AEA Board Candidates
Board President-Elect Candidates

Stan Capela
Thomas Grayson
I truly am honored to be nominated for President of the American Evaluation Association. If I have the great fortune to win election to this prestigious position, I will focus on translating the philosophical theories of evaluation into practical applications, including applied research, that benefit those individuals, along with their families, who participate in programs and receive services.

Over the past 40 years, I have performed in a variety of roles in the evaluation field. I am an internal evaluator with responsibilities for coordinating all evaluation activities for multi-service non-profits, currently with the $150MM HeartShare Human Services, that focus on varied programs from child welfare to youth and family counseling, to services for those with intellectual and developmental disabilities, to mental health and to managed care.
Second, as a Council on Accreditation Peer Reviewer, I have had the opportunity to assess over 100 organizations, ranging in sizes from $100,000 to over $100 million. Those evaluations expanded my knowledge and skills of applied research, especially from the perspective of agencies throughout the United States and in Canada, Germany, Guam and Japan.

Third, I have taken a lead role working with government agencies throughout the United States in the development of program evaluation and staff development models that improve child welfare services, including chairing the NYC Citizen’s Review Panel that is charged with monitoring all aspects of the child welfare system. Those panels are in all 50 states and statutorily required to monitor child welfare systems.

Finally, my experience with AEA includes Topical Interest Group (TIG) leadership roles with the Non Profit-Foundation, Government and Internal Evaluation TIGs. I also have been an AEA Board member, Chair of the Recruiting Task Force and presented at over 50 AEA Conference sessions.

With that background, I have relied on Patton’s Utilization Focused Evaluation, Preskill’s Appreciative Inquiry, Fetterman’s Empowerment Evaluation and a “mixed method” approach. I have identified a wide range of approaches that best meet the needs of affected stakeholders. Often I have confronted the issue of how to use evaluation in a way that helps management deliver quality services. More importantly, however, is how would I ensure that the guidance and tools I provide translate into quality services that benefit individuals and families?

More appropriately put, “What can I offer as President that enhances both the evaluation process and the lives of those impacted by its application?”

Based on my over 40 years of research and experience, I would like to focus my efforts and the Association on:

- The effects of program evaluations on individuals and their families. This area has become more important to me given my active involvement in finding unique ways to evaluate programs that serve individuals with intellectual and developmental disabilities. I also have come to appreciate the need for quality program evaluations in child welfare, especially as it relates to the racial disparities and issues affecting the LGBTQ community. More specifically, there is a need to help evaluators find ways to engage the primary stakeholders - individuals and their families who are served by programs to ensure that the evaluation process has produced programmatic interventions with positive impacts.

- Increasing the Association’s efforts to strengthen skills of evaluators in the government, non-profit and international sectors; increasing efforts to assist community-based organizations with limited resources; and actively engaging students so that they start their careers without being confronted by the assumption that “if you read a few internal reports, you are an evaluator.”

I have been involved with the AEA for 30 years. I love the experience and opportunities. More importantly, the AEA made me a better practitioner. I would like to return the favor to the community, and, in particular, to the AEA, to coordinate ideas among our colleagues and to nurture the novices in the hopes that we all enhance the lives of those many children and adults
in our at-risk communities. In other words, not conducting evaluations for the sake of evaluations, but for the humane betterment of at-risk children, adults and families.

As President, I look forward to making a positive, constructive and lasting impact not only the lives of those in the at-risk communities, but also on an organization whose members always have been there when I needed them. That is the least I can hope to accomplish. Thank you.
Nominee: Thomas E. Grayson

Nominated For: President-Elect

Title: Evaluation Consultant and Facilitator

Affiliation: University of Illinois, Urbana-Champaign

Discipline: Educational Psychology; Instructional Technology

Practitioner and/or Academic Focus: program/policy evaluation; evaluation in society; appreciative inquiry; evaluative thinking

Geographic Representation: Midwest US

Area(s) of Work Application: nonprofits and foundations, community-based services, institutional and government programs, regional evaluation affiliates

AEA Member Since: 1990


Nominee Statement:

I’m grateful for the encouragement of those who have supported me through the nomination process and would sincerely appreciate your support as well. It would be a great honor and privilege to serve you as President of the AEA.

I am passionate about, and dedicated to, the AEA and its principles of promoting evaluation as a profession and advocating for an inclusive, diverse and international community of practice. I am committed to supporting a vibrant, thriving, equitable, culturally responsible profession that is vital to education as well as to public and private enterprises, especially in today’s uncertain times.

