

HEATHER CHAMPION, PH.D.

CENTER FOR CREATIVE LEADERSHIP
ONE LEADERSHIP PLACE ❖ GREENSBORO, NC 27438
PHONE 336-286-4230 ❖ EMAIL championh@ccl.org

EDUCATION:

- 2001 Doctor of Philosophy in Developmental Psychology, North Carolina State University
- 1996 Masters of Science in Developmental Psychology, North Carolina State University
- 1993 Bachelor of Arts in Psychology, North Carolina State University,
Magna Cum Laude, Honors Graduate, Outstanding Graduating Senior

POSTDOCTORAL TRAINING:

- 2000-2002 Postdoctoral Fellowship, Wake Forest University School of Medicine,
Department of Pediatrics, Adolescent Health

PROFESSIONAL APPOINTMENTS:

- 2014–present Manager, Client Evaluation Services, Insights and Impact; Global Research and Evaluation; Center for Creative Leadership: Greensboro, NC
- 2008-2014 Senior Evaluation Faculty, Evaluation Center; Research, Innovation, & Product Development, Center for Creative Leadership: Greensboro, NC
- 2007-2008 Senior Research Associate, Department of Public Health Sciences, Wake Forest University School of Medicine: Winston-Salem, NC
- 2002-2007 Research Associate, Department of Public Health Sciences, Wake Forest University School of Medicine: Winston-Salem, NC
- 2000-2002 Postdoctoral Research Fellow, Adolescent Health, Department of Pediatrics, Wake Forest University School of Medicine: Winston-Salem, NC
- 1996-2000 Adjunct Instructor, Guilford Technical Community College, Department of Social Sciences
- 1997-1998 Adjunct Instructor, Psychology Department, Elon College, Elon College, NC

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- 1996-1998 Course Instructor, Psychology Department, North Carolina State University, Raleigh, NC
- 1994-1996 Adjunct Instructor, High Point University, Psychology Department, High Point, NC
- 1994 Research Assistant, Children's Memory Lab, North Carolina State University, Raleigh, NC
- 1994 Research Assistant, Adult Social Cognition Lab, North Carolina State University, Raleigh, NC

PROFESSIONAL ACTIVITIES

- Predictive Analytics Capability Development Workshops, Facilitator, Center for Creative Leadership
- Connecting Leadership Development to Business Outcomes, Facilitator, Center for Creative Leadership
- Accelerated Continuous Development Workshop Facilitation, Client Engagement
- Employee Engagement Experience Facilitation Workshop, Client Engagement
- Leading Strategically, Program Redesign Contributor
- Evaluation Capability Workshops, Facilitator, Center for Creative Leadership:
 - Addis Ababa, Ethiopia
 - Brussels, Belgium
 - Colorado Springs, CO
 - Singapore
 - Greensboro, NC
- Evaluation Capability Workshop, Facilitator:
 - Razak School of Government, Kuala Lumpur, Malaysia,
 - Global Nomads Group, New York City
- Evaluation Capability Workshop, Facilitator, National Health Service, South Central Strategic Health Authority, Newbury, England
 - Evaluation Capacity Development Workshop
 - Logic Models & Theory of Change Workshop
 - Qualitative Data Analysis Workshop
 - Quantitative Data Analysis Workshop
 - Reporting and Data Visualization Workshop

Study Sections and Other Grant Review Committees:

2003-2008 Robert Wood Johnson Foundation, Substance Abuse Policy Research Program
2007 Member, Special Emphasis Panel, Centers for Disease Control and Prevention,
Career Development Award (K01)

PROFESSIONAL DEVELOPMENT

- Better Conversations Everyday, Workshop
- Business Acumen, Workshop
- Leading Strategically, Program Participant
- Leading for Organizational Impact, Program Participant
- 4MAT System for Learning Workshop
- Effects of Interventions, Workshop
- Using Success Stories, Workshop
- Leadership Development Program (LDP), Program Participant,
- Participatory Research: Working with Communities to Analyze and Interpret Data and Get to Outcomes, Workshop

PROFESSIONAL MEMBERSHIPS AND SERVICE:

