

# Katie Türsan

People & Growth Manager

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Global program and grants manager with 10+ years of experience spanning healthcare, and education. Skilled in managing multi-million-dollar grants, leading grant finance operations, ensuring compliance for federal and state government funders, and strengthening systems across multiple jurisdictions. My experience is grounded in accessibility, equity, accountability, and I am dedicated to missions seeking to advance human rights.

## Work Experience

### People & Growth Manager

August 2025 - Present

*Meet2Talk | Istanbul, TR*

At Meet2Talk, I lead relationship centered program operations in both our brick-and-mortar, and online programs. I represent the organization externally, support internal planning, and build systems that improve retention, clarity, and accountability across teams operating in different countries and time zones.

- Created and maintain the quarterly company “Cultural Pulse” survey to stay on top of employee satisfaction and recommendations.
- Streamlined the analysis of employee KPI's and hold quarterly updates with operation manager and individuals.

### Perinatal Grant Coordinator & Data Analyst

May 2024 - Aug 2025

*Erlanger Health | Chattanooga, TN, USA*

At Erlanger I served as acting accountant and data analyst for a multi-million-dollar state and federal perinatal grant, tracking all funds, ensuring compliance, and building financial systems that improved accuracy, and streamlined audits. I also represented the company at state leadership meetings to report on the hospitals progress and needs.

- Reviewed and synthesized data for both hospital and state leadership.
- Designed and delivered education modules encompassing Equity in Healthcare to 200+ nurses and Doctors, contributing to an 11% increase in patient satisfaction within an 8 month period.

## **Global Program Manager & Educator**

Sep 2018 - May 2024

*Meet2Talk | Istanbul, Türkiye*

Created and directed the global children's education program and a \$50,000 grant for rural schools, driving innovation in online learning, intercultural support, and resilience training, while boosting enrollment 10% through social media leadership and advancing diversity across international teams.

- Created a children's education program which had enrollment from students across 8 countries.
- Hired and managed an international team of teachers spanning 6 continents.

## **Pediatric Phlebotomist & Advanced EMT**

Jun 2012 - Aug 2018

*Erlanger Health | Chattanooga, TN, USA*

Delivered specialized pediatric emergency care and phlebotomy, earning Erlanger's "Gold Class" award; created hospital-wide training modules, and led community outreach to promote children's health, demonstrating excellence in patient care, education, and public engagement.

## **Core Skills**

Health Advocacy, Grants Management & Compliance, Finance Operations, Audit Preparation & Reporting, Systems Development & Process Improvement, Cross-Cultural Program Leadership, Stakeholder Engagement & Communication, Equity & Humanitarian Focus, Data Analysis & Impact Measurement

## **Education**

### **University of Essex**

Sep 2020 - Jul 2023

**Masters of Science** Applied Research Psychology

Courses: Master's Thesis: "The Effect of Country and Culture on Resilience".

### **University of Tennessee**

Aug 2014 - Aug 2018

**Bachelors of Science** Research Psychology

Courses: Bachelors Thesis: Are Changes in Cortisol Levels a Potential biomarker for Changes in Olfactory Sensitivity?

## **Languages**

English (Native),

Turkish (A2-Early Intermediate)

## Certificates

<b>Emergency Medical Technician</b> Cleveland State Community College	May 2014
<b>Grant Writing Certification</b> University of South Florida	Sep 2024
<b>Advancing Health Equity: A Guide to Reducing Bias in Healthcare</b> University of Michigan	Sep 2023
<b>Organizational Leadership in Diversity, Equity &amp; Inclusion Specialization</b> Rice University	Aug 2023

## Publications

### **Are Changes in Cortisol Levels a Potential biomarker for Changes in Olfactory Sensitivity?**

Pendergast, K., **Phelps, K.**, Hayes, K., Ozbek, I. N., Lewis, C. L., & Gagliano, C. S. (2018). Are Changes in Cortisol Levels a Potential Biomarker for Changes in Olfactory Sensitivity? *Chemical Senses*, 43(7), E235.

## Interests

Sewing, Opera, Traveling, Learning new Skills, Languages, Brain Cancer Advocacy, LGBTQIA+ Advocacy