My path to becoming an evaluator began when, as a doctoral student, I took classes on case studies, theory-driven evaluation and responsive evaluation. I was hooked. Ultimately, I became an evaluation practitioner, professor and consultant and have spent many years teaching about, as well as planning and conducting, evaluations. I’ve conducted evaluations of alternative education programs for youth; provided evaluation technical assistance to federally-funded programs for individuals with disabilities; engaged in evaluation capacity-building with local non-profits and, as Director of Evaluation in Student Affairs at the University of Illinois, provided technical assistance on how to plan and conduct internal evaluations. I’ve been a reader for peer reviewed evaluation journals and proposals for federal funding. On an international level, I’ve conducted evaluation seminars for practitioners of evaluation in Mexico, France, Belgium, Switzerland, the Netherlands and Russia.

I am fully prepared to lead AEA and to serve our membership. I bring a historical perspective, having been actively involved in AEA for over 25 years. I’ve participated in many training seminars offered by The Evaluators’
Institute (TEI) and multiple workshops offered at AEA Annual Conferences, where I learned from notable contributors to our profession. I’ve presented at annual conferences and contributed to AEA 365. I’ve published on program evaluation, performance measures and evaluability assessment in higher education as well as on appreciative inquiry and concept mapping. I’ve served in a variety of leadership roles in our association, including chairing the AEA International Committee, chairing the Assessment in Higher Education TIG and, recently, serving on the AEA Board of Directors as a member at large.

My experiences have given me valuable insight into how the practice of evaluation in the US and in the global landscape has changed in time from what it was, where it is and where it is going. This trajectory has important focal implications for the field of evaluation. We must consider: evaluating environmental sustainability; whether innovations and interventions result in equity and equality for citizens and communities; expanding collaboration and partnerships between and among development agencies and donors, governments, society, the private sector, and academia; and strengthening an evaluation culture that recognizes that reliable information informs decision-making across all disciplines and that integrates evaluation into strategy.

AEA’s core mission links policy governance to our activities and accomplishments. I am committed to advancing AEA’s mission as stated in its vision, values and guiding principles and Ends Goals as our organization continues to evolve, serving a more and more diverse community of evaluation professionals spanning a broad spectrum of cultures, contexts, geographies and political philosophies. I am dedicated to promoting evaluation globally as a profession with principled practice and use.

If I am fortunate enough to be elected President of AEA, I would be committed to ensuring a team effort between the Executive Director and AEA’s Board members, securing values-based policy governance, facilitating management response to membership competencies training needs, and guaranteeing monitoring and evaluation of management for adherence to AEA’s strategic plan. My promises would be to support AEA’s brilliant future by capturing, analyzing and acting on reliable information; engaging and serve our diverse membership; embracing diversity and inclusivity as a goal; meeting the highest ethical standards; promoting a multicultural, global and international understanding of evaluation practice; and working relentlessly to facilitate the practical and responsive implementation of the roles and responsibilities of AEA’s Board and Executive Director.

I want to give back some of what AEA has given me over the years as it has assisted me in becoming an experienced evaluation practitioner and helped me to build a strong network of diverse evaluation colleagues both within the United States and internationally. As President, I would work to ensure that AEA offers all our members, including especially our newer less experienced members, the same opportunities. I would strive always to go forward with the vision and hard work that will be required if AEA is to thrive in the coming decades.
Board Treasurer Candidates

Felicia Bohanon
Thomas Chapel
I am honored to be nominated to run for the position of Treasurer. I am dedicated to supporting AEA’s mission of “improving evaluation practices and methods, increasing evaluation use, promoting evaluation as a profession, and supporting the contribution of evaluation to the generation of theory and knowledge about effective human action”. As Treasurer of the AEA I will be committed to overseeing AEA’s financial assets for the core operations of the association and facilitating the Board’s monitoring of the fiscal health of the association. I will ensure that adequate insurance is maintained for the association against potential disasters and work closely with the Financial Advisory Board. From 2012 – 2016 I served as the Program Chair for AEA’s College Access TIG and from 2012 – 2015 I served on AEA’s Finance Advisory Board and worked closely with the Treasurer and Board as AEA made the transition to a financial management company.

