



AMERICAN
EVALUATION
ASSOCIATION

AEA Board Candidates

Board President-Elect Candidates

Felicia Bohanon

Wanda Casillas

Candidate Name: Felicia R. Bohanon, Ed.D.
Board Position Candidacy: President - Elect
Title: Executive Director
Affiliation: Northern Illinois University
Discipline: Education/Sociology
Practitioner and/or Academic Focus: Education/Sociology/Community Based Organizations
Geographic Representation: Midwest
Area(s) of Work Application: College Access, Community Based Organizations, K12/Higher Education Collaborations, Youth
AEA Member Since: 2004
AEA Positions Held: Treasurer/Board Member 1/20 to Present; Program Chair for College Access TIG 2012 – 2016; Finance Advisory Board 2012-2015

Statement

I am interested in serving as President Elect for the American Evaluation Association (AEA). I have served as AEA Treasurer since January of 2020. As a member of the Executive Committee, which includes the Past President, President and President Elect I have been uniquely positioned to work closely with the past three AEA Presidents and I have an understanding of the challenges and well as the triumphs that AEA has faced and overcome over the last three years. I have a keen understanding of the work that must be done as we move forward and look toward a new normal. One that must be forward thinking, provide equitable access and financial stability. We cannot continue to do what we have always done. I will be a champion for the field of evaluation and will work with Executive Director and Board to examine ways that we can increase membership, provide greater opportunities for mentorship and professional development and examine ways that AEA can diversify its revenue stream.

During my tenure as Treasurer, I have provided training to the AEA Board concerning their fiduciary responsibilities, provided regular oversight of AEA finances throughout the pandemic to ensure that AEA was able to carry out its vision, mission, goals and values and to support its membership. I have worked in conjunction with the Executive Director (ED) to ensure that the annual board budget was prepared for Board review and decision in a timely manner. I have also worked with the AEA Board to increase their understanding of their role in fundraising for AEA. As a board member I have also worked with other AEA board members to revise the AEA bylaws. In consultation with the FAB, as needed, I have ensured that adequate asset protections were in place and reasonably interpreted by the ED. 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. As AEA's President Elect I will not only be committed to listening to the concerns of AEA's members but will take actions along with the Board and ED to develop strategies to address concerns, keeping in mind at all times that AEA is a membership organization. During my tenure I will seek to strengthen our relationships with evaluator entities around the globe and broaden our understandings of evaluation practice and methods, as well as diversify AEA's membership.

I have been a member of the American Evaluation Association since 2004. I began working as an Independent Evaluator with the Gary School Corporation in 1993 while working on my master's degree

in Education and as a Research Assistant at Indiana University. Since that time, my evaluation practice has focused primarily on working with and evaluating K-12 and higher education institutions, social services agencies, faith-based organizations, and other nonprofit organizations. Having grown up in the inner city of Chicago, I am most passionate about the work that I done working with inner city schools and churches.

As an experience administrator and facilitator, I have served in various other leadership roles including Chair of Northern Illinois University's Presidential Commission on Race and Ethnicity, President of the Black Faculty and Staff Association and the President of the Supportive Professional Staff Council. As President Elect, I will bring the commitment to social justice and equity I have shown in these roles to AEA. I have also served as Chair of the Illinois Committee on Black Concerns in Higher Education and the Illinois College Personnel Association. In these various roles I have acted as a servant leader. Valuing and encouraging diversity of thought has helped me to resolve conflict and build consensus. By creating a culture of trust among the various teams I have led I have been able to deal with difficult issues and come together with one voice to ensure that the goals and objectives of the organization were met. As President Elect, I will work to ensure that we uphold and live our principles and values while we balance adherence to policy governance and our ends goals. I would like to help advance the field of evaluation, ensuring that it is more equitable and more representative. I would like to be your voice. I would like to represent your interest and concerns. I ask that you consider me for President Elect of the American Evaluation Association.

Candidate Name: Wanda D. Casillas, Ph.D.

