



Environmental Evaluators Network

Navigation
Complexity

Word cloud containing terms such as: adaptability, change, practices, community, presentation, results, measurement, ecological, standards, work, organization, international, examines, session, common, access, conditions, experimental, network, initiatives, share, strategies, questions, improve, learn, efficiency, visualization, address, world, decision, local, social, review, interdisciplinary, comparing, experiences, land, demonstrate, use, protection, analysis, practitioners, capacity, development, approach, science, education, sustainability, indicators, behavior, wildlife, areas, users, appropriate, estimation, ecosystem, tools, process, natural, effectiveness, organization, need, program, provide, risk, framework, better, influence, structure, model, challenges, apply, systems, achieve, difference, concepts, making, rel, review, social, review, interdisciplinary, comparing, experiences, land, demonstrate, use, protection, analysis, practitioners, capacity, development, approach, science, education, sustainability, indicators, behavior, wildlife, areas, users, appropriate, estimation, ecosystem, tools, process, natural, effectiveness, organization, need, program, provide, risk, framework, better, influence, structure, model, challenges, apply, systems, achieve, difference, concepts, making, rel.

2011 EEN Forum
Biographies

The George Washington University
Washington D.C.
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Alexandra Ritchie

Alexandra_Ritchie@blm.gov

**Management and Program Analyst
U.S. Bureau of Land Management**

**202-912-7081
Washington, DC**

As a former Presidential Management Fellow, Alexandra is a skilled generalist who currently performs risk assessments and evaluations for the Bureau of Land Management's Division of Evaluations and Management Services. She evaluates program effectiveness and analyzes Bureau of Land Management's organizational and general management effectiveness. She is hoping to explore the possibilities of linking insights gained from evaluations to changes in the Bureau of Land Management budget process. She has taken some courses through the Evaluator's Institute and previously participated in the 2009 EEN in the speed networking forum.

Alfonso Alonso

alonsoa@si.edu

**Managing Director, Field Programs
Smithsonian Institution**

**202-633-4780
Washington, DC**

Alfonso Alonso (1963) is a conservation biologist that designs, implements, and manages research and conservation programs at the Smithsonian Conservation Biology Institute (SCBI). He has extensive training in ecology, biodiversity studies, and conservation biology. He has twelve years of experience working to minimize impacts on biodiversity during oil and gas development projects. He currently directs three large and successful biodiversity programs, one in Gabon and the two in Peru.

Alicia Mariscal

mariscal.alicia@epa.gov

**Social Scientist
EPA**

**202-566-1858
Washington, DC**

As a social scientist with the EPA OIG, Alicia has designed and conducted research and program evaluations through on EPA programs focusing on land, water, and cross media issues.

Amanda Gonzales

amanda_gonzales@fws.gov

**Program Officer
US Fish and Wildlife Service**

**703-358-2110
Arlington, VA**

Amanda is an economist with a Master's Degree in Environmental Science and Policy. She has experience managing and coordinating conservation projects in Latin America.

Amielle DeWan (Speaker)

adewan@rareconservation.org

**Director of Impact Assessment and Measures
Rare**

**703-522-5070
Arlington, VA**

Amielle DeWan is the Director of Impact Assessment and Measures at Rare. Amielle provides guidance on sampling and monitoring issues for measuring the impact of Rare's conservation campaigns in China, Latin America, Indonesia, and the Philippines. She also provides facilitation and training for various audiences in the Open Standards for the Practice of Conservation as well as the conservation planning software Miradi. Amielle has her PhD in wildlife ecology and statistics from Cornell University and a Masters degree in Conservation Biology from the State University of New York at Albany.

Ana Prados

aprados@umbc.edu

**Research Assistant Professor
NASA and University of Maryland Baltimore County**

**703-338-2119
Springfield, VA**

Dr. Ana Prados is a Research Assistant Professor at the Joint Center for Earth Systems Technology, University of Maryland Baltimore County. She has a PhD in Chemistry and is currently a candidate in Public Policy at the University of Maryland, College Park. Her main area of expertise is the application of air quality remote sensing data for decision-support and the development of web-tools for access to Earth Science data. She coordinates and conducts remote sensing training workshops for the NASA Applied Sciences Program and performs research on the utilization of NASA data for examining air quality trends in the eastern US.



