

# Historic Preservation Advisory Board Application

02/11/2026 12:41 PM (MST)



## Town of Erie Historic Preservation Advisory Board Application

All advisory board and commission members will be expected to support the priorities and work plan set forth by the Town Council.

This board meets the **fourth Monday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Failure to attend three consecutive regularly scheduled meetings without a leave of absence approved by majority of the Historic Preservation Advisory Board could be grounds for dismissal.

Full Name	Casey Elizabeth Kipple
Are you an Erie resident?	Yes
Are you under the age of eighteen (18)?	No
Home Address	[REDACTED]
Email	[REDACTED]
Primary Phone Number	[REDACTED]
Alternate Phone Number	N/A
Employer	N/A-- most recent role as HR Generalist at SpaceNav was eliminated
Job Title/Occupation	N/A
Have you ever been employed by the Town of Erie?	No
Do you work for or own a company that does business with the Town of Erie?	No
What is your highest level of education completed?	Bachelors Degree
Are you currently serving on a board?	No

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Are you applying for more than one board? Yes

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Please rank your choice for this board First

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This board meets the fourth **Monday of each month at 6:30 PM**. You are required to notify your chair if you are going to be absent from a meeting. Only three excused absences are allowed per year.

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Why are you interested in serving on a board or commission and what specific talents or expertise do you bring if appointed?

I am interested in serving on a board as I believe I can make a positive impact for our community. My husband and I moved to Old Town in 2019, and from the moment we visited Erie, we knew this is where we wanted to live and start our family. My professional background includes over 15 years of experience in HR, specifically in Talent Acquisition. Through this experience, I thrive on collaboration, communication, and attention to detail. In whatever I do, I bring positivity and curiosity. Unfortunately, my most recent role was eliminated, so while I am active in my job search, I believe being on a board could be an excellent next step for me, and an opportunity to support the town of Erie; I have always wanted to get more involved with our town, and believe that with my leadership skills, I could help to make a positive impact for Erie.

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Have you served on another board/commission in an advisory capacity? If so, please describe the board and what made serving in that capacity a good experience? What were the major concerns or issues?

I have not served on another board or commission in an advisory capacity, however, throughout my career, I have been an advisor for Talent Acquisition to hiring leaders, as well as candidates throughout the hiring process. I think this could be a good experience for me to learn something new, such as serving on a board, as well as getting more integrated with the town.

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Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?

I think it is always key to be an active listener, and to ensure that all voices are heard, especially with a small committee. During my time at CU Boulder, I collaborated with four other employees on creating content for a presentation on inclusive hiring. As this was a hands on group, if

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If you were appointed, what goals would you like to see accomplished on this board or commission?

First, I would want to understand the current goals and objectives in place and believe it's also important to hear the voices of our community as to what is most important for them, but here are a few that I would aspire to see accomplished:

- \*Strengthen protection of historic resources
- \*Promote meaningful community consultation
- \*Advance equity in historic preservation
- \*Integrate preservation with climate and sustainability goals (see where we can have alignment with other boards to collaborate)
- \*Enhance public education awareness

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Are you aware of the time commitment, and do you have the personal time to devote to this board or commission?

Yes

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Upload resume and additional documents (optional)



Casey Kipple's Resume February 2026.docx.pdf

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Please read and agree with the following statement:

**From:** Casey [REDACTED]  
**To:** Michele Crawford  
**Subject:** Re: Need to Update Application, Advisory Board  
**Date:** Thursday, February 12, 2026 9:49:39 AM  
**Attachments:** Casey Kipple Response for Question Three, Historic Preservation.pages

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**External Email:** Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Michele,

Thank you for your help! Attached is the question and my response, but I also have it listed below:

***Please describe a situation where you were working with a small group and disagreed with the direction of the project, what did you do? What was the result?***