Memberships:

2006-Present American Evaluation Association (AEA)
2013 Conference Abstract Reviewer

2017-Present Society for Industrial and Organizational Psychology (SIOP)

2003-2014 American Public Health Association (APHA)
2005 Conference Abstract Reviewer HIV/AIDS Section

1996-2008 American Psychological Society (APS)

2004-2008 Society for Prevention Research (SPR)
2006 Conference Abstract Reviewer

2007-2009 Research Society on Alcoholism (RSA)

1996-2001 Society for Research on Child Development (SRCD)

Journal Reviewer:

Leadership Quarterly	Epidemiologic Reviews
Health Education Research	American Journal of Public Health
Journal of Adolescent Health	Pediatrics
Women & Health	Health Education Research

HONORS AND AWARDS:

- 2009 Invited Presenter: Social Network Analysis Convening sponsored by the Robert Wood Johnson Foundation, Princeton, New Jersey.
- 2004-07 NIH Loan Repayment Program Recipient, Pediatrics
- 1993 Outstanding Graduating Senior, Psychology Department, North Carolina State University
- 1993 Honor Graduate, Psychology Department, North Carolina State University
- 1992 Psi Chi, Psychology Honor Society, NCSU Chapter, (Vice President, 1992; President, 1993)
- 1992 J. Bryant Kirkland Scholarship Recipient, North Carolina State University
- 1991 J. Bryant Kirkland Scholarship Recipient, North Carolina State University
- 1991 Alpha Lambda Delta Honor Society, North Carolina State University
- 1991 Gamma Beta Phi Honor Society, North Carolina State University

GRANTS & CONTRACTS HISTORY:

Robert Wood Johnson Foundation (\$1,599,723), "Community Coalitions Leadership Program," Heather Champion, Lead Evaluator 2012-2015.

United States Institutes of Peace (\$119,818), "Youth Voices for Peace: Kenya", Heather Champion, Lead Evaluator, 2012-2014.

Office of Juvenile Justice and Delinquency Prevention (\$498,000), "Expanded YMCA Black & Hispanic Achiever's Mentoring Program," Heather Champion, Co-Principal Investigator & Lead Evaluator, 2009-2013.

Robert Wood Johnson Foundation (\$50,000), "National Public Health Leaders Institute: Redesign Options," Heather Champion, Co-Investigator, 2012-2013.

Robert Wood Johnson Foundation, (\$4,000,000). "Ladder to Leadership: Developing the Next Generation of Community Health Leaders", Heather Champion, Lead Evaluator, 2008-2012.

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Global Nomads Group, (\$12,000). "Evaluation of Youth LINKS", Heather Champion, Evaluator, 2012.

National Health Service, South Central, UK. "Evaluation and Capacity Development of Leadership Development Programs", Heather Champion, Evaluator, 2009-2010.

Robert Wood Johnson Foundation, (\$199,998) Advancing Public Health Practice & Policy Solutions Initiative," Heather Champion, Co-Investigator, 2008-1010.

National Institute on Alcohol Abuse and Alcoholism (\$2,070,000), Rapid Response to Problem Drinking on College Campuses, Heather Champion, Co-Investigator, 2003-2009.

National Institute on Alcohol Abuse and Alcoholism (\$1,200,000 total award), "Study to Prevent Alcohol Related Consequences II: Using a community organizing approach to implement environmental strategies in and around the college campus," Heather Champion, Co-Investigator, 2007-2008.

Robert Wood Johnson Foundation, Office of Juvenile Justice and Delinquency Prevention, and the Doris Duke Charitable Foundation (\$5,330,000 total award), "National Evaluation of Free to Grow: Head Start Partnerships to Promote Substance-Free Communities," Heather Champion, Co-Investigator, 2001-2008.

National Institute on Alcohol Abuse and Alcoholism (\$1,883,000 total award), "Study to Prevent Alcohol-related consequences: Using a community organizing approach to implement environmental strategies in and around the college campus," Heather Champion, Co-Investigator, 2002-2007.

Office of Juvenile Justice and Delinquency Prevention, "National Evaluation of the Enforcing Underage Drinking Laws Program," Heather Champion, Research Associate, 2001-2003.