Andrew Paulo de Barros

andrebarros@souzabarrosconsultoria.com

Rede de Defesa Ambiental

55 81 8887 9179

Cabo, Brazil

André Barros is Board President of The Environmental Defense Network. He is a biologist specializing in environmental management and planning with a focus on the monitoring and evaluation of environmental policy. He holds a Master's degree in environmental science and development.

Andrew Johnson (Speaker)

Andrew Zubiri

azubiri@thegef.org

Junior Professional Associate

202-458-9733

Global Environment Facility Evaluation Office

Washington DC

Andrew has experience in the review and evaluation of projects, programs and policies in the environment sector in the Philippines, and use of online media including blogs, photography, and social networks . He holds a Master of Science in Environmental Governance degree from the University of Freiburg in Germany, and a Bachelor of Science in Human Ecology degree with a concentration in human settlements planning from the University of the Philippines Los Baños.

Andy Rowe (Speaker)

andy.rowe@earthlink.net

Managing Partner

803-600-6831

ARCeconomics Inc.

Camden, SC

Andy Rowe has thirty years experience as an economist and evaluation consultant in North America, Europe, South Asia, the Western Pacific and the Caribbean. He now works primarily in the resource and environmental sector in the US, on evaluation of conflict resolution in the US and Canada and development assignments in India and the Western Pacific. He has a PhD from the London School of Economics and is a former President of the Canadian Evaluation Society. His current evaluation clients include the Packard Foundation Conservation and Science program, the US Department of Interior, the EPA, the World Bank, Alberta Department of Municipal Affairs, and the UK Department of International Development.

Andy Stamp

fstamp@jhsph.edu

MPH/MBA student

304-280-1278

Johns Hopkins University

Wheeling, WV

Andy is busy working toward his MPH and MBA degrees at Johns Hopkins. He previously worked with the great evaluators at Innovation Network in Washington, DC.

Angela Helman (Café)

ahelman@indecon.com

Principal

617-354-0074

IEc

Cambridge, MA

Ms. Helman has extensive experience providing performance measurement and program evaluation services to agencies and organizations, including the EPA. She specializes in measurement and evaluation for voluntary, market-based, and community-based approaches to solving environmental problems.

Ann Cihon

Ann Doucette (Café)

doucette@gwu.edu

Director
The Evaluators' Institute, George Washington University

202-994-8112
Washington, DC

Dr. Ann Doucette is Research Professor of Evaluation and Health Policy at the Columbian College of Arts and Sciences, a lecturer in the Department of Health Policy, and Director of The Evaluators' Institute. She has worked with international, federal and state organizations, universities, community groups, public schools, commercial health plans, the United Nations – International Fund for Agricultural Development, and foundations regarding evaluation management and design, analytic modeling, assessment, testing and measurement in the areas of health and behavioral health care, school reform (urban and minority education), social systems and social policy. Her expertise includes the development of performance and outcome measurement systems that target accountability, quality monitoring and outcomes across multiple intervention/program levels. Her approach includes a specialized emphasis on measurement, which she considers fundamentally critical in performance monitoring, evaluation practice, outcome and impact assessment. Work in these areas most often emanates from a complex adaptive systems perspective. She serves on several technical advisory panels. Among these are: the American Psychological Association Presidential Taskforces on Outcome Measurement and Pay-for-Performance and Outcome, The Joint Commission; Hospital-based Psychiatric Services (HBIPS) measures; National Committee for Quality Assurance (NCQA); AMA's Physician's Consortium for Performance Improvement.

Anna-Marie York

anna-marie_york@fws.gov

Grant Officer
US Fish and Wildlife Service

703-358-1881
Arlington, VA

Ms. York administers North American Wetland Conservation Act grants for the US Fish and Wildlife Service.

Anna Williams

anna.williams@ross-assoc.com

Senior Associate
Ross & Associates Environmental Consulting, Ltd.

206-447-1805
Seattle, WA

Anna has conducted several program evaluations for the EPA's Environmental Support Division and is working on global advocacy and policy change evaluations for philanthropies.