Board Position Candidacy: President-elect

Title: Associate Research Professor, Director of M.S. in Evaluation and Applied Research

School of Social Science, Policy, and Evaluation

Division of Behavioral and Organizational Sciences

Affiliation: Claremont Graduate University

Discipline: Developmental Psychology/ Evaluation

Practitioner and/or Academic Focus: Culturally Responsive Evaluation/ Systems Approaches to Evaluation/ Evaluation methods

Geographic Representation: Northeast – National

Area(s) of Work Application: Health Care/ Federal/Government/ Education/Foundations and Philanthropy

AEA Member Since: 2007

AEA Positions Held: Alumna of the GEDI Program (2008-2009)/ Communications Chair of LARED TIG/ Mentorship Co-Chair of MIE TIG/ AEA Board member at large 2019 - 2022

I was provided entry into AEA as a GEDI Fellow in 2008. This was a critical time for me in which I contemplated leaving my PhD program (thereby sacrificing an unquantifiable opportunity for a world-class education) because I could not make the cultural adjustments needed to be successful. However, the Association's membership acted as a buffer to protect the parts of my professional goals at risk of loss through academic acculturation and acted as a support to nurture areas of development that the traditional graduate program is not designed to address. My loyalty and respect for the AEA is rooted in an early appreciation for all that the AEA community provides in support of my own and others' personal and professional growth. After 15 years of active membership and various leadership roles within the AEA and the broader field, my will to serve is now met with the focus and clarity of an experienced professional, and I aim to give back to the association in ways that will sustain and expand our continued support of members within the context of a changing social and professional landscape.

It is through various roles and activities within the association that I have come to form a point of view and identify an agenda that will serve our field in the years to come. Our association struggles with questions such as, what is the AEA's capacity to meet the demands of a growing membership? How do we strategically meet the diverse needs that result from growth while maintaining quality and the feeling of community as the association segments? Additionally, in an ever-changing society with a rising call for equity and social change, how do we balance the association's role as a professional space with the interests of members to have a voice on important social issues? Likewise in this context, how do we adapt to match our offerings and benefits to stay relevant with professional pivots in practice and values that drive our work? Above all, how do we welcome young and rising evaluators into our association and our field while providing resources, tools, and opportunities across the professional lifespan in ways that promote a rigorous, equity-focused practice in alignment with our core values?

It is my goal to provide strategic guidance on these issues while listening for those that other members elevate. I hope to provide a leadership style that emphasizes flexibility and flow so that we remain relevant to what our members care about most and prepare our members for what the profession needs most. I also believe that the association's strength is its membership, and that the association will ultimately be successful as we continue to distribute leadership and ownership of important work among our members by reducing hierarchical structures and increasing accessibility and transparency of association operations. It is important that we facilitate and communicate paths to leadership as well as emphasize the critical role that all members play in the association and beyond. It is important that the association uses a language that promotes the idea that all members are leaders, and all members have ownership and responsibility for the practice of evaluation and its perceived role in promoting social good. Most importantly, it is crucial that all members, rising professionals and seasoned professionals alike, continue to find a home, a space of community, growth, and support, within a cross-culturally and professionally diverse AEA.

So, what is my point of view on these critical questions, and how will I contribute to an AEA that realizes these and other goals?

- **Growth with vision.** I will form a membership advisory board and collect mixed-methods data from members to inform our long-term strategic planning to be done in full transparency of the membership.
- **Preserving and expanding a cross-cultural and diverse space.** I will create a new member welcome plan to include visibility into the association's history, operations, and structure.
- **Meet the needs of broadening and intersecting social and professional identities.** I will create feedback loops for the operational and leadership arms of the association and promote distributed decision-making beyond the board.
- **A transparent and member-driven AEA.** I will create a journey map for how new members can navigate the association to include a path to leadership while building in processes for continued outward sharing.

In addition to other goals, I look forward to learning from our members how to best serve them.

Board Treasurer Candidates

**Stephen Bell
Tom Chapel**

Candidate Name: Stephen H. Bell

Board Position Candidacy: Treasurer

Title: Senior Fellow

Affiliation: NORC at the University of Chicago

Discipline: Economics

Practitioner and/or Academic Focus: Principal investigator for evaluations of the impact of social programs on historically marginalized and under-represented participants, to compare with sponsoring agency's and society's costs in achieving equity and economic benefits.

Methodological innovator, contributing to the literature advances in the use of experimental designs (and other causal inference techniques with high internal validity) when measuring impacts in large samples and inclusive multi-community sets of sites.

Geographic Representation: Washington D.C.

Area(s) of Work Application: Employment and training programs, K-12 education reforms, income support for people with disabilities and food insecurity, housing assistance, agricultural reform in the developing world, Head Start

AEA Member Since: 2019

AEA Positions Held: Design & Analysis of Experiments Topical Interest Group, Chair (2019) and Advisory Council (2018, 2020-2022)

I am honored to be selected as a candidate for AEA Treasurer. As a recent but highly engaged member of AEA, I would like—in joining the Board—to bring to the role of Treasurer innovative thinking to guide the future direction of the Association, informed by

- Experience in board-of-directors leadership for a similar professional organization,
- Insights from four decades of scientific and business leadership in private sector evaluation firms, and
- Connections I will forge with others currently standing for office, to gather and selectively carry forward their best ideas.