Wake Forest University School of Medicine, Intramural Pilot Grant (\$15,000 total award) "Organizational Capacity of Free Clinics to Offer Preventive Health Services," Heather Champion, Co-Investigator, 2004-2005.

Women's Health Center of Excellence, Women's Health Pilot Grant, (\$8,750 total award, 25% total effort), "Adolescent sexual victimization and the use of alcohol and other substance, media violence, and other risk behaviors," Heather Champion, Co-Principal Investigator, 2002-2003.

John O. Cooke Fellowship (total award, \$1200), "Effects of Causal Knowledge on Event Memory and Suggestibility in College Students," Heather Champion, Principal Investigator, 2000.

Professor Emeritus Grant (total award, \$1000), "The Use of Props to Enhance Three-Year-Olds' Reports of a Personally-Experienced Event," Heather Champion, Principal Investigator, 1995.

BIBLIOGRAPHY:

Journal Articles:

1. **Champion H**, Stawiski S, Patterson T. (under review). Evaluation of an Emerging Community Health Leaders Program. *Leadership in Health Services*.
2. Chandrasekar A., **Champion H**. (2019). *A Strategic Multi-year Needs Assessment: Leadership Development for a Global Firm. A practical guide to needs assessment, 3rd Edition*. Sleezer, Russ-Eft, & Gupta.
3. Patterson TE, Dinkin D, & **Champion H**. (2017). Team sponsors in community-based health leadership programs. *Action Learning in Health Services*.
4. Wagoner, K.G., Blocker, J., McCoy, T.P., Sutfin, E.L., **Champion, H.**, & Wolfson, M. (2012). There's no such thing as a free drink: Gender differences in obtaining free alcohol, high-risk use and associated negative consequences. *American Journal of Health Behavior, 36(4)*, 446-458.
5. Sutfin, E.L., McCoy, T.P., Berg, C.J., **Champion, H.**, Helme, D.W., O'Brien, M.C., & Wolfson, M. (2012). Tobacco use by college students: A comparison of daily and nondaily smokers. *American Journal of Health Behavior, 36(2)*, 218-229.
6. Wolfson, M., **Champion, H.**, McCoy, T. P., Rhodes, S. D., Ip, E. H., Blocker, J. N., Martin, B. A., Wagoner, K. G., O'Brien, M. C., Sutfin, E. L., Mitra, A. and DuRant, R. H. (2012), Impact of a Randomized Campus/Community Trial to Prevent High-Risk Drinking Among College Students. *Alcoholism: Clinical and Experimental Research, 36*: 1767–1778. doi: 10.1111/j.1530-0277.2012.01786.x
7. Wolfson M, **Champion H**, Rogers T, Easterling D, Neiberg RH, Baker DC, Beyers JW, Ip EH, D'Agostino RB, Parries MT. (2011). Evaluation of Free to Grow: Head Start Partnerships to Promote Substance-Free Communities, *Evaluation Review, 35(2)*,153-188.
8. **Champion H**, Blocker JN, Buettner CK, Martin BA, Parries M, McCoy TP, Mitra A, Andrews DW, Rhodes SD. High-risk versus low-risk football game weekends: Differences in problem drinking and alcohol-related consequences on college campuses. *International Journal of Adolescent Medicine and Health, 2009 Apr-Jun;21(2):249-62*.
9. TP McCoy, EH Ip, JN Blocker, **H Champion**, SD Rhodes, KG Wagoner, A Mitra, M Wolfson. (2009). Attrition Bias in a U.S. Internet Survey of Alcohol Use among College Freshmen. *Journal of Studies on Alcohol and Drugs, 2009 Jul;70(4):606-14*.
10. Giles SM, **Champion H**, Sutfin EL, McCoy TC, Wagoner KW. Calorie restriction on drinking days: An examination of calorie restriction and drinking consequences among college students. *American Journal of College Health (57)6 :603-609*.
11. Martin BA, McCoy T, **Champion H**, Parries M, DuRant RH, Mitra A, Rhodes SD. The role of monthly spending money in college students drinking behaviors and their consequences. *Journal of American College Health, 2009 May-Jun; (57)6:587-596*.
12. **Champion H**, Wagoner K, Song E, Kumpuris Brown V, Wolfson M. Adolescent date fighting victimization and perpetration from a multi-community sample: associations with substance use and other violent victimization and perpetration. *International Journal of Adolescent Medicine and Health, 2008; 20(4):419-29*
13. Mitra A, Jain-Shuklam P, Robbins A, **Champion H**, DuRant R. Differences in rate of response to web-based surveys among college students. *International Journal on E-Learning, 2008;7(2):265-281*.
14. **Champion H**, Foley K, Sigmon Smith K, Sutfin E, DuRant R. Dating violence associated with individual and community health risk behaviors among adolescent males and females. *Women & Health, 2008;47(3):1-22*.
15. DuRant RH, **Champion H**, Wolfson M, Rhodes S, Neiberg R. Viewing professional wrestling on television and engaging in violent and other health risk behaviors by a national sample of older adolescents. *Southern Medical Journal, 2008; Feb;101(2):129-37*.
16. DuRant RH, McCoy T, **Champion H**, Parries M, Mitra A, Martin B, Newman J, Rhodes, SD. Party