Anna Williams

anna.williams@ross-assoc.com

Senior Associate
Ross & Associates Environmental Consulting, Ltd.

206-447-1805
Seattle, WA

Anna has conducted several program evaluations for the EPA's Environmental Support Division and is working on global advocacy and policy change evaluations for philanthropies.

Anne Rhodes-Kline

rhodeskline@gao.gov

Social Science Analyst
GAO

202-512-6615
Washington, DC

Anne Rhodes-Kline is a methodologist with the Applied Research and Methods Team at the Government Accountability Office (GAO). She serves as an internal consultant on research and methodology issues for a number of engagements, primarily for the Natural Resources and the Environment (NRE) Team.



Annelise Carleton-Hug (Speaker)

annelise@trilliumassociates.com

**Owner and Evaluator
Trillium Associates**

**724-963-5406
California, PA**

Annelise Carleton-Hug, PhD, of Trillium Associates, brings a background in natural resource management to her evaluation work. She holds three degrees in natural resources management. She has experience as a fisheries biologist for the Forest Service and as an environmental volunteer with the Peace Corps in Poland. Her work includes evaluations of environmental education and community action programs for federal agencies, universities, and non-profit organizations. She is the chair of the Environmental Program Evaluation Topical Interest Group for the American Evaluation Association (AEA). Her base is located in the Youghiogheny watershed of southwestern Pennsylvania where she is learning how to raise organic garlic and free-range chickens.

Antoinette Quagliata

antoinette.quagliata@dot.gov

**Environmental Protection Specialist
USDOT - Federal Transit Administration**

**202-366-4265
Washington, DC**

Antoinette works in the FTA Planning and Environment Office on NEPA, Brownfields, Environmental Management Systems, and Livability.

Anya Karavanov

akaravanov@communicating4change.com

**Principal
Communicating For Social Change**

**202-422-8942
Silver Spring, MD**

Dr. Karavanov is Principal of Communicating for Social Change. She is a seasoned social marketing and evaluation professional, with fifteen years of experience with Federal and non-profit programs. She has been responsible for managing projects that provide clients with qualitative and quantitative research, strategic planning, marketing communication and training.

Ariana Sutton-Grier

ariana.sutton-grier@noaa.gov

**AAAS Science and Technology Policy Fellow
NOAA**

**301-427-8626
Silver Spring, MD**

Ariana is an ecosystem ecologist. The focus of her current position as a AAAS Science and Technology Policy fellow with NOAA is on ecosystem services valuation including environmental markets and how to use these tools to improve ecosystem management and habitat conservation efforts.

Ariela Rosenstein (Café)

Ariela Rosenstein is Associate Director for Training at Rare where she focuses on developing partner teams and Rare's program staff. Prior to joining Rare in 2008, she worked as a Trainer with Adhar in India, as well as a health educator with Care for the Homeless in New York City, and a youth development specialist with the Peace Corp in Ecuador. She holds degrees in History, Political Science and Spanish from Rutgers University and a Master's degree in Sustainable International Development.

Arlene Hopkins (Speaker)

arlene.hopkins@gmail.com

**Architect & Educator
Arlene Hopkins & Associates**

**310-392-5910
Santa Monica, CA**

Arlene possesses a strong interest in historic ecology and ecological restoration in urban settings. Her career maintains a focus on public infrastructure, schools, libraries, parks, etc. Other interests include education and the environment and evaluation applied at the policy, program and project levels.

Ashley Betts

**Program Analyst
EPA**

betts.ashley@epa.gov

913-551-7336

Kansas City, KS

Ashley Betts began her career at EPA Region 7, Kansas City, KS in 2007. Ashley currently works in the Office of Policy and Management and focuses her efforts on state grants, state coordination, and process improvement efforts. Ashley has a Masters degree in Public Administration from the University of Missouri.

Audrey Levine

**National Program Director
EPA**

adlevine1@verizon.net

202-564-1070

Washington, DC

Dr. Levine is a senior environmental engineer specializing in water systems.