I have valuable experiences I could bring to the position of Treasurer. I have managed the finances of several non-profit organizations. From March of 2015 until March of 2019 I served as Treasurer for the American College Personnel Association Foundation Board. In that role I reviewed the monthly bank statement with the management company, paid Foundation bills, made reimbursements to Foundation Executive Board members, reviewed the financial statements prepared by the management company for accuracy, oversaw and facilitated the annual audit and preparation of the 990, oversaw and monitored the investment account and interacted with the investment company, prepared the annual budget and provided annual and quarterly reports to Foundation Board. From 2012- 2016 I served as Director of Finance for the Illinois College Personnel Association (ICPA). From 2011 – 2014 I served as the first Financial Secretary for the American Association of Blacks in Higher Education (AABHE). In that role I received and recorded all dues and payments to the organization, sent out invoices, transferred received funds to the Treasurer and provided quarterly reports to the board. I currently serve as Treasurer for Zeta Phi Beta Sorority, Incorporated State of Illinois; I previously served in this role from 2012 to 2016. In these various positions I have always carried out my fiduciary responsibilities in a diligent and professional manner.

I have over 25 years of budget management experience. As Executive Director of the Office of Precollegiate Programs at Northern Illinois University my responsibilities include budget management; grant writing, evaluation of program activities and expenditure of project funds. As an independent consultant and director of Bohanon Education, Evaluation & Grant Writing Services, since 1993, I provide consulting services that include program design and implementation, program evaluation, and grant writing services to education institutions, social services agencies and faith-based organizations. I earned my bachelor’s degree from the University of Notre Dames and a master’s degree from Indiana University. I recently completed my doctorate in Community College Leadership at Ferris State University. I would like an opportunity to bring my various skills and experiences to the position of Treasurer with the American Evaluation Association.
I am running for TREASURER. I have been active in AEA in many capacities since the mid-90s and most recently as a Board member; I rotated off last year. I think Treasurer is the best way for me to serve AEA. During my three years of Board service, the initiative I most enjoyed was working with Susan Tucker (current Treasurer) and Tessie Catsambas (president-elect at the time) to orient the Board to reading and understanding AEA's financial statements, and to taking action that was in our "lane"—avoiding line by line micromanagement on the one hand, and complete abdication to the staff on the other. This is a tough line to walk for most organizations, but especially for one (recently) committed to policy-based governance like AEA. I believe the Board is at a crucial point in its life where it finally understands the limits and opportunities presented by policy governance; and is ready to set policy and govern.

The budget is most crucial to this new role as it lives at the nexus of policy and implementation. Done right, the Board should be able and willing to ask questions about our ends goals as an organization and whether/how our resource allocation aligns. Likewise, AEA, because of careful financial management by the staff and prior leadership, has amassed enviable reserves; enough to support some creative and innovative ventures. What those are and how we decide among the options is an important Board task. And finally, of course is the Treasurer's job in ensuring the Board does its fiscal oversight job; peeking behind the curtain of revenues and expenses to understand the dynamics that drive them and the causes of variances.

My prior work with other organizations and with AEA have prepared me well for the Treasurer. Because of my MBA background, I ended up in the finance and/or strategy role in all the many non-profit boards on which I have served. I have been used to being the only one awake during the presentation of the monthly financial report, and set as a goal in each organization that the Board as a whole would become more literature consumers of the financials, and feel competent to both ask questions and make judgments about our financial options. I think I batted .750 on that, which is pretty good. On the AEA side, I have served at many levels and in many ways; I think I have a decent understanding of the organization enough to help inform our discussions on how to spend our resources. Before joining the Board, I served as chair of the Membership Committee and on several ad hoc task forces and workgroups; including currently the Evaluation Policy Task Force in which I am an active member. In addition, I co-founded the precursor to the AEA Summer Evaluation Institute and coordinated it from the CDC side for many years until changes in Federal sponsorship regulations made that untenable. I continuing to be (the most active) member of the advisory group on developing the annual institute, as well as a frequent presenter most years. Finally, I was very active in founding and then serving as convener (2004-2014) of the Local Affiliate Collaborative (LAC) which has been an important channel for interaction and support AMONG our many affiliates and between our affiliates and AEA. I facilitated the original planning retreat which got the LAC going, and then led it as a coordinator until I left to take the AEA Board position. Along the way, I received the Myrdal Award for Government Evaluation. While that was not for my financial acumen, it was because I was able to make evaluation useful and practical in a large organization (CDC); I will endeavor to do the same with budgeting and finance for AEA and the Board if I am selected as Treasurer.
Board Member-at-Large Candidates