*I think it is always key to be an active listener, and to ensure that all voices are heard, especially with a small committee. During my time at CU Boulder, I collaborated with four other employees on creating content for a presentation for the National CUPA (College and University Professional Association) Conference on inclusive hiring. As this was a hands on working group, I was able to take initiative to keep us organized by scheduling weekly meetings for our work. There were many opportunities while we worked on this project where team members had disagreements as to what should be highlighted or included in the presentation. One approach I would take is that when there was a disagreement regarding the content to include, I would oftentimes ask a team member for their thoughts and approach who had not yet contributed. I would always take the approach to ensure we had heard all voices and perspectives, and would also be the person to help highlight what criteria we needed to meet for the presentation criteria guidelines, while balancing with any opportunities to compromise amongst our team. Because of my ability to take initiative, demonstrate active listening skills, and from my strong organizational skills, we submitted the presentation on time and were selected to present at the National Conference. From this experience, we were also invited to return and present at other conferences.*

*I've also been fortunate to attend Crucial Conversations trainings during my time at CU. The approach I've always taken is to use "I" statements, and to make sure that when working with a group, all voices have a chance to be heard. In my past experience, it's always important to keep the broader goal or mission in mind, and if there is a disagreement in the direction of a project, to see how it relates back to the mission or goal.*

*My approach to conflict or disagreements is to always have a mindset of kindness and curiosity. I've also been fortunate throughout my career to work with a variety of different roles (i.e. entry level, colleagues, hiring managers to executives), and recognize the importance of finding a style of communication that will resonate with other team members so that we can collaborate to reach a shared goal.*

Take good care and thank you again! I really appreciate it. Happy Friday eve!

Best,

Casey

On Wed, Feb 11, 2026 at 2:05 PM Michele Crawford <[mcrawford@erieco.gov](mailto:mcrawford@erieco.gov)> wrote:

Casey,

Thank you for contacting the Town Clerk's Office. If you could send the question and answer back in email to me, I will attach it to your application.

Thank you,

Michèle

Michèle Crawford, M.Ed., MMC |Deputy Town Clerk  
Town of Erie | Administration  
645 Holbrook | P.O. Box 750 | Erie, CO 80516  
Phone: 303-926-2792 | Fax: 303-926-2706  
[www.erieco.gov](http://www.erieco.gov) | Facebook | Twitter | LinkedIn

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The information contained in this email message may be privileged, confidential, and protected from disclosure. If you are not the intended recipient, any dissemination, distribution, or copying is strictly prohibited. If you think you have received this email message in error, please contact the sender and delete the original message immediately.

-----Original Message-----

From: Casey Crough <[REDACTED]>  
Sent: Wednesday, February 11, 2026 12:47 PM  
To: Town Clerk <[townclerk@erieco.gov](mailto:townclerk@erieco.gov)>  
Subject: Need to Update Application, Advisory Board

External Email: Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,

I just submitted my application for Advisory Board role for Historic Preservation, but one of my responses was incomplete due to a technical issue; would it be possible to update my application or send the updated response? Take good care and I look forward to hearing from you!

Kindest regards,

Casey Kipple  
Sent from my iPhone

I certify that the facts and statements contained in this Board and Commission Application are true and correct.  
I further understand that false statements shall be sufficient cause for rejection of this application.  
I further certify that I have not been convicted of a felony under the laws of the State of Colorado or in another jurisdiction.  
I understand that falsification, omission or misrepresentation will result in a rejection of this application. Any falsification, omission or representation is evidence of perjury in the second degree.  
If I become a board or commission member with the Town, this form is valid for the period of my term with the Town and the crime records may be updated periodically at the discretion of the Town.  
I understand that this application is considered a public record and subject to the Colorado Open Records Act.

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**I Agree** Yes

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**All board and commission members must follow the rules and regulations in the Erie Municipal Code as well as the Town's policies related to harassment, anti-violence, and technology use.** Yes

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**Acknowledgement Signature**

A handwritten signature in black ink, appearing to be 'C. J. ...', written over a horizontal line.

## TALENT ACQUISITION BUSINESS PARTNER

### SUMMARY:

Human Resources professional with 15+ years of experience in full lifecycle recruiting, program management, college recruiting, executive recruiting, talent advising, internship programs, and strategic hiring. Manage, mentor, and grow recruitment teams, build candidate pipelines, and deliver engaging presentations. Recognized as a trusted partner to senior leaders, leveraging market insights, data, and talent analytics to achieve robust hiring solutions.