Avery Sen

**Senior Analyst
NOAA Program Planning and Integration**

avery.sen@noaa.gov

917-767-6815

Silver Spring, MD

Senior Analyst for Research Strategy, NOAA Office of Program Planning and Integration (BA: Science & Technology Studies, Cornell University; MA: International Science & Technology Policy, George Washington University; PhD candidate: Public Administration, George Washington University).

Beth Anderson

Washington, DC

Betsy Metcalf

**AFS System Administrator
EPA, OECA, OC**

metcalf.betsy@epa.gov

202-564-5962

Washington, DC

Betsy Metcalf works with the EPA national database capturing CAA compliance monitoring and enforcement information. Energy extraction is very important in her role at EPA, so she is very interested in this topic.

Beverly Dyer

**Program Analyst
DOE**

beverly.dyer@ee.doe.gov

202-247-1565

Washington, DC

Ms. Dyer has expertise in sustainability, energy efficiency and renewable energy, and has worked at OMB, DOE, EPA, DoD, and GSA. She has a MA in Science, Technology and Public Policy and is a LEED AP.

Beverly Parsons

**Executive Director
InSites**

bparsons@insites.org

360-638-1442

Hansville, WA

Beverly Parsons, Executive Director of InSites (a non-profit research, evaluation, and planning organization), is an American Evaluation Association board member. Dr. Parsons is primary author of the W.K. Kellogg Foundation's guide, Designing Initiative Evaluation (www.wkkf.org). She was principal investigator of an NSF grant on collaborative evaluative inquiry (www.insites.org/clip) and conducts systems-oriented evaluations in education, social services, and health. She has consulted on assessment policy in South Africa; conducted evaluations in China, Japan, and Europe; and directed a national education-focused systems change initiative involving governors and legislators as well as high schools and districts.



Bill Finan

**Program Analyst
EPA**

finan.bill@epa.gov

202-564-7981

Washington, DC

Bill Finan has organized evaluation projects for EPA's Office of Emergency Management. These projects include annual evaluation of preparedness for emergency response, as well as collection of lessons learned from exercises and emergency responses.

Bill Hanson

**Associate Director for the Office of Strategic Environmental Management
EPA**

hanson.bill@epa.gov

202-566-2802

McLean, VA

Bill Hanson is the acting Associate Director for the Office of Strategic Environmental Management and the Office of Policy at the EPA in Washington, DC.

Bram Hass

**Auditor
EPA**

hass.bram@epa.gov

202-566-2900

Washington, DC

Bram's work has focused on program evaluations and performance audits at GAO and EPA Office of Inspector General across a variety of government programs. Program evaluation, performance measurement, process improvement, and organizational behavior have been his interests for many years.

Brian Gates

**Graduate Student
Colorado State University**

bgates06@gmail.com

240-416-6665

Fort Collins, CO

Brian Gates is a PhD student in the Department of Human Dimensions of Natural Resources at Colorado State University. His dissertation research involves evaluating the effectiveness of components of EnvironMentors, an environmental mentoring program for high school students across the US.

Brian Wee

**Chief of External Affairs
NEON, Inc.**

bwee@neoninc.org

202-370-7891

Washington, DC

As NEON, Inc.'s Chief of External Affairs, Brian is the organization's liaison to Congress, US Federal agencies, and other scientific organizations. Brian holds a PhD in Ecology, Evolution, and Behavior from the University of Texas at Austin, a MSc degree in Computer Science – Artificial Intelligence at Northwestern University, Evanston, IL and a BSc in Information Systems and Computer Science from the National University of Singapore.

Brielle Kissel

**Economist
ERG**

brielle.kissel@erg.com

781-674-7209

Lexington, MA

Ms. Kissel is an economist and programmer specializing in survey data analysis and collection techniques for program and process evaluations.

Britta Johnson

EPA

johnson.britta@epa.gov

202-566-1465

Washington, DC

Britta works in the Evaluation Support Division at EPA. In addition to overseeing evaluations of EPA programs, she is involved in developing performance measures and incorporating evaluation into the climate change adaptation process at the EPA and on a government-wide level.

Bruce A. Byers

bruce.byers@verizon.net

Director

703-350-5750

Conservation and Natural Resources, Management Consulting

Falls Church, VA

Dr. Bruce Byers is an independent consultant assisting diverse clients on a range of conservation and natural resources management issues in the US and overseas, through assessments and evaluations; strategic planning; project and program design; and outreach, communications and behavior change strategies. He led an evaluation of the USAID Global Conservation Program in 2007-2008.