Meg Hargreaves
Karen Jackson
Thomas Kelly
Xiaoxia Newton
Libby Smith
Guili Zhang
I am Margaret (Meg) Hargreaves, a Senior Fellow in the Economics, Justice, and Society Department at NORC at the University of Chicago. My education background includes an M.P.P. in Social Policy from Harvard’s Kennedy School and a Ph.D. in Health Policy and Evaluation, with a concentration in Health Disparities from the Union Institute. For 30 years, I have worked as a researcher and evaluator in a range of settings, from local and state governments (in Minnesota) to national research and consulting firms (Abt Associates, Mathematica Policy Research, and NORC). My work has focused on the evaluation of complex system change initiatives addressing health equity issues, welfare reform (TANF), healthcare reform (the ACA), reforms of child welfare, juvenile justice, housing, and education systems, and most recently, global climate change. These experiences have been both amazing and humbling, allowing me to work with many smart and dedicated colleagues.

An AEA member for 24 years, I have served the Association in different capacities. For nine years (2006-2015), I served as program co-chair, TIG co-chair, and then TIG chair of the Systems in Evaluation TIG. For annual AEA meetings, I have reviewed proposals, given conference presentations, conducted professional workshops, participated in presidential strand sessions, and volunteered on the conference planning committee. I have written aea365 blogs, published articles in the American Journal of Evaluation, contributed to New Directions in Evaluation special issues, and reviewed other authors’ submissions to both journals. After getting my Ph.D., in 2011 I received the Association’s Marcia Guttentag Promising New Evaluator Award. These activities have helped me understand the workings of AEA, the breadth of its scope, and the depth of its support to its members.

If elected to the AEA board, I hope to contribute in two specific ways. First, in 2018, the AEA Board voted to approve the work of the Guiding Principles Task Force revising AEA’s guiding principles and the work of the Evaluator Competencies Task Force defining a set of evaluator competencies. These are significant achievements, capping extensive input processes involving hundreds of members. But, this is just the beginning of a much larger effort to disseminate and translate these policies into practice. I plan to contribute to Board efforts to increase members’ awareness of the revised principles and competencies, support their adoption, and track members’ uptake and use of the new polices.

Second, I hope to contribute to the AEA Board by helping to diversify the Association’s membership. AEA has gradually shifted over time from a field of academics to an association of evaluation practitioners. Evaluation users, including policymakers, government agency representatives, philanthropic leaders, and community members are less well represented at AEA. I believe that we need to build the
evaluation knowledge and capacities of evaluation users to work more consistently and effectively with evaluators to address complex problems. We need their talents, experiences, and perspectives at AEA.
Ballot Statement – Karen T. Jackson, Ph.D.

Candidate Name: Karen T. Jackson
Board Position Candidacy: AEA Board Member At Large
Title: Assistant Professor/Principal Consultant
Affiliation: North Carolina A&T State University/Katalyst Innovative Consulting Services
Discipline: Education/Social Science
Practitioner and/or Academic Focus:
  Practitioner - Education Research and Policy Analysis, Evaluation, Leadership Studies, Research Methods
  Academic: Organization and Community Systems influence on Under-represented Groups, Equity in Evaluation, STEM in higher education
Geographic Representation: South East
Area(s) of Work Application: Higher Education, Non-profits
AEA Member Since: 2013
AEA Positions Held: Non-profit and Foundations TIG Co-Chair, Evaluation Oversite Task Force Member, Cross TIG Communication and Networking Committee Member

Dear AEA Members,

I am writing to ask that you cast a vote for me as Board Member at Large. I have been a member of the American Evaluation Association since 2013. As a member, I initially submitted a few proposals to the conference and was excited when the presentation was accepted in 2014. It was over the next year of working in the capacity as an evaluator for a non-profit organization that needed board development that I designed a series of workshops to assist in organizing and educating this non-profits board. The experience taught me multiple lessons but the one lesson that I share here is a sign of what motivates me to run for a position on the AEA board. I saw the challenges associated with non-profit boards first hand, but I also witnessed the sense of pride in the non-profit program and what the organization was doing to improve the community bring the board members together to accomplish significant common goals to improve the organization as a whole. It was this spirit of working together for something that was important to each board member, yet bigger than each individual, that at the end of the day enabled the board as a whole to be effective. The thought of engaging with other AEA board leaders who also want to work together to effectively promote values excellence in evaluation practice, utilization of evaluation findings, and inclusion and diversity in the evaluation community is exciting.

