



## **Four Staff Members Promoted at The Duke Endowment**

Trustees of The Duke Endowment have approved four recent staff promotions.

William F. (Bill) Bacon, the Endowment's Director of Evaluation, and Susan L. McConnell, Director of Higher Education and Director of Human Resources, have been promoted to Vice Presidents.

Bacon joined the Endowment in 2009 after five years as a grantmaker and evaluator at the David and Lucile Packard Foundation. He has led the Endowment's efforts to use research and evidence to continuously improve the effectiveness of its grantmaking.

Previously, he led research and evaluation in social service and academic settings and worked as an evaluation consultant in mental health, youth development and teen pregnancy prevention.

Bacon received a bachelor's degree from the University of Michigan and a master's and doctorate in psychology from Johns Hopkins University.

McConnell joined the Endowment in 2007. She previously worked for the Vanguard Group and Duke Energy. She holds a bachelor's in history and a master's degree in executive coaching from Queens University of Charlotte.

She is certified as a Senior Professional in Human Resources and serves on the Board of Directors for YWCA Central Carolinas and the Board of Trustees for Queens University of Charlotte.

Endowment President Rhett Mabry said Bacon and McConnell will retain their directorships in addition to their new roles as Vice Presidents.

"Bill and Susan are talented leaders, and their work is vital to the Endowment's success," Mabry said. "I am delighted to see their contributions recognized."

Natalie C.W. Smith was promoted to Controller. Smith, a Certified Public Accountant, joined the Endowment in 2006. She holds a master's in accounting from UNC Charlotte, where she also earned bachelor's and master's degrees in history. Previously at the Endowment, Smith served as a Financial and Program analyst, as well as Senior Accountant.

Todd W. Dalrymple was promoted to Associate Director in Special Initiatives. He worked for the Endowment as a Fellow from 2012-2014, and later served as a Research and Program Analyst in Special Initiatives before being named a Program Officer.

He has a bachelor's degree from UNC-Chapel Hill, a master's in teaching from Johns Hopkins and a master's degree in education policy from Harvard University.

Based in Charlotte and established in 1924 by industrialist and philanthropist James B. Duke, The Duke Endowment is a private foundation that strengthens communities in North Carolina and South Carolina by nurturing children, promoting health, educating minds and enriching spirits. Since its founding, it has distributed more than \$4 billion in grants. The Endowment shares a name with Duke University and Duke Energy, but each is a separate organization. Learn more at [dukeendowment.org](http://dukeendowment.org).