Cameron Clark

cclark@organizationalresearch.com

Associate

206-728-0474

Organizational Research Services

Seattle, WA

Associate with Organizational Research Services in Seattle, WA. We work with Non-Profits and Foundations in outcome-based planning and evaluation in several fields, including the environment.

Carin Bisland (Speaker)

bisland.carin@epa.gov

Associate Director

410-267-5732

EPA Chesapeake Bay Program Office

Annapolis, MD

Carin is the Associate Director for Ecosystem Management at EPA's Chesapeake Bay Program Office. Her responsibilities include managing a partnership of federal, state, and local representatives from across the six state watersheds. Responsibilities include negotiating and setting goals, performance measures, and developing and implementing systems for decision-making and collaboration across the partnership.

Carl Koch

Carol Beaton Meyer (Speaker)

carolbmeyer@esipfed.org

Executive Director

919-870-7140

Foundation for Earth Science (ESIP)

Raleigh, NC

Carol Meyer is an experienced nonprofit and association manager, having spent her 20-year career working in a wide range of organizations. She has successfully advocated for these organizations, grown membership and implemented sustaining programs that allowed each organization to flourish. Ms. Meyer has been with the Foundation for Earth Science for more than 8 years and has extensive experience working with the ESIP Federation's committees, working groups and clusters and with the planning and development of its semi-annual meetings. Ms. Meyer holds BA and MBA degrees.

Carole Neves

nevesc@si.edu

Director

202-633-5585

Smithsonian Institution-OP&A

Washington, DC

Carole Neves has been the Director of the Office of Policy and Analysis (OP&A) of the Smithsonian Institution (SI) since 2000. In this role she manages a twelve-person team charged with transforming the nation's largest museum complex (19 museums and 9 research centers) into a cohesive, results-focused organization with clearly defined goals and metrics, competitively positioned for the 21st century. At the Smithsonian, she developed and delivered a groundbreaking evaluation of exhibits, based on a two-year benchmarking of over 100 global museums and the assessment of internal Smithsonian practices.

Carrie Hall

carrie.hall@noaa.gov

Management Analyst

301-563-1135

NOAA

Silver Spring, MD

Carrie Hall conducts evaluations of state coastal management programs and national estuarine research reserves.



Carrie Roble

Cheri Recchia

Cheryl Leonard

Cheryl_Leonard@fws.gov

Grants Analyst
US Fish and Wildlife Service

703-358-1725
Arlington, VA

Cheryl Leonard is a grants analyst with North American Wetlands Conservation Act. She has a Masters in Environmental Science and Policy and has been working with the US Fish and Wildlife Service for over 8 years.

Chris McCay

chris.mccay@noaa.gov

Program Analyst
NOAA Office of Ocean and Coastal Resource Management

301-563-1163
Silver Spring, MD

Chris evaluates state coastal management programs and national estuarine research reserves funded by NOAA through the federal Coastal Zone Management Act.

Chris Metzner (Speaker)

chris@chrismetzner.com

EEN Graphic Designer
ChrisMetzner.com

904-885-0489
Jacksonville, FL

Chris a graphic designer based out of Jacksonville, Florida. He offers print and web related services to help his clients achieve their unique advertising needs and marketing goals.

Christina Kakoyannis (Speaker)

christina.kakoyannis@nfwf.org

Evaluation Officer
National Fish & Wildlife Foundation

202-595-2462
Washington, DC

Christina currently serves as an Evaluation Officer for the National Fish and Wildlife Foundation where she works with program directors to ensure that NFWF programs are designed and implemented to have measurable outcomes in order to continuously improve. Previously, she was an American Association for the Advancement of Science Fellow in the EPA's Evaluation Support Division, which included a detail at the US Office of Management and Budget. She currently serves on the American Evaluation Association's Environmental Topical Interest Group. Christina holds a BA in Biology from Franklin & Marshall College, a MS in Forestry from Michigan State University, and a PhD in Forest Resources from Oregon State University.