AREAS of RECRUITING EXPERTISE: executive, engineering, clinical research, life sciences, research faculty, information technology, technical, business operations, finance, human resources, and administrative roles.

### PUBLICATIONS & CAREER HIGHLIGHTS:

- Contributor on article in HigherEdJobs titled [4 Essentials for a Strong Application](#), May 2023
- Presenter at the [Virtual CUPA HR Spring Conference](#) on *Incorporating Diversity, Equity, and Inclusive Practices into Faculty and Staff Hiring: A Case Study*, April 2022
- Presenter at the [CUPA HR National Conference 2021](#) on *Incorporating Diversity, Equity, and Inclusive Practices into Faculty and Staff Hiring: A Case Study*, October 2021
- Co-author of [How to Ensure DEI Hiring is More Than Checking a Box](#), HigherEdJobs, November 2021
- Key content creator for *Inclusive Staff Hiring* online training for the CU Boulder campus.
- Redefined the recruiting process at CU Boulder for Staff, Research, and Faculty.
- Successfully filled over 300 positions (annual average) at the *University of Colorado Boulder*.
- Presented at 3 sessions at the *Diversity and Inclusion Summit* at CU Boulder, around best practices for hiring and strategies to mitigate unconscious bias in the recruitment process.
- Program Manager at *Orbital ATK* for internship, college recruiting, employee referral, and mentor programs.
- Managed and developed an on-site Master's Program for Space Systems Engineering in conjunction with Stevens Institute of Technology while at *Orbital ATK*.

## PROFESSIONAL EXPERIENCE

### SpaceNav

#### ***HR Generalist (role eliminated due to restructuring)***

**October 2025-February 2026**

- Created talent acquisition strategy, researched resources such as LinkedIn Recruiter and Applicant Tracking System (ATS) solutions.
- Identified new HRIS system, implemented new ATS, BambooHR.
- Created a new hire orientation process and defined onboarding procedures for new hires.
- Conducted new hire orientation.
- Completed E-Verify/I-9 process for new employees.
- Monitored employee training requirements.
- Hosted open enrollment for 30+ onsite employees.
- Updated employee personnel files with completed trainings, signed agreements.
- Revised employee manual, wrote new policies and procedures.
- Created hiring ranges and framework for compensation.
- Organized company holiday party for over 80 attendees.

### STANFORD SCHOOL OF MEDICINE (remote) | 2022-2025

*Private, non-profit institution and leader in biomedical revolution, pioneering research, teaching protocols, and clinical therapies.*

#### ***Talent Acquisition Business Partner (role eliminated due to budget cuts)***

**Nov 2022-Oct 2025**

- Oversaw full lifecycle recruiting for the Department of Medicine (1,700 employees) for clinical research, project management, administrative, human resources, and finance roles, with a focus on providing exceptional candidate care.
- Supported recruiting efforts for Clinical Research Coordinator 2 roles for the Stanford Cancer Institute
- Advised hiring leaders on best practices during the recruitment process and implemented strategies for an inclusive search process.
- Collaborated on the Pay Transparency project; advised and partnered with the university on how to implement and educate others on Pay Transparency considerations for CA.

- Presenter for Supervisor Academy on *“Mitigating Bias in the Recruitment Process,” “Personal Branding,”* and *“Behavioral-Based Interviewing.”*
- *“Pinnacle Change Champion”* selected as a trusted HR partner to support and collaborate on change management initiatives with new HR systems and processes implementation for the university, and change management support.
- Conducted trainings/presentations with employees in the Department of Medicine; topics include *“How to Best Promote Your Skills During an Interview,” “Resume Creation,”* and other topics focused on Talent Acquisition and best practices.
- Facilitated the *People of Color in IT: Elevate your Skills, Values, and Authentic Self through Storytelling in Interviews.*

### **Talent Acquisition Sourcing Specialist**

**June 2022-Nov 2022**

- Proactively sourced candidates for the Department of Medicine covering a variety of roles such as clinical research, administrative, human resources, and finance.
- Conducted phone interviews with potential candidates.
- Collaborated and strategized with hiring managers on the quality of candidates, interview questions, and best search practices.
- Participated in virtual career fairs.

