

TRACI DOUGHERTY

Executive Leader | Organizational Strategist | Systems Builder

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EXECUTIVE SUMMARY

Executive leader with 20 years of experience building sustainable systems that strengthen organizations, develop leaders, and translate strategy into measurable results. Experience spans association governance, membership engagement, higher education administration, curriculum and assessment, publications, professional learning, and cross-functional operations.

CORE LEADERSHIP CAPABILITIES

Executive Strategy • Organizational Development • Governance • Membership & Engagement • Financial Stewardship • Program Operations • Change Leadership • Board Relations • Cross-Functional Leadership • Volunteer Development • Communications Strategy • Data-Informed Decision-Making

SELECTED EXECUTIVE IMPACT

- Built and coordinated a 70-volunteer leadership structure across 13 committees.
- Led membership and engagement strategy connected to a \$300K portfolio within an approximately \$1.5M organization.
- Supported more than 100 physician fellowship programs across 20 academic departments.
- Directed publication, leadership, and engagement systems reaching 30+ schools and 500+ students statewide.
- Designed or revised 9 curricula and approximately 20 assessments annually.
- Delivered 25+ national and regional presentations and professional-learning sessions.

PROFESSIONAL EXPERIENCE

AMERICAN CLASSICAL LEAGUE — Vice President of Membership | 2022–2026

- Shape national membership strategy serving 2,000+ educators and align engagement with long-term priorities.
- Lead strategy connected to a \$300K membership portfolio and contribute to board planning within an approximately \$1.5M organization.
- Expand member value through webinars, communications, professional learning, and year-round engagement.

CLASSICAL ASSOCIATION OF THE ATLANTIC STATES — Social Media Coordinator | 2026–Present

- Develop the association's first coordinated digital engagement strategy across major social platforms.
- Build branded content, editorial planning, and sustainable communications workflows.

EXCELLENCE THROUGH CLASSICS, ACL — Executive Committee Chair | 2016–2024

- Directed 70 volunteers across 13 committees, strengthening governance, succession, communication, and coordination.
- Managed an \$80K annual operating budget and modernized technology and operating workflows.
- Created and operated ETC Live, a 54-session national pandemic-response webinar series.

PENNSYLVANIA JUNIOR CLASSICAL LEAGUE — Publications Chair | 2023–Present; Technology Chair | 2021–2023

- Direct statewide editorial strategy serving 30+ schools and 500+ students.
- Oversee four issues annually, contributor coordination, quality control, distribution, and student leadership development.
- Implemented digital systems supporting communications, conferences, publications, and continuity.

UPPER DUBLIN SCHOOL DISTRICT — Latin Teacher, Department Chair & Gifted Education | 2015–2026

- Built student leadership systems spanning publications, service, competitions, travel, and authentic learning.
- Grew participation to 70+ active members and developed a 16-officer leadership structure.
- Guided students earning 100+ awards annually and designed interdisciplinary gifted programming.

UNIVERSITY OF PENNSYLVANIA — Associate Director Roles | 2007–2013

- Administered evaluation and assessment supporting 100+ physician fellowship programs across 20 departments and 107 coordinators.
- Developed executive dashboards representing institutional data for 10,000+ students.
- Supported accreditation, reporting, compliance, and strategic decision-making.

EDUCATION & CREDENTIALS

Temple University — Master of Education; B.A. English, History, and Classics

University of Pennsylvania — Post-Baccalaureate Certificate in Classical Studies; graduate coursework in Statistics

Villanova University — Teacher Certification Program

Pennsylvania Instructional II Certifications: Latin, English, History

PROFESSIONAL LEADERSHIP & TECHNOLOGY

25+ national and regional presentations. Leadership across ACL, PAJCL, CAAS, and professional associations. Notion • Google Workspace • Microsoft Office • Canva • Data Dashboards • Digital Publishing • AI-Enhanced Workflow Design