Christina Ryder

christina_ryder@fws.gov

Biologist
US Fish and Wildlife Service

703-358-1848
Arlington, VA

Christina Ryder is a biologist working with the North American Wetlands Conservation Act program, a US Fish and Wildlife Service funding program which provides grants for wetlands conservation.

Christine El-Zoghbi

el-zoghbi.christine@epa.gov

Program Analyst
EPA OIG

202-566-2063
Washington, DC

Christine El-Zoghbi has a PhD in History and a background in evaluating international and military programs, as well as environmental issues.

Christopher Moore

moore.christopher@epa.gov

**Economist
EPA**

**202-564-7299
Washington, DC**

Christopher Moore is an economist in the Office of Wastewater Management's Permits Division. He believes that a number of regulatory efforts and some voluntary programs could gain effectiveness from more formal evaluation.

Colleen McNeil

colleen.mcneil@ec.gc.ca

**Program Coordinator, Atlantic Coastal Action Program
Environment Canada**

**902-426-5777
Dartmouth, Nova Scotia**

Cristina Mestre

mestre.cristina@epa.gov

**NNEMS Fellow
EPA**

**703-603-8714
Arlington, VA**

Christina is currently a graduate student in Urban and Environmental Planning at the University of Virginia, and is working at EPA this summer in the Community Involvement and Program Initiatives Branch. She previously worked in media relations at The Nature Conservancy.

Cynthia Manson (Speaker)

cjm@indecon.com

**Principal
IEc**

**617-354-0074
Cambridge, MA**

Cynthia Manson is a Principal at Industrial Economics with over 15 years of experience in measuring the costs, benefits, and effectiveness of environmental policies and programs. Her work in evaluation has focused on strategies for identifying and measuring key program achievements that integrate program evaluation and economic methods.

Dale Hoffmeyer

dale.hoffmeyer@ee.doe.gov

**Senior Housing Policy Analyst
US Department of Energy**

**202-586-8163
Washington, DC**

Dale started his federal service at the Environmental Protection Agency in 1989 and has worked on energy efficiency policy in the ENERGY STAR program since 2000. His residential energy efficiency experience includes home energy benchmarking, HVAC quality installation, and home energy upgrade programs. Dale recently moved to the Department of Energy where he will help with data and evaluation of the BetterBuildings Grant Program.

Dale Pahl

Dan Engelber

engelberg.dan@epa.gov

**Director of Program Evaluation
EPA Office of Inspector General**

**202-566-0830
Washington, DC**

For the past 10 years, Dan has been responsible for OIG's evaluations of water programs in the Office of Program Evaluation. Before arriving at EPA 10 years ago, he worked at GAO for 17 years, most of which was spent evaluating EPA programs in the Program Evaluation and Methodology Division.

Daniel Hayden (Speaker)**dhayden@rareconservation.org****Senior Director, Global Programs
Rare****703-225-8036
Arlington, VA**

Daniel Hayden is the Senior Director for Global Programs at Rare where he heads the quality management and improvement team. In this role, he manages program operations, quality management initiatives, and evaluation processes. Recent initiatives have centered on aligning the organization's Balanced Scorecard to programmatic initiatives and project design. He earned his BA Cum Laude in History and Economics, Hamilton College MBA in Marketing and Finance, Kellogg School of Management, Northwestern University.

Daniel Semick (Speaker)**semickd@gao.gov****Senior Analyst
U.S. Government Accountability Office****202-512-6936
Washington, DC**

As a senior analyst on GAO's Natural Resources and Environment team, Dan has evaluated EPA's workforce planning, enforcement measures, environmental justice efforts, and commitments under international environmental agreements; DOE's nuclear waste and nonproliferation programs; and NOAA's remote sensing activities. Currently he is examining DOD's policies for responding to environmental hazards on military installations. Dan has a Master of Public Administration degree from American University. He is a Certified Government Financial Manager and a Certified Fraud Examiner.

Danielle Barbeau de Garcia**ddegarcia@socialimpact.com****Program Manager
Social Impact****703-465-1884
Arlington, VA**

Mrs. de Garcia is a program manager and trainer at Social Impact, bringing to the team expertise in monitoring and evaluation, organizational capacity building, project management, and participatory methodologies. She has worked extensively with USAID, MCC, the World Bank, and many international NGOs and inter-governmental agencies to enhance management using M&E information.