### **UNIVERSITY OF COLORADO BOULDER, Boulder, CO | 2016-2022**

*One of America’s leading research universities.*

### **Principal Professional Recruiter**

**Sept 2018-June 2022**

- Conducted full lifecycle recruitment for all Research Institutes at CU Boulder as well as the College of Engineering and Applied Science, Athletics, Strategic Relations, Campus Controllers Office, Finance and Business Strategy, and the Office of Contract and Grants.
- Led successful executive recruiting processes for: Dean, School of Law, Vice Chancellor of Advancement, Associate Vice Chancellor for Enrollment Management, Campus Controller, Associate Vice Chancellor and Chief of Staff, and Dean, College of Engineering and Applied Science
- Advised senior leadership on key executive recruitments and collaborated daily with HR centers of excellence (Employee Relations, Position Management and Compensation, Employee Development).
- Provided and crafted key content for online *Inclusive Staff Hiring* training. In addition, played a key role in creating and developing the training script and analyzing learning outcomes.
- Participated in [Recruiter's Tell All Panel with CU Boulder Career Services](#), May 2020
- Met with Hiring Managers during key milestones throughout the search process to ensure OFCCP compliance, the quality of candidates, and helped navigate potential unconscious bias.
- Negotiated offers for a variety of positions on campus. Helped advise hiring leaders on [Equal Pay Act](#) considerations.
- Led and defined the Research Faculty hiring process for the entire Boulder campus and acted as sole consultant for all Research Faculty hires.
- Provided additional recruiting support, such as sourcing and talent advising for hard-to-fill roles for faculty, research, and staff vacancies.
- Met with search committees for diversity and inclusion trainings.
- Crafted inclusive job postings through Textio.
- Mentored and coached 11 Recruiting Coordinators on the Talent Acquisition team.
- Trained and mentored 2 new Associate Recruiters on our team who achieved leadership promotions.
- Provided training opportunities to faculty and research members on our Applicant Tracking System (ATS), Avature, for the Boulder campus, as well as Diversity and Inclusion training.
- Led the *“Career Growth, Recognition, and Development”* internal program to the central HR department. Presented quarterly to our senior leadership and provided recommendations for new in-house programs.
  - Developed an in-house program to continue learning and engagement efforts within the department, coupled with LinkedIn Learning courses aligned with our core competencies.
  - Chartered a Toastmasters club in-house for central HR as a professional development initiative.
- Led trainings for the Office of Employee Development regarding interviewing, evaluating candidates, diversity outreach, unconscious bias, and highlighting best practices of the recruiting process to employees.
- **COVID related projects:**
  - Assisted hiring managers in gathering approvals through DocuSign for recruitments with our senior leadership (Cabinet team).
  - Strategized with hiring managers in candidate searches and helped them navigate the virtual space throughout the entire recruitment process.
  - Conducted outreach calls to employees affected by furlough/layoffs to ensure awareness of resources and understanding of the unemployment filing process.

### **Senior Professional Recruiter/Talent Acquisition Specialist**

**Nov 2016-Aug 2018**

- Full lifecycle recruiter and talent advisor for The College of Engineering and Applied Science, Athletics, Strategic Relations, and the Laboratory for Atmospheric and Space Physics (LASP).
- Met with hiring managers and other campus leaders to advise on the recruiting process and strategy to attract top talent as well as behavioral interviewing techniques and diversity/inclusion best practices.
- Key member in redesigning the recruiting process at the university.
- Intricate team member in creating requirements for RFP and implementation for the new ATS, *Avature*.
- Created guidelines for internal mobility policy.

**Professional Recruiter/Talent Acquisition Specialist**

**Jan 2016-Nov 2016**

- Supported 2 of the largest departments on campus as a full lifecycle recruiter (Housing and Dining Services, The College of Arts and Sciences).
- Created/edited job descriptions; created and recorded critical behavioral interview questions for HireVue video interviews; and created and managed weekly reports on open and filled positions.
- Acted as key member in redesigning the recruiting process at the university.
- Worked with business leaders on campus to create recruiting reports.
- Member of the website content review committee; reviewed all HR website content for content in the redesign of the website.