To begin with fundamentals, if AEA did not exist we would have to invent it—and would be fortunate to create something as powerful and valuable as what we have today. The ways that our assemblage of dedicated, capable scholars and practitioners makes a difference to the conduct of, and payoff from, evaluation worldwide have been evident to me throughout my time in the organization. But I believe our difference-making can be expanded: with fresh thinking and energetic initiatives from the Board, as illustrated by two examples below. To supply the creativity, vision, and guidance for such expansions—and to carry out my other Board member responsibilities—I foresee the following qualifications supporting my success:

- AEA member since 2019, with annual conference participation going back several years prior—including frequent presentations of my scholarship at the annual conference (e.g., five presentations since 2017).
- Chair of and steady participation in the Topical Interest Group on Design and Analysis of Experiments.
- Advisor to the Association on improving the Topical Interest Group system.

- Policy Council (equivalent to Board of Directors) member at the Association for Public Policy Analysis and Management, 2016-2018, including chair of subcommittees on conference attendance and international expansion.
- Advisor to executive leadership at three large private sector firms over 20 years on business aspects of evaluation portfolio management.
- Degrees in economics, including a Ph.D. from the University of Wisconsin-Madison, with a year of undergraduate training in accounting.

One initiative I would like to lead as Treasurer would raise awareness among members of the ways in which the Board uses the financial resources of the Association to advance tangible goals that matter to scholars, policymakers, and practitioners. The power of the AEA budget is constantly at work, making a difference in our professional lives. But many of us members do not recognize this. As Treasurer, I will work with the Association's communications team to call to the attention of our community the range of contributions to intellectual and professional enrichment the budget supports--one "featured" contribution at a time, with the dollar amount indicated to underline the importance of each role. Helping members see "what the Association is doing for me" will inspire a reciprocal commitment—greater participation in AEA activities—and increase members' approval of the revenue contributions they are asked to make when seeing how money is turned into outputs they value.

I would also seek to expand AEA membership among groups of evaluators currently underrepresented in the organization but that would find value in participation—and, simultaneously, enrich the organization. Two such groups of which I am aware (because I am a member of both) are applied economists and social experiment investigators. The advantages of Association participation can be communicated effectively to these constituencies, I believe, having experienced AEA's benefits myself. Moreover, I am confident the Association would be enriched through their expanded presence. For example, applied economists would regularly bring to our annual research conferences the methodological advances and policy findings of large-scale social policy evaluations of the type they predominantly lead in the federal evaluation space. Their presence could also spark new professional relationships and collaborations in which the distinctive analytic tools of economics strengthen the research agendas of existing members. In return, the diversity of evaluation approaches used by current members would, with greater exposure, benefit the evaluation research of economists.

A final part of my make-up as a candidate: I am passionate in my own research to determine which social policies and programs that governments undertake to assist historically marginalized and under-represented Americans actually make things better—and how the costs and benefits of alternative approaches stack up. This focus on finding strategies that work and, especially, which strategies work best taking resource implications into account, will guide my leadership style as a Board member and Treasurer—in how I frame issues and in the decisions I urge. I believe this approach will serve the Association, and us AEA members, well.

Candidate Name: Tom Chapel
Board Position Candidacy: Treasurer
Title: Guest Researcher and (former) Chief Evaluation Officer
Affiliation: Centers for Disease Control and Prevention
Discipline: Evaluation
Practitioner and/or Academic Focus: Practitioner
Geographic Representation: South
Area(s) of Work Application: Public Health/Human Services, Internal Evaluation, Government Evaluation, Strategic Planning, QI
AEA Member Since: 1999
AEA Positions Held: Coordinator, Local Affiliate Collaborative 2004-2014; Member, Membership Committee 2010-12; Board Member, 2016-18; Myrdal Government Evaluation Award, 2013; FAB Member 2018-2021; Chair, Professional Development Working Group 2020-present; Member, Evaluation Policy Task Force 2018-2021,

I have been active in AEA in many capacities since the mid-90s and most recently as a Board member; I rotated off in 2019. 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 (Treasurer at the time) 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, had (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. At the same time, some very hard decisions had to be made during the COVID epidemic, and whether to return to the status quo ante and on what schedule etc. is a prime issue. 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 role. Because I earned an MBA in addition to my social sciences degrees, I ended up being channeled to the finance and/or strategy role in 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 literate 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 on several committees and workgroups; including the Evaluation Policy Task Force and am currently as Chair of the Professional Development Working Group (PDWG). More importantly for understanding AEA at all levels, I co-founded the precursor to the AEA Summer Evaluation Institute and coordinated it from the CDC side for many 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. 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