Dean Olsen**olsendw@state.gov****Social Science Analyst
Department of State****202-632-3335
Washington, DC**

Dean Olsen works with the State Department's Public Diplomacy and Public Affairs in the Evaluation and Measurement Unit. Dean has over 12 years of program evaluation experience and possesses two Master's degrees. He is currently working on a PhD in Public Administration.

Deborah Hahn**dhahn@fishwildlife.org****International Relations Director
AFWA****202-624-7890
Washington, DC**

Deborah has worked for the Association of Fish and Wildlife Agencies for 8 years. Her emphasis has been on bird conservation and on wind energy and wildlife impacts. She recently moved to address international conservation issues for birds and other taxa.

Deborah L. Mead**deborah_mead@fws.gov****Biologist
US Fish and Wildlife Service****703-358-1898
Arlington, VA**

Deborah Mead is a biologist with the US Fish and Wildlife Service. She works primarily on Endangered Species Act section 7 and 10. Conservation banking and entomology are her areas of expertise.

Debra Kemp

debra_kemp@abtassoc.com

**Associate
Abt Associates**

**301-347-5396
Bethesda, MD**

Debra Kemp works within the Abt Associates Environment and Resources Division. She has 12 years of experience in regulatory development and implementation, program evaluation, communications and outreach, and meeting planning.

Diana Jerkins

djerkins@nifa.usda.gov

**National Program Leader
USDA NIFA**

**202-401-6996
Washington, DC**

Diana Jenkins is the National Program Leader for agroecosystems, food systems, and climate change mitigation and adaptation. She also chairs Ecosystems Services and Science for Sustainability working groups.

Doreen Vetter

vetter.doreen@epa.gov

**Sr. Policy Advisor
EPA**

Annapolis, MD

410-267-5780

Doreen has been with the EPA for over 20 years, with most of those years spent in different parts of the Office of Water, and several in the Administrator's Office. She is now the Project Manager for ChesapeakeStat, an online decision support and accountability tool for the Chesapeake Bay Program partnership. This partnership will be using this tool to implement an adaptive management process.

Drew Burnett

drew_burnett@fws.gov

**Branch Chief, National Conservation Training Center, Division of Education Outreach
US Fish and Wildlife Service**

**703-358-2606
Arlington, VA**

Drew's professional experience has a primary focus on environmental management and education program development, training, and technical assistance for a wide variety of audiences from decision-makers to schoolteachers and farmers. His current evaluation interests include setting up an evaluation strategy for a large, multi-pronged, interagency initiative.

Eduardo S. Rodela

rodela.eduardo@epa.gov

**Organizational Psychologist
EPA**

**202-564-7586
Washington, DC**

Dr. Rodela is the EPA's project manager. He conducts training evaluations of the Agency's Leadership Development Program using both quantitative and qualitative methods.

Edward W. Wilson (Speaker)

ewilson@headwatersgroup.com

**Senior Evaluation Fellow
Headwaters Group Philanthropic Services**

**717-618-1777
Mount Joy, PA**

Edward W. Wilson, Senior Evaluation Fellow at Headwaters Group Philanthropic Services, has nearly three decades of experience in program evaluation, program development and action research for public, non-profit and philanthropic organizations. Grounding his work in systems thinking and interactive approaches to evaluation, planning, and organizational learning, Ed's consulting assignments have spanned such fields as environmental conservation, clean energy development, land use planning, sustainable agriculture, smart growth and sustainable development, regional and inter-governmental cooperation, and urban revitalization. His clients have included the Beldon Fund, the Energy Foundation, the Heinz Endowments, the Pew Charitable Trusts, the Surdna Foundation and the William Penn Foundation. Prior to joining Headwaters, he operated his own consulting business for more than 10 years. He has also served as Program Officer in Evaluation at the Pew Charitable Trusts and Assistant Professor in the Department of Planning and Design at SUNY Buffalo. Ed earned his PhD in Social Systems Sciences at the University of Pennsylvania's Wharton School.