In my experience as an evaluator for non-profits, educational institutions, and community organizations over the last 11 years I have engaged with communities across the nation who want to better understand the influence their programming is having on citizens. I have been fortunate to work with organizations and programs that intend to increase access to jobs and education for marginalized groups, others that want to equip citizens with tools to express their voice in a manner that gets the attention of people in power to move on their behalf, and to influence local, state, and federal policy to increase access to capital for entrepreneurs of color.

I had the privilege of working with Habitat for Humanity International to examine a feedback loop process implemented in 12 neighborhoods across the country. This work culminated into a feedback tool-kit and peer-reviewed journal article entitled *Community Engagement: Using Feedback Loops to Empower Residents and Influence Systemic Change in Culturally Diverse Communities*, published in the Global Journal of Community Psychology, November 2018.
Ballot Statement – Karen T. Jackson, Ph.D.

In service to AEA, I co-chaired the Non-profit and Foundations Topical Interest Group from 2016 - 2019. I have also engaged in organization interests and initiatives by serving on both the Evaluation Oversite Task Force and the Cross TIG Communication and Networking Committee. I have also enjoyed informally mentoring six GEDIs and had the privilege of serving on the committee that chose our current Executive Director, Ms. Anisha Lewis. My commitment to and expertise in the practice of evaluation are demonstrated by my involvement in the evaluation focused programs like the Summer 2017 Evaluator’s Institute where I did a workshop entitled, Using Evaluation to Develop Equitable Solutions to Community Issues Through the Lens of Diversity & Inclusion and organized a panel discussion entitled Learning to Action - How are evaluators integrating sociocultural context into evaluations for organizations?

My role as full-time adjunct faculty and now Assistant Professor at North Carolina Agricultural &Technical State University, a Historically Black College, and Assistant Professor at William Carey University in Hattiesburg, MS has afforded me the opportunity to develop and facilitate graduate level quantitative and qualitative research methods courses and instructional leadership courses in face-to-face, hybrid, and fully online environments. I believe that my commitment to assessment and evaluation in higher education is evident. For example, I actively lead at NC A&T State University through my service as chair of the Leadership Studies and Adult Education assessment and evaluation committees and my membership on the College of Education Administrative Council. I am also excited that I was able to get a course entitled Evaluation and Assessment for Leadership approved as a required course for the Leadership Studies doctorate. This new requirement will begin with the Fall 2020 cohort.

I completed my Ph.D. in Educational Research and Policy Analysis at North Carolina State University in May 2014. My M.Ed. in Mathematics and Curriculum and Instruction (2004) and my B.S. in Chemistry (1994) were both received from The University of Southern Mississippi.

Candidate for AEA Board Member At Large, Karen T. Jackson, Ph.D.
Candidate Name: Thomas Kelly
Board Position Candidacy: Member-at-large
Title: Vice President for Knowledge, Evaluation & Learning
Affiliation: Hawai‘i Community Foundation
Discipline: Evaluation of nonprofits, philanthropy, and systems
Practitioner Focus: Evaluation manager, funder, designer, capacity builder, and adviser for human services, environment, community programs, policy advocacy, and system change with nonprofits, funders/investors, and government
Geographic Representation: Hawai‘i/Pacific/Western US
Area(s) of Work Application: Evaluation capacity building; Design and management of evaluation; Evaluation of philanthropy and nonprofits; Performance management; Evaluation and data utilization; Evaluation of human services, systems change, and community change; Evaluation of policy and advocacy; Implementation and capacity building for community-based and equitable evaluations.
AEA Member Since: 2000
AEA Positions Held: AEA Guiding Principles Task Force 2017-2018

The American Evaluation Association has been the significant influence on my professional development and success as an evaluator over the past thirty years and I am extremely honored to be a candidate to serve the organization and fellow members. This community of diverse evaluators is the force driving our profession to better standards and methods, increased evaluation capacity and use, and higher expectations for our ethical practice and effectiveness. The power of this network to share, learn, and improve in our field is the core of AEA’s strength as a professional association. As a board member I want to continue to strengthen these assets so that AEA leverages and expands our influence on not only the profession and practice of evaluation but also how evaluation is understood and used by funders, government, and community.

Increasingly as social change strengthens its focus on addressing racial and other inequities, disciplined and high-quality evaluations will be in greater demand to help clients and communities better understand root causes and be accountable to closing gaps in outcomes. The roles and responsibilities of evaluators will grow more complex and AEA’s leadership is critical to promoting the principles, competencies, and standards that guide high-quality, ethical, culturally relevant, and influential evaluations that contribute to achieving equity and the common good. My participation last year on the AEA Guiding Principles Task Force was a humbling opportunity with learned colleagues to reflect on the principles and values that evaluators share and how they inform and strengthen our practice and also contribute to positive change in the world.