Kerry Bruce

Todd Franke

Mansoor Kazi

Sebastian Lemire

Cynthia Phillips

Gregory Phillips

<u>Candidate Name</u>	Kerry Bruce, DrPH (she, her)
<u>Board Position Candidacy</u>	Member at Large
<u>Title</u>	Vice President
<u>Affiliation</u>	Bixal
<u>Discipline</u>	International / Cross Cultural Evaluation, Health
<u>Focus:</u>	Practitioner
<u>Geographic Representation</u>	Mountain West / International
<u>Member Since</u>	2011
<u>AEA Positions Held</u>	I have supported several TIGs (international, health and technology) with the review of papers for the annual conference over more than a decade and presented and led and supported the development of many conference sessions, including participation in the Presidential Strand and workshops. I have contributed to AEA360.

I am honored to be considered for a position on the American Evaluation Association Board. As an evaluation practitioner, I bring an interest in serving, a vision for AEA, previous board experience and an ability to represent many communities within AEA.

Interest in Serving: I experienced my first program evaluation as a refugee relief coordinator in Thailand in the 1990s and conducted my first evaluation shortly thereafter. While neither evaluation had surprising results, the documentation of the findings and recommendations led to more mosquito nets and vehicles to support the refugee communities I served. Since then, I have been an advocate for the use of data for decision making and a strong supporter of evaluation. I have dedicated my career to working in international development and to supporting the ethical collection and use of data, both as a program implementer and as an evaluator.

Vision for AEA: Specifically, if elected, I would like to support AEA to do four main things:

1. **Re-shape evaluation:** This year’s conference theme resonates strongly with me. There is an opportunity to re-shape evaluation in the wake of COVID-19, new forms of technology and engagement and considering discussions on diversity, equity, inclusion and also climate change. Specifically, I would like to see a deeper conversation about how we should engage as evaluators beyond an annual conference, what the options are and how to offer a more diverse and accessible range of offerings.
2. **Professionalization of the practice:** AEA has been discussing professionalization for years and I would like to help finalize this important conversation. Deciding the course of professionalization will have implications for all members.
3. **Streamline the Topical Interest Groups:** I would like to see more membership and stronger engagement in fewer TIGs and all TIGs offering similar quality events during the conference and throughout the year.
4. **Thought Leadership:** There is an important conversation going on in the federal government as part of the [Foundations for Evidence Based Policy Making Act](#). I would lead AEA to become a thought leader in that conversation, which will be critical to our future practice.

Previous Experience on Boards: I currently serve as a Board Member for the Society for International Development and have supported strategic planning (before, during and after COVID-19), key

performance indicator setting and serve as the communications chair. I have been a section counsellor for the American Public Health Association, supporting the annual meeting, reviewing abstracts and helping to build membership in the section. In my local community I have served as the Board Chair of my local hypothermia shelter, raising funds, managing service contracts and modernizing the management of the shelter operations. I will bring this experience to support the AEA Board to work efficiently on behalf of the membership.

Representing multiple communities at AEA: I have worked in numerous different spaces within the evaluation community, and can represent perspectives of many of AEA's core constituencies.

- As a former small business owner, I understand the challenges with finding time and resources to be a member of a professional organization such as AEA, and the need for memberships to provide tangible benefits to employers and individuals.
- Having worked for more than 25 years for both non-profits and for profits in the international arena, I understand the need for cultural competency and for continual networking and information sharing between evaluators to ensure equity and promote best practice.
- I teach courses in data analysis and monitoring and evaluation at Georgetown University, and understand the challenges with educating the next generation and ensuring they have strong data analysis, monitoring and evaluation skills.

I believe that evaluation has the power to help us to improve our programming, more effectively allocate resources and potentially stop wasteful programming. I hope to use my broad background to support a wide range of AEA members. If elected to the Board, I commit to using data and evidence to support decision making and to be available to listen to concerns and take action to make AEA an organization that truly supports the evaluation community.

Thank you for considering my candidacy.

Candidate Name: Todd Franke
Board Position Candidacy: Board Member At--Large
Title: Professor
Affiliation: University of California, Los Angeles, (UCLA)
Discipline: Social Welfare
Practitioner and/or Academic Focus: Statistics/Psychometrics
Geographic Representation: Western United States
Area(s) of Work Application: Community-based evaluation, Training evaluation
AEA Member Since: 2000
AEA Positions Held: TIG Webmaster, Program Co-chair, Chair – Nominations Work Group, Co-Editor New Directions in Evaluation (NDE)

This is an exciting time to have the opportunity to serve as a Board Member-at-Large. AEA has had a new Executive Director, Anisha Lewis, for several years and has never been stronger nationally and internationally. Given societal challenges and circumstances, the need for collaboration between evaluators across disciplines and countries may be more critical now than ever. I highly value the importance of honoring the wide variety of diverse opinions and partnerships among our 6000 members and the opportunity to move AEA toward the goals that are part of our most recent Strategic Plan. For me, honoring and supporting diversity, equity, and inclusion, in all its facets, adds richness to our profession in ways we may not comprehend now. Still, it is our most significant source of strength.

