

Professional Experience

2013-Present Tenacious Change, LLC, Laurel, MD
Founder & President

Contracts since 2013 include, but are not limited to¹:

- board training and strategy planning for a rapidly growing, innovative global all-volunteer nonprofit organization serving refugee children and families.
- creating a talent management strategy and plan for a national social justice organization.
- facilitating the start-up of a “collective impact” county-wide behavior health initiative.
- providing community mobilization training and consultation to a cohort of national teen pregnancy prevention grantees of the Office of Adolescent Health (U.S. DHHS).
- building the capacity for facilitating community change of a grassroots collaboration in a major Northeast U.S. city.
- management and leadership consulting on a public health project in a major research university in U.S. southwest, which included designing, developing, and delivering a series of leadership capacity "training on demand" videos for staff.
- consulting and succession planning for 130+ year old family business.
- writing community mobilization and program sustainability curriculum for a Federally funded national project.
- research, design, development, implementation, and evaluation of a sustainable community change framework in nineteen communities in a mid-western state with sponsorship from a statewide adolescent health organization and the state department of human services.
- conducting implementation evaluation for a Federally funded teen pregnancy prevention project.
- serving as a curriculum consultant for an English-speaking preparatory school in Romania.
- organizational analysis and change strategy for a national health equity organization.
- training and technical assistance on establishing learning communities of practice on adolescent pregnancy prevention and sexual health for a Canadian social sector organization.

2014-Present Eastern University, St. Davids, PA
College of Business and Leadership – PhD in Organizational Leadership programs
Adjunct Faculty

2014-Present Tamarack Institute, Waterloo, ON, CANADA
Thought Leader and Faculty

Tamarack Institute is a “connected force for community change” based in Canada that also works in the United States and around the globe. It works with leaders in non-profits, governments, businesses, and the community to make the work of advancing positive community change easier and more effective. Thought Leaders in the Tamarack Institute act as advisors to Tamarack leaders and staff on creating vibrant learning communities around the world, idea animators through blogging and publishing, teachers in both face-to-face and online learning events, and representatives and promoters of the Tamarack Institute vision and work.

¹ Client list is available upon request.

2016-2017 **Nonprofit Funding & Fiscal Solutions, UMass, Hadley, MA**
Community Mobilization and Sustainability Specialist

2005-2013 **Advocates for Youth, Washington, DC**
Program Director, Teen Pregnancy Prevention (2005-2010)
Director, Capacity Building and Sustainability (2010-2013)

Education

Ph.D., (Nonprofit) Organizational Leadership, 2013

Eastern University, College of Business and Leadership, *St. Davids, PA*

- Dissertation: "Leadership in an Intractable Conflict over Public School Sexuality Education in the United States: A Grounded Theory Study."

M.S., Mental Health Counseling, 1991

Drake University, School of Education, *Des Moines, IA*

B.A., Religion/English (double major), 1988

William Penn University, *Oskaloosa, IA*

A.A., 1981

Marshalltown Community College, *Marshalltown, IA*

Overview of Work Experience

My work experience is varied and extensive, making it impossible to document in a few pages. Writing samples and references provided on request. The full curriculum vitae provides greater detail regarding:

- present and past teaching and lecturing at the university level.
- invited presentations as a keynote, plenary speaker, or trainer.
- academic presentations in professional conferences.
- invited participation in "think tank" sessions and advisory panels at the state and federal level in the United States, including at the White House, Washington, DC.
- research and development of innovative models for community change, including the *Tenacious Change Approach*, a community and systems change framework that centers community-led participation and ownership of change.
- organizational and program research and analysis.
- program and curriculum development and replication.
- publications including peer reviewed, professional, and popular, and,
- some international work experiences.