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- behaviors and characteristics and serial drunkenness among college students. *Journal of Studies on Alcohol and Drugs*, 2008;69(1):91-9.
17. DuRant RH, **Champion H**, Omli MR, McCoy T, D'Agostino R Jr, Wagoner KG, Mitra A, Wolfson M. Date fighting experiences among college students: are they associated with other health risk behaviors? *Journal of American College Health*, 2007; 5(55):291-296.
 18. O'Brien MC, McCoy TP, **Champion H**, Mitra A, Robbins A, Teuschler H, Wolfson M, DuRant RH. "Single question about drunkenness to detect college students at risk for injury" *Academic Emergency Medicine* 2006; 13(6):629-636.
 19. Rhodes SD, McCoy T, Omli MR, Cohen G, **Champion H**, DuRant RH. Who really uses condoms?: Findings from a large internet-recruited random sample of unmarried heterosexual college students in the Southeastern US. *Journal of HIV/AIDS Prevention in Children and Youth*, 2006; 7(2):9-27.
 20. DuRant RH, **Champion H**, Wolfson M. The relationship between watching professional wrestling on television and engaging in date fighting and substance use among high school students, *Pediatrics*, 2006; 118: e265-272
 21. O'Brien MC, **Champion H**, D'Agostino R, Martin BA, McCoy TP, Wolfson M, DuRant RH. How ready are colleges for an environmental approach that utilizes campus/community coalitions? *International Quarterly of Community Health Education*, 2005-2006;25(3):295-305.
 22. **Champion HLO**, Foley KL, DuRant RH, Hensberry R, Altman D, Wolfson M. Adolescent sexual victimization, the use of alcohol and other substances, and other health risk behaviors. *Journal of Adolescent Health* 2004;35:321-328.
 23. **Champion HLO** & DuRant RH. Exposure to violence and victimization and weapon carrying, and the use of violence by adolescents. *Minerva Pediatrica* 2001;53:189-9.

Books and Book Chapters:

1. Patterson T, Stawiski S, Hannum K, **Champion H**, Downs H. *Evaluating the Impact of Leadership Development*, 2nd Edition. 2017.
2. Altman DG, **Champion H**, Sutfin EL. *Health Policy Approaches to Reduce Adolescent Risk Behavior, and Adverse Health Consequences*, Adolescent Health:
3. **Champion H**, Sege BJ. *Youth Violence*, Eds: Neinstein, Gordon, Katzman, Rosen, Woods. Adolescent Health Care: A Practical Guide, 5th Edition. Philadelphia: Lippincott Williams & Wilkins, 2008; 984-993.
4. **Champion H**, Sege BJ. *Youth Violence*, Eds: Neinstein, Gordon, Katzman, Rosen, Woods. Adolescent Health Care: A Practical Guide, 5th Edition, Lite Edition. Philadelphia: Lippincott Williams & Wilkins, 2008; 690-695.
5. Understanding and Preventing Risk. R DiClemente, R Crosby, J Santelli, 2009; 511-529. **Champion H**, Altman DG. *Community Interventions*, Encyclopedia of Health Psychology, AJ Christensen, R Martin, M Smyth (Eds.), 2004; 59-61.