I have been a member of AEA since 2000 and owe my initial involvement to Professor Marv Alkin. He nurtured, supported, and strengthened my belief in the importance of evaluation, especially in community-based evaluation, where I do most of my evaluation research and practiced focused work. I continue to enjoy the passionate and engaged community that, I believe, is AEA's most important asset. Over my years with AEA, I have served in several roles beginning with my participation in a variety of TIG's, including Human Services, Quantitative, Program Theory, and Theory-based Evaluation. Being an active participant is easy when it involves something about which you are passionate. I began as the 'webmaster' for the Human Services TIG and became the Program Co-chair. I have served as a reviewer for other TIG's, especially the quantitative TIG. In the past, I had the pleasure of participating in and ultimately chairing the Nominations Working Group. I am currently serving as one of the co-editors for NDE, a position I have occupied for the past 6-years with my colleague and friend, Leslie Fierro. The past six years have been a thoughtful, enlightening, and wonderful experience. After our first 3-year co-editorship, I (we) accepted three additional years with the approval of the AEA board. My co-editorship ends in December 2022. I remain actively involved in evaluation and committed to AEA. I hope to serve the AEA community as a Board Member-at-Large.

Name: Mansoor A. F. Kazi, Ph.D.
Candidate for AEA BOARD 2022

Affiliation: 1) President, Realist Evaluation Inc.; 2) Director Program Evaluation Center, Fredonia State University of New York, Academic Affairs, 808 Maytum Hall, Fredonia, NY 14063

Email: kazim@fredonia.edu

Alternative Email: mafkazi@icloud.com

Phone: 716-417-0419

Gender: Male

Ethnicity: Asian (Pakistan)

Discipline: Evaluation in Human Services, Education & Social Work

Practitioner Focus: Realist Evaluation & all paradigms utilizing big data from management information systems to investigate what works and for whom

Geographic Representation: New York State and England

Area(s) of Work Application: Lead Evaluator for SAMHSA grants in Chautauqua and Rockland Counties (NY State); Lead Evaluator for the City of Manchester (England) and consultant for Finland's Health and Social Welfare (THL)

Nominee Statement: I had the honor of being selected as a candidate for the AEA Board in 2012 by the Elections Working Group, then in 2020, then in 2021, and I would like to try again now in 2022.

What can I bring that is unique for the AEA Board? AEA is the leading evaluation organization in the world, and other countries and continents have benefited enormously from the AEA as a shining example and a beacon for progress. I would work within AEA and abroad to help develop this standing of the AEA, and to contribute to the founding of a truly international evaluation body for the world within which AEA will play an important role. At this time of world pandemic and economic crisis when severe pressures are being placed on human services all over the world, the AEA can play an important role in helping countries to make informed decisions based on real time data analysis of what works and in what contexts to develop effective human services.

I have been a loyal and active member of AEA for over 26 years having presented in every conference, and I have been an active promoter of the AEA both in Europe and in the USA. As an active member within the European Evaluation Society, I have successfully recruited many colleagues from United Kingdom, Finland, and Sweden to join and attend the AEA's conferences. I was founder and co-chair of Social Work TIG in 2001, and re-elected again as TIG co-chair in 2011 (2001 – 2007; 2011-2014; 2016-2022). I have also served as TIG co-chair for Human Services Evaluation TIG (2014 – 2017; 2018-2022) and as AEA ambassador and discussant. I have distributed thousands of copies of TIG newsletters in European Evaluation Society, European Social Work Research Association, and International Association for Critical Realism conferences.

I am President of Realist Evaluation Inc., and Director of Program Evaluation Center at State University of New York at Fredonia; I have had similar positions at University at Buffalo (The State University of New York), and University of

Huddersfield, since 1991. I have extensive experience of evaluation of human services in USA, United Kingdom and in Finland. As lead evaluator of Chautauqua Tapestry System of Care, I received the Substance Abuse and Mental Health Services' Administration (SAMHSA)'s Gold Award for Outstanding Local Evaluation in July 2010. My books include 'Realist Evaluation in Practice' (2003, Sage) and 'International Perspectives on Evidence-based Practice in Social Work' (with Bruce Thyer, 2004, Venture Press). I also use the same approach in the city of Manchester (UK). I was awarded the honor of joining the inaugural class of Fellows of the Society for Social Work and Research (SSWR) at its 2014 Annual Awards Presentation. My publications include *Single-Case Evaluation by Social Workers* (Ashgate, 1998) and *Realist Evaluation in Practice* (Sage, 2003).