**ORBITAL ATK** (formerly Orbital Sciences Corp.), Dulles, VA | 2010-2016

*Company merger in 2015 with 12,500 employees and operations across 20 U.S. states and several international locations. An aerospace and defense manufacturing company.*

**Associate Recruiter**

**Dec 2015-Jan 2016**

- Full lifecycle recruiter for the Space Systems Group (2,000+ employees).

**Senior Recruiting Specialist- College Recruiting and Internship Programs**

**Feb 2015-Dec 2015**

- Managed college recruiting and internship program for the Space Systems Group, recruiting nationally (Virginia, Maryland, Arizona, California).
- Obtained over 90% success rate of converting and retaining interns to full-time employees.
- Worked closely with senior executives, hiring managers, and internal teams to determine the best outreach to capture new talent for both current and future hiring needs.
- Managed and completed projects for the successful transition of the merger of Orbital and ATK.
- Created and developed a robust mentor program for interns; Coordinated intern activities throughout the summer to promote networking, educational, and career progression opportunities among senior leaders and early career professionals.
- Recruited on-site at universities by supporting career fairs, presenting at information sessions with student organizations, and initiating new “out of the box” types of early career outreach.
- Organized and hosted “Take Our Daughters and Sons to Work Day” for 250+ children at Dulles, VA Headquarters for 4 years.

OLDER ROLES:

**ORBITAL SCIENCES CORPORATION**, Dulles, VA

**Senior Recruiting Specialist** (2013-2015) | **Recruiting Specialist** (2012-2013) | **Recruiting Assistant** (2010-2012)

- Managed internship program and college recruiting program for multiple business groups and site locations.
- Advised interns and employees on career opportunities, career progression, and development.
- Managed relocation and expense reimbursement program for all site locations.
- Developed and managed employee referral and alumni referral programs and worked closely with business groups to determine critical needs.
- Led efforts in the creation of an in-house automated reference check system by writing content and working closely with the IT team for implementation.
- Managed and developed on-site Master’s Program for Space Systems Engineering in conjunction with Stevens Institute of Technology.

**EDUCATION / TRAINING**

**Bachelor of Arts, English major / Theatre minor, cum laude** (2010), McDaniel College, Westminster, MD, GPA 3.53

**TA, AI for HR, and HRBP** continuing professional development courses, AIHR Academy

**Crucial Accountability**, Organizational and Employee Development Training, CU Boulder, July 2020

**Diversity Recruiting**, LinkedIn Learning, April 2020

**Confronting Bias: Thriving Across our Differences**, LinkedIn Learning, April 2020

**University Perspectives Program**, Organizational and Employee Development Training, CU Boulder, May 2019

**Crucial Conversations**, Organizational and Employee Development Training, CU Boulder, August 2017

**CliftonStrengths**, Organizational and Employee Development Training, CU Boulder, July 2017

- **StrengthsFinder Themes:** Achiever, Arranger, Learner, Positivity, Responsibility

**The Highly Effective Manager**, Organizational and Employee Development Training, CU Boulder, September 2016

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#### PROFESSIONAL ORGANIZATIONS / EXTERNAL LEADERSHIP ROLES

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**College and University Professional Association for Human Resources (CUPA)**, Member 2016-2025

**Society for Human Resource Management (SHRM)**, Member 2014-2016 & 2022-Present

**Toastmasters International, "CU Chip Chat,"** President 2013-2014, Vice President of Education 2012-2013, Founding member 2019, VP of Education 2020-2021, President 2019-2020

**Toastmasters International, "Orbital Orators,"** Founding member 2011-2016, Awarded "Competent Communicator Award" 2013

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#### COMPUTER SKILLS

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**Software:** Microsoft Office, Excel, PowerPoint, Peoplesoft, Lotus Notes, Outlook, E-Verify, Sum Total, SharePoint, Zoom, Microsoft Teams, DocuSign, Smartsheets, Slack, ChatGPT, Jira, Confluence, Google Suite

**Applicant Tracking Systems/Recruiting Tools:** PeopleFluent, iCIMS, Taleo, Avature, Textio, LinkedIn Recruiter, SkillsSurvey, HireVue, Indeed Resume Database, Spark Hire, Checkster, BambooHR