White Papers & Impact Studies:

1. Young S, **Champion H**, Stawiski S, Smith M, Mondore S. Using Predictive Analytics to Drive more

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Effective Leadership Actions, September 2018.

2. Young S, **Champion H**, Raper M, Braddy P. Adding More Fuel to the Fire: How Bosses Can Make or Break Leadership Development Efforts, January 2017, updated September 2017.
3. Stawiski S, **Champion H**, Patterson T. Ladder to Leadership: Developing the Next Generation of Community Health Leaders, Center for Creative Leadership, December 2012.
4. Browning H, Torain D, Patterson T. **Champion H**, Gurvis J, Harrison C. Collaborative Healthcare Leadership: A Six-Part Model for Adapting and Thriving During a Time of Transformative Change, Center for Creative Leadership, April 2011.
5. Patterson T, **Champion H**, Browning H, Torain D, Harrison C, Gurvis J, Fleenor J, Campbell M. Addressing the Leadership Gap in Healthcare: What's needed when it comes to leader talent? Center for Creative Leadership, July 2010.

Technical Reports:

1. Wolfson M, **Champion H**, et al. (2003). Free to Grow: Head Start Partnerships to Promote Substance-free Communities. National Evaluation Annual Report. Winston-Salem, NC: Wake Forest University School of Medicine.
2. Wolfson M, Altman D, DuRant R, Shrestha A, Patterson TE, Williams A, Hensberry R, Zaccaro D, Foley K, **Champion H**, Preisser J, Vitale J, Garner G. (2003). *National Evaluation of the Enforcing Underage Drinking Laws Program: Year 3 Report*. Winston-Salem, NC: Wake Forest University School of Medicine.
3. Wolfson M, **Champion H**, et al. (2004). Free to Grow: Head Start Partnerships to Promote Substance-free Communities. National Evaluation Annual Report. Winston-Salem, NC: Wake Forest University School of Medicine.
4. Wolfson M, **Champion H**, et al. (2005). Evaluation of a National Demonstration Program to Promote Substance-free Communities in Partnership with Head Start: Impact on Families and Neighborhoods, Preliminary Findings.
5. Wolfson M, **Champion H**, et al. (2006). Evaluation of a National Demonstration Program to Promote Substance-free Communities in Partnership with Head Start: Impact on Families and Neighborhoods.
6. **Champion H**, Patterson T, Jackson-Newsom J. (2009) Evaluation of the Ladder to Leadership: Developing the Next Generation of Community Health Leaders: Annual Report.
7. **Champion H**, Patterson T, Jackson-Newsom J. (2010) Evaluation of the Ladder to Leadership: Developing the Next Generation of Community Health Leaders: Annual Report.