My commitment to AEA is paramount. I will be able to attend all the AEA Board meetings, webinars, and other activities. The AEA can make a bigger contribution in providing evaluation resources and promoting evaluation, and I will do my best to help AEA to enhance evaluation all over the world. The integration of evaluation and environment is important for each country, helping to develop a diverse society free from discrimination. Timely use of the data is critical in targeting and developing human services and American Evaluation Association has been a world leader in working towards a just society. Most evaluators have the data and the opportunity to contribute to the common good and advancement of an equitable and just society, not only in the USA but all over the world, and I will ensure that this and the other guiding principles of the AEA make an international contribution for all!

Candidate Name: Sebastian Lemire

Board Position Candidacy: Member-at-Large

Title: Senior Associate

Affiliation: Abt Associates

Discipline: Evaluation and Social Research Methods

Practitioner and/or Academic Focus: My work centers on:

- Theory-based evaluation (contribution analysis, realist evaluation)
- Impact evaluation (experimental and quasi-experimental designs, single-case designs).
- Program theory development (logic models, theories of change, CMO configurations, causal loop diagrams)
- Systematic reviews (mixed-methods reviews, meta-analysis, core components analysis)
- Research on evaluation (evaluation capacity building, evaluation marketplace, realist and theory-based evaluation)

Geographic Representation: I have Danish, French, and American citizenships. I am based in Richmond, Virginia.

Area(s) of Work Application: Most of my evaluation experience is in the US and Denmark. I have also conducted theory-based evaluations of market development programs in Ghana, Nigeria, and Afghanistan.

AEA Member Since: 2010

AEA Positions Held: I have previously served AEA as

- Member of the AEA Awards Task Force (2021-2022),
- Associate Editor, *American Journal of Evaluation* (2019–2021),
- Associate Editor Assistant, *American Journal of Evaluation* (2014–2018), and as
- Program Co-Chair, Research on Evaluation TIG (2015–2018).

My name is Sebastian Lemire, and I am honored to potentially serve on the AEA board. Originally from Copenhagen, Denmark, I am a multi-national (Danish/French/American) evaluator. Most of my evaluation work is in the areas of education and workforce development, both in Denmark and in the US. I have also done evaluation work in Ghana, Nigeria, and Afghanistan. Over the past 18 years, I have gained first-hand experience with broad range of evaluation approaches, quasi- and non-experimental designs, qualitative and quantitative data collection and analysis methods, as well as systematic evidence reviews. I have published over 30 peer-reviewed articles and book chapters on a broad range of methodological topics, including alternative approaches for impact evaluation, theory-based

evaluation, and development and use of theories of change for program design, implementation, and evaluation.

Since my first conference attendance in 2010, I have been an active member of the AEA. Over the years, I have been fortunate to serve the AEA as member of the AEA Awards Task Force (2021-2022), Associate Editor and Associate Editor Assistant of the *American Journal of Evaluation* (2014–2021), and as Program Co-Chair for the Research on Evaluation TIG (2015–2018). In addition to my service for the AEA, I have also contributed to the field of evaluation as Editorial Board Member of *Evaluation* (2020-Present), Board Member for the European Evaluation Society (2018–2019), Conference Coordinator for the 2018 European Evaluation Society Biennial Conference (2017–2018), Mentor for the European Evaluation Society Emerging Evaluators Program (2016–2018), and Board Member of the Danish Evaluation Society (2009–2011).

I believe my many years of evaluation practice and past experiences serving on committees and boards have prepared me well for this important role and commitment. If elected to serve on the AEA Board, I would work to promote stronger collaboration with evaluation associations in other countries. Attending conferences in Canada, Europe, and South Africa, I often find that there are many exiting methods and approaches that never gain traction in AEA circles. I would like to find ways to bring attention to these methods and approaches among AEA members. Anchored in my many years of editorial experience, I would also like to promote new avenues for evaluation practitioners to share and publish their real-world experiences with various methods and approaches. Publishing on these experiences in peer-reviewed journals can be time consuming and burdensome. Developing alternative and more accessible publication opportunities would allow for a broader range of evaluation practitioners to share their work and experiences.

Thank you for your careful consideration of my candidacy.