AEA can continue to strengthen its role in connecting members to each other to bridge and build on theory and practice especially around our greatest evaluation challenges and gaps in knowledge. We need to do a better job of welcoming into our professional community the next generation of evaluators and help them develop their practice and networks - especially evaluators from diverse communities and experiences who can contribute both their expertise and perspective. My most rewarding evaluation experiences have been in collaboration with peers, many supported by AEA networks and conferences, and we need to leverage AEA to make sure more intentional opportunities exist for evaluators to work and learn together to advance practice. And with the members’ adoption of AEA’s revised guiding principles last year, we need to increase our understanding and application of these principles in practice across the membership and also among our clients and communities.
I began my evaluation career working for woman and African-American owned consulting firms designing and conducting program evaluations for state and federal agencies. I moved into philanthropy 20 years ago to fund and manage evaluations that have taken on more complex challenges of community systems change, policy and advocacy, and social impact. My work in community-based evaluations really opened up for me the possibility of public good benefit that evaluation can bring if we practice ethically and with an intentional goal of contributing to better and more equitable outcomes for people and places. Evaluation contributes to a community’s own learning and change agenda and it can be practiced in ways that build community and not just extract knowledge and data from them for external clients. AEA is the critical force and influence to help more evaluators, more evaluation funders and users, and more communities understand, experience, and benefit from high-quality, ethical, and influential evaluations.

There is still room to grow in our profession. I continue to meet and work with people and organizations who do not have good understanding or constructive experiences with evaluation. There are still organizations and government agencies with limited results measurement and evaluation experience and capacity. There are still isolated evaluators and unfortunately too many examples of poor quality evaluations. And there are still gaps in our knowledge and practice across a range of challenges in evaluating complex systems and issues, especially around how we strengthen evaluation’s capacity to have an intentional focus on race and equity.

At the beginning of this year I had the privilege as a non-indigenous evaluator of attending the inaugural Mā te Rae Indigenous evaluation conference in Rotorua, New Zealand. This conference forced me to identify and struggle with not only my own positioning and ethics of practice but also where evaluation as a profession still needs to adapt and learn. AEA is the professional association to lead us in this journey along with our network of colleagues struggling and learning together how we use our skills to contribute positively to society.
Candidate Name: Xiaoxia Newton  
Board Position Candidacy: Board Member-at-Large  
Title: Associate Professor  
Affiliation: University of North Carolina Charlotte  
Discipline: Education (Research Methodology)  
Practitioner and/or Academic Focus: Intersection of academic and professional evaluation  
Geographic Representation: Southeast Region  
Area(s) of Work Application: Educational Evaluation  
AEA Member Since: 2007  
AEA Positions Held:  
- TIG Chair: Research on Evaluation (2019-)  
- TIG Chair, International and Cross Cultural Evaluation (2017-2019);  
- Committee Member of:  
  - The EvalYouth Representative review committee (2019)  
  - The 2018 AEA conference program committee (2018)  
  - The AEA student travel award committee (2018)  
  - The job specification committee for the first full-time AEA executive director position (2017)  

I am honored to be on the ballot for an AEA Board Member-At-Large position. I am an Associate Professor of the Education Research, Measurement and Evaluation at the University of North Carolina Charlotte. I have a Ph.D. in Education from UCLA’s Social Research Methodology program. One of my intellectual interests is to address the methodological and conceptual issues inherent in conducting evaluations in diverse contexts. My recent work focuses on using empowerment evaluation as a conceptual framework for creating a synergy between evaluation research, community engagement, and service learning.

I have been a member of the AEA for over 12 years and have served AEA in various capacities. Giving back to the AEA through these service activities has been rewarding since I feel as a member I could do a small part to help advance our association’s programmatic activities and missions. These include advancing AEA’s equity and diversity mission by broadening the participation of international evaluators in terms of gender, geography, and the types of international program development and evaluation, and working collaboratively with other Research on Evaluation (RoE) TIG leaders to grow the membership, more actively engage members, and contribute to the development of the RoE knowledgebase.

These service activities also helped to shape my beliefs around what being a servant leader and steward of an organization means. The AEA relies on the good will of its volunteers. To me, commitment to service is at the heart of effective and meaningful service of an organization. Furthermore, the governance structure of the AEA requires that one be able to work effectively with team members to get things done. My management style emphasizes collaboration and reciprocal accountability. In my role as a board member (if elected), that means being a thought partner, not being afraid of having critical conversations, and being open to holding each other accountable.