Abstracts/Scientific Exhibits/Presentations at National Meetings

1. **Champion HLO**, Wolfson M, DuRant RH, Altman D, Foley KL, Patterson TE, Williams AE, Hensberry R, Zaccaro D. Adolescent sexual victimization and the use of alcohol and other substances, exposure to violence, and other health risk behaviors. Poster presentation at the CDC, National Sexual Violence Prevention Conference, Chicago, IL, May 2002.
2. **Champion H**, Wolfson M, DuRant RH, Altman D, Foley KL, Patterson T, Williams A. Adolescent sexual victimization and the use of alcohol and other substances, exposure to violence, and other health risk behaviors. Paper presented at the Annual Meeting of the Pediatric Academic Societies, Baltimore, MD, May 2002.
3. DuRant RH, **Champion H**, Altman D, Wolfson M. The relationship between watching professional Wrestling on television and engaging in health risk behaviors among young adolescents. Paper presented at the Annual Meeting of the Pediatric Academic Societies, Baltimore, MD, May 2002.
4. DuRant RH, **Champion H**, Wolfson M, Altman D, Hensberry R, Foley KL, Zaccaro D. Sexual victimization, other violent behaviors, risky sexual behavior, and alcohol and tobacco use among female adolescents. Paper presented at the Annual Meeting of the Pediatric Academic Societies, Seattle, Washington, May 2003.
5. Mitra A, DuRant R, Wolfson, M, **Champion H**, Martin B, Rhodes S, O'Brien MC, D'Agostino R. Benefits and burdens of web-based data collection among college students, American Association for Public Opinion Research Conference, Phoenix, AZ, May 2004.
6. Rhodes SD, Miller C, Robbins A, Omli MR, **Champion H**, Wolfson M, O'Brien MC, D'Agostino Jr. R, Martin BA, Mitra A, Teuschler H, McCoy T, Wagoner K, DuRaant RH. Study to Prevent Alcohol-Related Consequences (SPARC): An innovative triangulation approach to process evaluation. Paper presented at the Annual National Meeting on Alcohol and Other Drug Abuse and Violence Prevention in Higher Education, Arlington, VA, October 2004.
7. DuRant R, **Champion H**, Wolfson M, Omli M, D'Agostino R, Martin B, Mitra A. Health risk behaviors among college students who have experienced date fighting. Paper presented at the Annual National Meeting on Alcohol and Other Drug Abuse and Violence Prevention in Higher Education, Arlington, VA, October 2004.
8. Martin BA, **Champion H**, McCoy T, DuRant RH, Woflson M, O'Brien MC, D'Agostino Jr. R, Mitra A, Rhodes SD, Omli MR, Teuschler H, Miller C. Alcohol-related norms among students attending ten universities in North Carolina. Paper presented at the Annual National Meeting on Alcohol and Other Drug Abuse and Violence Prevention in Higher Education, Arlington, VA, October 2004.
9. O'Brien MC, D'Agostino Jr. R, Robbins A, DuRant RH, **Champion H**, Martin BA, Mitra A, Omli MR, Rhodes SD, Williams A, Wolfson M, Miller C. How "ready" are colleges for an environmental approach that utilizes campus-community coalitions? Paper presented at the Annual National Meeting on Alcohol and Other Drug Abuse and Violence Prevention in Higher Education, Arlington, VA, October 2004. Paper presented at the Pediatric Academic Societies' Annual Meeting, Washington DC, May 2005.

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10. O'Brien Mc, McCoy T, **Champion H**, Mitra A, Robbins A, Teuschler H, DuRant RH., Single question to detect at risk drinkers among college students. Poster presented at Society for Academic Emergency Medicine Annual Meeting. New York, NY, 2005.
11. DuRant R, **Champion H**, Wolfson M, Omli M, D'Agostino R, Martin B, Mitra A. Health risk behaviors among college students who have experienced date fighting. Paper presented at the Pediatric Academic Societies' Annual Meeting, Washington DC, May 2005.
12. Wolfson M, **Champion H**, DuRant R. Visibility of drug sales and drug use in low income neighborhoods. Paper presented at the Annual Meeting of the Society for the Study of Social Problems, Philadelphia, PA, August 2005.
13. Wolfson M, D'Agostino R, Rogers T, Easterling D, **Champion H**, Altman D, Barker D. Design of the national evaluation of "Free to Grow: Head Start partnerships to promote substance-free communities" Paper presented at a Multi-Paper Session at the 2005 Annual Meeting of the American Evaluation Association, Toronto, ON, October 2005.
14. **Champion H**, Parries M, Shrestha A, Kidd K, Martin W. Retaining high-risk, mobile and multi-lingual Head Start survey participants in the national evaluation of Free to Grow: Head Start partnerships to promote substance-free communities. Paper presented at a Multi-Paper Session at the 2005 Annual Meeting of the American Evaluation Association, Toronto, ON, October 2005.
15. **Champion H**, Rhodes S, Wagoner K, McCoy T, O'Brien MC, Omli MR, DuRant RH. Alcohol use and other risk behaviors associated with sexual victimization among female college students. American Public Health Association Annual Meeting, Philadelphia, PA, December 2005.
16. Foley KL, **Champion H**, Rhodes SD, Kronner D, Wolfson M, Snow Jones A. Understanding the community context of free clinic location. Implications for health care access for the uninsured. Roundtable presentation at the 133rd Annual Meeting of the American Public Health Association, Philadelphia PA, December 2005.
17. Rhodes SD, McCoy T, Omli MR, Cohen G, **Champion H**, DuRant R. Who really uses condoms?: Findings from a large internet-recruited random sample of unmarried heterosexual college students in the Southeastern US. American Public Health Association Annual Meeting. Philadelphia, PA, December 2005.
18. O'Brien MC, McCoy TP, **Champion H**, Rhodes S, Sutfin E, Wolfson, M. Single question about drunkenness to detect college fraternity/ sorority members at risk for injury. Annual Meeting Southeastern Region/ Society of Academic Emergency Medicine. March 25, 2006. Greensboro, North Carolina.
19. O'Brien MC, McCoy TP, **Champion H**, Rhodes S, Sutfin E, Wolfson, M. Single question about drunkenness to detect college fraternity/ sorority members at risk for injury. Abstract published in *Academic Emergency Medicine*, 2006; 13(5) Suppl 1.
20. Mitra A, Gupta M, Wagoner A, **Champion H**, DuRant R. Minimizing data collection time in web-based surveys. American Association for Public Opinion Research Conference, Montreal, Canada, May 2006.