Sebastian

Candidate Name: Cynthia C. Phillips

Board Position Candidacy: Board Member-at-Large

Title: Idea Engineer

Affiliation: Decision Catalyst LLC

Discipline(s): Evaluation, Measurement, & Research

Practitioner and/or Academic Focus: Practitioner, federal government retiree, independent consultant - Evaluation Design, Logic Models, Design Thinking

Geographic Representation: Mid-Atlantic

Area(s) of Work Application: Strategy, decision, and evaluation support for grant-funded investments in research, development, and innovation

AEA Member Since: 1995

AEA Positions Held:

Cluster, Multi-site, & Multi-level Evaluation TIG Co-Chair 1996-2003

Government Evaluation TIG Program Co-chair 2017

Local Affiliate Board Member, Michigan Association for Evaluation, 2000-2005

GEDI Program Host Mentor: 2018, 2019

Editorial Board Member, *New Directions for Evaluation*, 2018-present

Nominee Statement:

You may not know me, but you may be aware of the pioneering work I have done since 1995 to promote the use of logic models to improve program strategy. My most significant contribution to the field of evaluation are the two books I co-authored: The W.K. Kellogg Foundation's *Logic Model Development Guide* (2000, 2004) and *The Logic Model Guidebook: Better Strategies for Great Results* (2008, 2013).

My PhD is in evaluation, measurement, and research. Although trained as a molecular biologist, I came to evaluation intentionally. Mapping ideas is not that different from mapping genes. Graphic visualization, convergence, and boundary spanning inquiry are key characteristics of how I think and operate in this world—I am not neurotypical. I am only beginning to understand the impact of being previously injured to my privileges as a white, heterosexual, cis-gender, able bodied female. Above all else, I embrace learning, complexity, and change.

I retired from service to the Federal Government over a year ago, after having served as an Evaluation Manager and later as the Acting Chief Evaluation Officer for the National Science Foundation. The 2018 Evidence Act has elevated the role of evaluation across the federal government, and I believe its clarion call for evidence with “fit for purpose” will percolate across the non-profit and business sectors soon. This legislation is one of the reasons, I seek an at-large position on the AEA board. I can bring a government voice to the table.

I ended up nearer to the top of my career ladder than I ever imagined; however, the ladder metaphor does not accurately convey my journey as an evaluation professional. Careers don't happen by climbing, they happen because of giving. I had many mentors and champions, across AEA from all sectors philanthropy, industry, and government--giving me generous gifts of their time to inspire me and amazing opportunities to join them in building the field.

I am honored to be nominated for AEA at -large board membership. I want to serve AEA members and the association by providing a return on their thirty-year investment in me. **I would love to see a more robust communication and engagement pathway (strategy) whereby members can more readily see**

and contribute to the benefits the association provides. Did you know AEA has a strategic plan¹? Do you know what progress has been made against the explicit goals established in 2015²? Do you know what your association does to build the profession and you as a professional? Paraphrasing John F. Kennedy, “do you know what you could do to strengthen your association?”

I want to use my gifts as a knowledge broker and entrepreneur to accomplish three things: (1) gather and spread the innovative thinking rising from across disciplinary boundaries, (2) create opportunities to understand and address the unmet professional needs of the board and the members, and (3) harness energy, passion, and insight from members to inform and fuel the organization’s strategies for next generation.

¹ <https://www.eval.org/Portals/0/Docs/American%20Evaluation%20Association%20Strategic%20Plan%20V5.pdf>

² <https://www.eval.org/Portals/0/Docs/2020%20Year%20in%20Review.pdf>

Gregory Phillips II (he/him/his)
Board Position Candidacy: Member-at-Large

ABOUT ME:

Title: Assistant Professor

Affiliation: Northwestern University

Discipline: Public Health – Social Epidemiology

Geographic Representation: Midwest, based in Chicago

AEA Member Since: 2015

Practitioner and/or Academic Focus: Systems-Informed Empowerment Evaluation; LGBTQ+ Evaluation; Community-Engaged and Community-Based Participatory Methods; Social Epidemiology (Stigma as a fundamental cause of health inequities); Health Equity; Infectious Diseases (HIV, COVID-19); Structural Change Efforts.

Areas of Work Application: I am a researcher and evaluator, and these disciplines are inextricably linked in my work. My focus is on using my epidemiological training to describe and interrogate the sources of health inequities in partnership with community-based organizations, while my evaluation practice focuses on working collaboratively with community members to develop, implement, evaluate, and refine programming aimed at addressing health injustices. As an infectious diseases epidemiologist by training, most of my work has been focused on HIV and COVID-19, but I also work to study and address the role of stigma – namely, racism, homo/biphobia, and transphobia – in shaping outcomes across mental and behavioral health, chronic illness, and healthcare access, particularly preventive care engagement.