If elected, I hope to contribute to and advance the priority of the Board on membership engagement, diversity and leadership development, and ethical evaluation practice while working collaboratively with other AEA leaders. These focus areas are a continuation of various services I am currently engaged in with other AEA leaders.

Thank you for your vote!
**Candidate Name:** Libby Smith  
**Board Position Candidacy:** Board Member-at-Large  
**Title:** Evaluation Project Manager, Program Director for MS Applied Psychology  
**Affiliation:** ARC Evaluation at the University of Wisconsin-Stout  
**Discipline:** Capacity Building, Culturally Responsive Evaluation, Feminist Evaluation  
**Practitioner and/or Academic Focus:** Evaluation educator, Practitioner  
**Geographic Representation:** Midwest US  
**Area(s) of Work Application:** Evaluator education and capacity building, Research on Evaluation, Evaluation in Higher Ed, Transformative inclusion  
**AEA Member Since:** 2012  
**AEA Positions Held:** Conference session reviewer since 2013; LGBT Issues TIG leadership since 2016; Milwaukee Evaluation (Wisconsin Affiliate) Communication Committee since 2016; TIG Council - Conference Quality & Logistical Enhancements since 2018; TIG Council - Cross-TIG Collaboration since 2018; Membership Advisory Working Group since 2019; LAWG - Local Arrangements, Diversity, Welcoming, Fun Committee for AEA 2019 Conference

AEA has served as my professional home and community of practice since I first entered our field, so it is with great honor & excitement that I should have the opportunity to serve the AEA membership. I was fortunate to have the AEA conference in my hometown that first year; there was an immediate recognition that I was indeed home.

My professional life has been ever evolving; I came to evaluation as a third career -- one that I couldn’t do effectively without my experience in continuous quality improvement and lean process initiatives. I am constantly reminded of the cross-section between that work and evaluation. It deeply informs the capacity-building work that I do with students, stakeholders, and participants. I believe evaluation work should be meaningful and accessible to everyone.

My perspectives have been formed by 6 years of leading evaluation education programs at UW-Stout. In 2013, I led a team of practicing evaluators in a revision of the graduate certificate curriculum at UW-Stout. Our evidence-based approach aligned our learning outcomes with core competencies for evaluators. We find ourselves on the leading edge of providing a holistic approach to evaluation education.

The most fulfilling part of the work I do as an educator is mentoring new evaluators. Both as a graduate program director and in my work with the scholars in the Leaders in Equitable Evaluation & Diversity (LEEAD) initiative founded by the Annie E. Casey Foundation. My work with LEEAD has also brought me to my theoretical home in Culturally Responsive Evaluation. I recognize that the future of evaluation lies in grounding our work in the lived experiences of the intended beneficiaries and that whenever possible that work should be conducted by people who have the shared experiences.
My belief in the power of evaluation is also informed by practice. I have led teams in the areas of education, public health, workforce development, and non-profit sector evaluation. I have reported to the US Department of Education, US Department of Labor & the National Science Foundation, as well as numerous other private organizations. My practice is driven by my desire to bring inclusion and equity wherever possible. Most currently, I am leading a developmental evaluation with two 4-year institutions undertaking a powerful transformative inclusion initiative. I am continually inspired by their commitment to uncovering oppression and am grateful that I can contribute to meaningful change.

I bring a strong understanding of the purpose and role of a board member. Through my work with United Way, I have extensive training in governance and board leadership. With that training, I have clear expectations about the ways in which change can be affected. I am passionate about three issues: creating a pipeline for underrepresented evaluators, professionalization, and member engagement.

I am deeply committed to working on these issues, I will approach my work with a remembrance that I represent the membership at-large. I love talking with people, holding space for them to share their perspective, and being open to new information that can more deeply inform my work. It’s these conversations that lead to change. When people connect in powerful ways, both big and small, change happens. Member engagement is critical to creating this connection and I believe this work starts with improved TIG organization. My work with LGBTQ Issues TIG and the TIG Council has helped me to understand the diverse needs of the TIGs.

I will advocate for evaluators and for evaluation. As the conversation on professionalization continues, a focus should be on advocating for evaluation education in undergraduate curriculum. We should be training young people to be evaluative thinkers. We also need to explore new ways to raise up the voices of underrepresented evaluators and leverage their expertise to bring new people into the field both from and outside of the traditional educational paths.