21. **Champion H**, Neiberg R, D'Agostino R, DuRant R, Wolfson M. Measuring impact in the national evaluation of Free to Grow: Head Start Partnerships to Promote Substance-free Communities. Paper presented at a Multi-paper Session at the 2006 Annual Meeting of the American Evaluation Association, Portland, OR, November 2006.
22. Wolfson M, D'Agostino R, Rogers T, DuRant R, Esterling D, **Champion H**, Altman D, Barker D. Design of the national evaluation of "Free to Grow: Head Start Partnerships to Promote Substance-free Communities. Paper presented at a Multi-paper Session at the 2006 Annual Meeting of the American Evaluation Association, Portland, OR, November 2006.
23. Sutfin EL, McCoy T, **Champion H**, O'Brien MC, DuRant RH, Wolfson M. Tobacco use among college students in North Carolina. Poster presented at the annual conference of the American Public Health Association, Boston, November 2006.
24. Wagoner K, Newman J, McCoy TM, **Champion H**, Wolfson M. There's no such thing as a free drink: Obtaining free alcohol and associated negative consequences among female college students. Poster presented at The 15th Annual Congress on Women's Health, Hilton Head, SC, June 2007. Recipient of the Poster Presentation Award.
25. Wolfson M, DuRant R, **Champion H**, Ip E, McCoy T, O'Brien MC, Rhodes S, Sutfin E, Martin BA, Wagoner K. Impact of a group randomized trial to reduce high-risk drinking by college students. Abstract published in *Alcoholism Clinical and Experimental Research*, 2007; 31(6):115A Suppl.
26. DuRant RH, McCoy TP, **Champion H**, Parries MT, Mitra A, Martin BA, Newman J, Rhodes SD. Party behaviors and characteristics and serial drunkenness among college students. Abstract published in *Alcoholism Clinical and Experimental Research*, 2007; 31(6):167A. Suppl.
27. **Champion H**, Sutfin EL, McCoy T, O'Brien MC, Cohen G, DuRant R, Wolfson M. Non-medical use of prescription stimulants among college students: Associations with alcohol and other substance use. Abstract published in *Alcoholism Clinical and Experimental Research*, 2007; 31(6):168A. Suppl.
28. **Champion H**, Sutfin EL, McCoy T, O'Brien MC, Cohen G, DuRant R, Wolfson M. Non-medical use of prescription stimulants among college students: Associations with alcohol and other substance use. Poster presented at the Annual Conference for the Research Society on Alcoholism, Chicago, July 2007.
29. Wolfson M, DuRant R, **Champion H**, Ip E, McCoy T, O'Brien MC, Rhodes S, Sutfin E, Martin BA, Wagoner K. Design and impact of a randomized trial to reduce high-risk drinking by college students. Poster presented at the Annual Conference for the Research Society on Alcoholism, Chicago, July 2007.
30. DuRant, RH, McCoy T, **Champion H**, Parries M, Mitra A, Martin BA, Newman J, Rhodes S. Party behaviors and characteristics and serial drunkenness among college students. Poster presented at the Annual Conference for the Research Society on Alcoholism, Chicago, July 2007.
31. Wolfson M, DuRant R, Martin BA, Rhodes S, **Champion H**, Wagoner K. Design of a randomized campus-community trial to reduce high-risk drinking and alcohol-related consequences among