AEA Positions Held (in reverse chronological order):

- Member, Evaluation Policy Task Force 2022 - Present
- Guest Editor, *New Directions for Evaluation (LGBTQ+ Evaluation)* 2022
- Associate Editor, *American Journal of Evaluation* 2019 - Present
- Chair, LGBT Issues TIG 2019 - Present
- Program Chair, Social Networks in Evaluation TIG 2017 - Present

Other Evaluation Positions Held (in reverse chronological order):

- Affiliate Researcher, Center for Culturally Responsive Evaluation and Assessment (CREA) 2019 - Present
- Co-Chair, Getting to Zero Illinois (GTZ-IL) Initiative – Research, Evaluation, and Data Committee 2017 - Present
- Founder and Director, Evaluation, Data Integration, and Technical Assistance (EDIT) Research Program, Northwestern University 2015 - Present

NOMINEE STATEMENT

I am humbled and excited to be a candidate for Board Member-at-Large on this year's AEA ballot. I believe deeply in the potential of evaluation as a field to have a positive impact on the world, and I intend to be part of making AEA an organization capable of stewarding that positive impact.

I have been an active member in AEA since 2015, holding leadership positions since 2017, and have been a practicing evaluator since 2007. Both my 15 years of experience in the field, and my perspective as an emerging leader in AEA organizational infrastructure inform my approach to this position, and my commitment to making AEA an organization which embraces growth and change. Throughout my career, I have used a community-centered, community-first approach to my evaluative practice, and intend to encourage a similar praxis throughout AEA. As a white gay cisgender man, I have experienced both privilege and challenges in my life and career, and hope to leverage this privilege to continue to elevate the voices of AEA members who are minoritized based on race, ethnicity, sex, gender, sexual orientation, ability, and many other experiences.

My lived experience as a gay man and the focus of my practice – on the public health impacts of anti-LGBTQ+ stigma and on opportunities to address it – are also central to my candidacy. In the past few years, I have been at the forefront of helping to formally articulate the longstanding but little-acknowledged practices of LGBTQ+ Evaluation, and to help uplift this body of work to a position in the mainstream of our field. Since 2018, my team has been providing trainings to the AEA community on fundamentals of LGBTQ+ Evaluation. We recently published an article in *American Journal of Evaluation* outlining the state of LGBTQ+ Evaluation, and recently completed guest editing a Special Issue of *New Directions for Evaluation* focused on LGBTQ+ Evaluation, published in Fall 2022. I am deeply humbled to see how far awareness of LGBTQ+ Evaluation has come in just a few short years, and I hope to continue pushing the evaluation field to recognize the centrality of this practice to our field through unequivocal statements, required trainings, and greater representation in leadership.

I am also committed to ensuring that AEA is actively nurturing the many insightful, creative, and critical voices of emerging evaluators. I have been extremely proud to have introduced many of my colleagues to this field and supported them in understanding and finding their place. My employees and mentees are my equal collaborators, and have been instrumental to my team's work in evaluation theory and practice, particularly in our LGBTQ+ Evaluation work. The emerging evaluators I am lucky enough to work with have stepped into leadership roles of their own, including developing and delivering professional workshops for AEA and organizing scholarly panels and presentations – including two sessions led by members of my team being selected as Presidential Strand sessions. As an AEA board member, uplifting the voices of emerging evaluators, particularly those from non-traditional and non-academic backgrounds, would be core to my work.

In addition to emerging evaluator voices, I see real opportunities for AEA to participate actively in creating a more just world. I believe we can and must identify opportunities for organizational co-governance with members of marginalized communities who have historically been served – and just as often, harmed – by our field. All too often, we think of the communities we serve only as evaluands, and sometimes as partners, but we can do more. I believe we should be consciously deconstructing this hierarchy and redistributing power in the governance of AEA to ensure true accountability to, and true partnership with, the communities and organizations we serve.

My leadership experience across a variety of AEA infrastructures and my research and evaluation leadership in other settings, all highlighted above, will help make it possible for me to succeed in this role. All of my work has further extended my dedication to mentorship, training, and community-engaged evaluation. These and other experiences, which span a broad spectrum of duties, contexts, and media, have given me a strong understanding of AEA's work, our national impact (both real and possible), and our collaborative potential.

In sum, my candidacy is about uplifting the many voices and faces of evaluation – making AEA not only a welcoming and empowering organization for our membership, but also a force for good in the world. I hope to have the opportunity to work alongside all of you as a member of the AEA board.