance and DEI advisor. Through his notable professional, academic and personal experiences and accomplishments, Mr. Hampton will bring the level of strategic thought leadership, interpersonal skills, communication skills and client and stakeholder-focused service experience needed to grow and elevate the work of the Office of Health Equity.

Although it is not the goal for government to compete with private industry, our goal is still to recruit and hire quality, experienced employees to enable the department to provide services to the citizens of New Hampshire effectively and efficiently. Based on research, the average salary for a Director with the experience that we are looking to utilize is between \$150,000 and \$280,000 (LinkedIn, Glassdoor and Zip Recruiter).

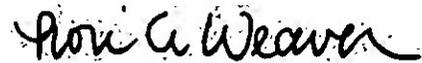
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As DHHS continues to provide essential services for individuals, children, families and seniors by serving the citizens of New Hampshire, we are seeking a health equity leader that brings demonstrable professional and personal experience in advancing health equity, strategic thinking, program management, data analytics and dynamic leadership. We are convinced that Mr. Hampton is this leader and request compensation commensurate with his experience and expertise.

Respectfully submitted,

A handwritten signature in black ink that reads "Lori A. Weaver". The signature is written in a cursive, flowing style.

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Reuben Hampton

PROFESSIONAL SUMMARY

Results-driven professional with 7 years of experience in project management and management consulting. Strong attention to detail and expertise in:

Data Management and Analysis
Stakeholder Management

Public Speaking & Presentation
Diversity, Equity & Inclusion Initiatives

Financial Services
Growth/product strategy

EXPERIENCE

TYTON PARTNERS

Boston, MA

Principal

2020-2022

- Developed proprietary model to forecast local, state, and federal (w/stimulus) funding for K-12 education for next 3 years accounting for pandemic factors; conducted longitudinal survey to understand admin/teacher sentiments and plans as part of multi-client engagement to provide suppliers with strategic implications of COVID, IP reused by firm
- Advised financier on acquisition of career college with 8 programs offered in 3 states and potential to offer additional programs across the Southeast US, modeled impact of programmatic/geographic expansion, 140% increase in revenue
- Developed new growth/product strategy for mission-driven college application provider. Developed analysis, strategy, and implementation plan for significant upgrade of data tool for institutions that could generate additional \$5M p/year

ALTMAN VILANDRIE & COMPANY

Boston, MA

Summer Associate

Summer 2019

- Evaluated companies for prospective buyers/sellers as part of diligence process, assessed financial outlook of market, strategic fit, competitor dynamics, and potential risks/opportunities of investment
- Performed extensive buy side due diligence of telecomm provider for PE firm: assessed competitive threat from improved satellite technology, analyzed telecomm sales performance and churn for potential risk and opportunity
- Performed buy side due diligence of data center provider, modeled supply and demand in 5 markets, performed competitor and conducted 6 expert interviews

SANTANDER HOLDINGS USA

Boston, MA

Program Manager - Data Management, Data & Metadata Analyst, Chief Data Office (2016-2018)

2014-2018

- Facilitated implementation of data management program bank-wide to govern, monitor and remediate data risk posed by 1000+ projects per year, providing avenue for sustainable growth and efficient integration of new systems/processes
- Oversaw multiple complex, cross functional, project workstreams with major impact on Risk Organization
- Supported analytics reporting capabilities through data analysis/visualizations and development/testing of proprietary data mart to interrogate data while identifying trends and underlying issues

Technology & Operations Analyst II

2015

- Constructed/optimized bank processes on project and organizational level including overarching project management framework, improving visibility, accountability, execution and oversight of bank initiatives
- Facilitated/managed collaboration between multiple stakeholders, translated feedback into actionable ideas/process improvement and increased turnaround time while streamlining workflow
- Developed, designed, and implemented ad-hoc technical solutions for critical business areas

Analyst II/Project Manager

2014

- Cultivated and executed key technology/compliance workstreams; consulted with developers to propose, understand, implement solutions

PUBLIC HEALTH EXPERIENCE

THE FAMILY PLACE

Norwich, VT

Treasurer-Elect, DEI Committee Chair

2019-present

- Finance and DEI board committee member for family resource center that provides vital services for children and their families in the community
- Help executive team make key decisions with financial impact, provide approval, and educate fellow board members
- Work with board to ensure committees factor potential impact on marginalized populations into their decision-making

EDUCATION

TUCK SCHOOL OF BUSINESS AT DARTMOUTH

Hanover, NH

Master of Business Administration (MBA), Management Science and Quantitative Methods option (STEM designated) 2020

- Revers Board Fellow at The Family Place, Tuck Scholar w/Distinction | Clubs: Black Students at Tuck co-chair

UNIVERSITY OF PENNSYLVANIA

Philadelphia, PA

ADDITIONAL

- *Technical:* Proficient with Tableau, Qualtrics. Basic SAS
- *Language:* Limited working proficiency in Spanish