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- college students. Oral presentation for American Public Health Association's 135 Annual Meeting & Expo. Washington, D.C., November 2007.
32. Martin BA, **Champion H**. Prevention in higher education: Lessons learned in California and North Carolina. Alcohol Policy 14. San Diego, January 2008.
 33. **Champion H**, Newman J, Buettner C, Martin BA, Parries M, & Rhodes SD. High-risk versus low-risk football game weekends: Differences in high-risk drinking and alcohol-related consequences on college campuses. Poster presented at the Research Society on Alcoholism & International Society for Biomedical Research on Alcoholism Joint Scientific Meeting. Washington, D.C. June 2008.
 34. Patterson TE, **Champion H**, Jackson-Newsom J. The Stakeholder Difference: Designing an Evaluation for Relevance and Use. Presentation at the Annual Meeting of the American Evaluation Association. Denver, CO. November 2008.
 35. Fredericks K, **Champion H**, Patterson TE, Jackson-Newsom J. Use of SNA in LTL. Presentation at the Annual Meeting of the American Evaluation Association. Denver, CO. November 2009.
 36. Fredericks K, Patterson TE, **Champion H**, Jackson-Newsom J. Longitudinal Use of SNA in LTL. Presentation at the Annual Meeting of the American Evaluation Association. San Antonio, TX. November 2010.
 37. **Champion H** & Wigley M. Leadership Mentoring: Preliminary results of an innovative approach for unlocking the leadership potential of youth and their mentors. Presentation at the Office of Juvenile Justice and Delinquency Prevention National Conference. National Harbor, MD. October 2011.
 38. **Champion H**, Patterson TE, Fredericks K. Evaluating a 16-month Emerging Community Health Leaders Program, Ladder to Leadership: Strategies and Challenges for Measuring Long-term Impact. American Evaluation Association, Anaheim, CA. November 2011.
 39. **Champion H**, Patterson TE, Fredericks K. Evaluating a 16-month Emerging Community Health Leaders Program, Ladder to Leadership: Strategies and Challenges for Measuring Long-term Impact. Webinar presented for the National Public Health Leadership Development Network. April 2012.
 40. **Champion H**, Van Velsor E. Evaluating Early Leadership Development Programs. Workshop presented at the annual International Leadership Association, Montreal, Canada. October 2013.
 41. **Champion H**, Stawiski S, Sikes M. Evaluating Early Leadership Development Initiatives: Creative solutions to common and not-so-common challenges. Panel Presented at the Annual Meeting of the American Evaluation Association. Washington, DC. October 2013.
 42. **Champion H**. Evaluating the Organizational Impact of Leadership Development—Measuring Return on Investment. Roundtable presented at the Annual Meeting of the American Evaluation Association. Chicago, IL. November 2015.

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43. Patterson TE, **Champion H**. Tackling a Messy Challenge: Designing Systems for Evaluation Leadership Development. Roundtable presented at the Annual Meeting of the American Evaluation Association. Atlanta, GA. October 2016.
44. Young S, Braddy P, **Champion H**, Raper M. A Multilevel Model of Leadership Development Outcomes. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL. April 2017.

COMMUNITY SERVICE:

- 2002-2008,
2012-2018 Adolescent Pregnancy Prevention Coalition of North Carolina, Board of Directors:
- 2003-2004: Secretary, Chairperson of Board Development Committee
 - 2004-2006: Vice Chairperson
 - 2006-2008: Chairperson
- 2004-2006 Guilford Coalition on Adolescent Pregnancy Prevention