I am in the emerging years of my evaluation career, but leadership doesn’t require vast amounts of experience. It requires the courage to speak to your values, the compassion to truly listen, and the energy to act when needed. It is important to have diverse representation on the board and I would be honored to represent the LGBTQ members of AEA. While my work does not focus on LGBTQ Issues, my perspectives are directly informed by my experiences as a queer person. My experience to date has prepared me to lead in areas that are critical to the future of the organization and I will make these my priorities as a member of the Board.
Thank you very much for considering my candidacy. I am Guili Zhang, Professor and Department Chairperson in the College of Education, East Carolina University. I am honored to be the coauthor with Daniel Stufflebeam on the *CIPP Evaluation Model* book, and delighted to be an Editorial Advisory Board member of *American Journal of Evaluation*. Having served as AEA TIG Chair for over 10 years, I am ready to contribute to AEA in a larger capacity for its further advancement and broader impact.

I had the fortune to acquire and develop a myriad of special qualifications that will make me an exceptional member of the AEA Board. These qualifications span across four important categories, all of which are highly desirable qualities in a strong board member: Extensive knowledge and skills in evaluation; wide national recognition and impact; valuable AEA and national leadership experience; and broad international impact and diverse perspective.

**Extensive Knowledge and Skills in Evaluation.** I received a PhD in Research and Evaluation Methodology from University of Florida, and postdoctoral advanced training in assessment and largescale data analysis from Stanford University. As an internationally recognized evaluator and researcher, I have presented and published extensively, and led the evaluation of many programs and projects, funded by agencies such as the U.S. Department of Education and the National Science Foundation, to assess various educational initiatives. My solid evaluation knowledge and skills afford me a solid understanding of issues in evaluation and how to effectively solve them.

**Wide National Recognition and Impact.** I am fortunate to be a recipient of many national and international prestigious awards. A sample of the awards include: (1) Frontiers in Education Benjamin J. Dasher Best Paper Award, (2) the American Society for Engineering Education Best Paper Award, (3) the Edward C. Pomeroy Award for Outstanding Contribution to Teacher Education from the American Association of Colleges for Teacher Education (AACTE), (4) the Outstanding Professor and Researcher recognition from the U.S. government, and (5) the Best Writing on Mathematics in 2015 by Princeton University. My book, *The CIPP Evaluation Model: How to Evaluate for Improvement and Accountability*,
coauthored with Daniel Stufflebeam, is a highly recognized authoritative book on the CIPP Evaluation Model.

Valuable AEA and National Leadership Experience. Institutionally, I serve as Professor and Department Chairperson at East Carolina University, which honed my leadership skills from the ground up. Nationally, I have served in multiple leadership roles in AEA and beyond. Within AEA, I have served as Chair of AEA’s Assessment in Higher Education TIG, Chair of AEA’s Quantitative Methods TIG, and Editorial Advisory Board member of American Journal of Evaluation. I conducted multiple professional development workshops, chaired over 30 conference sessions, and made numerous presentations at AEA annual conferences. Outside AEA, I served as Chair of the American Educational Research Association (AERA) Quantitative Dissertation Award Committee, Executive Council Member of the AERA Measurement and Research Methodology Division, President of American Evaluation Center, and President of American Family Education Institute.

Broad international impact and diverse perspective. Outside of the US, I am a nationally recognized education leader and bestselling author of education books in China. I have been serving as an expert advisor to the Chinese Society of Education and Beijing Faculty Development Center for Higher Education, and frequently give talks on evaluation, research, and education across the country. I share my education knowledge and expertise daily with millions of parents and teachers on social media. I created the American Family Education Institute, and provide parents and educators with professional guidance and abundant resources to give children effective family education. As a Department Chairperson, I engage our faculty and students globally with 9 nations, including Canada, China, Czech Republic, England, Ireland, Japan, Northern Ireland, and Thailand.

Vision for Contribution to AEA Board. Being a female Asian American leader, evaluator, and professor with extensive international experience, my unique perspective can contribute greatly to the AEA Board. I will add exceptional skills, distinctive strengths, unique perspective, and valuable diversity representation to the profile of the Board of Directors of AEA. I envision to help firmly establish AEA as a world leader in the evaluation field, and significantly increase its global presence and impact. To achieve these, we will draw the world to AEA and bring AEA to the world. I will help: (1) improve AEA’s international strategy, (2) connect with international evaluation communities, (3) strengthen international capacity building, (4) improve AEA’s international initiatives, (5) broaden AEA’s global impact, and (6) present AEA to the world as the leader of the evaluation profession.