Elizabeth Davenport (Speaker)

elizabeth.davenport@noaa.gov

**NOS Lead for Strategic Planning & Performance Management
NOAA/NOS**

**301-713-3070
Silver Spring, MD**

Liz Davenport is the Senior Program Analyst Lead for Strategic Planning and Performance Management (7+ years) in the Planning, and Analysis Division of the National Ocean Service Office of Management and Budget. Liz is a trained and experienced Federal planning and performance professional with an MPA from Harvard University's John F. Kennedy School of Government, and a degree from the University of Pittsburgh in Environmental Policy and Natural Sciences. At NOAA, Liz engages in the end-to-end Strategy Execution and Evaluation (SEE) process, and represents NOS to the Strategy and Evaluation Council Evaluation Working Group. Prior to working at NOAA, Ms. Davenport worked more than 15 years in environmental advocacy, policy, legislation, and technical communications.

Elizabeth Norton

Ellen Schwartzel

ellen.schwartzel@eco.on.ca

**Senior Manager, Policy Analysis
Environmental Commissioner of Ontario**

**416-325-0559
Toronto, Ontario**

Ellen leads the planning, research and preparation of the annual report of the Environmental Commissioner of Ontario, for presentation to the Legislative Assembly. The ECO has a mandate to oversee, review and report on environmental decision-making in over a dozen ministries, in areas as diverse as air and water quality, management of forest and sand and gravel resources, and protection of biodiversity and natural heritage.

Ellen Steiner (Speaker)

esteiner@emi1.com

**Director of Market Research
Energy Market Innovations**

**719-227-7988
Colorado Springs, CO**

Ellen Steiner is a Project Director with Energy Market Innovations providing leadership and technical direction for the firm's Market Research and Evaluation Practice. Coming to EMI after 10 years at Sun Microsystems, Ellen has significant experience in market research, evaluation, strategic planning and analysis, business process optimization, program management, knowledge management, human capital management and training design. In addition, over the past 8 years, Ellen has taught graduate level research methods and statistics courses previously at the University of Denver and currently online at Jones International University. Ellen has a PhD in Quantitative Research Methods, a Masters in Higher Education Administration from the University of Denver and a BS in Human Development and Family Studies from the University of Delaware.

Emily Therese Cloyd

ecloyd@usgcrp.gov

**Public Participation and Engagement Coordinator
National Climate Assessment**

**202-419-3484
Washington, DC**

Emily Therese Cloyd is the public participation and engagement coordinator for the National Climate Assessment. In this role, Emily coordinates the development and implementation of the NCA stakeholder engagement strategy, facilitates the planning and implementation of Assessment-related workshops, and contributes to the production of Assessment-related products. Emily is concurrently pursuing a PhD in Environmental and Natural Resources Policy at SUNY College of Environmental Science and Forestry, where her research focuses on evaluating stakeholder engagement in the NCA.

Erica Kim

ekim@fs.fed.us

**Program Specialist
US Forest Service**

**202-205-0811
Washington, DC**

Erica is an audit liaison for the Fire & Aviation Management program in the US Forest Service.

Ginger Hinchcliff

ginger.hinchcliff@noaa.gov

**Division Chief, Coastal Mgt. Services
NOAA Coastal Services Center**

**843-740-1184
Charleston, SC**

Ginger has been working in coastal management for the past 25 years working for non-profits, state governments, and now the federal government. She currently manages a program that supports the ocean and coastal management community through information, products, and services that focus on the social science components of resource management.

Ginger Potter

potter.ginger@epa.gov

**Acting Director, OSPI
EPA**

**202-564-0453
Washington, DC**

Ginger Potter is the current Acting director of the EPA Office of Special Projects and Initiatives. Currently focused on retooling the Agency's Product Review Process and Agency translation/interpretation protocols for the LEP Executive Order.

Glenn Page (Speaker)

gpage@mac.com

**President/CEO
SustainaMetrix**

**443-604-6812
Baltimore, MD**

Glenn joins us as the founding president/CEO of SustainaMetrix, an emerging technology center located at Johns Hopkins University. He has over 25 years experience in ecosystem-based management, working primarily on coastal/ocean/watershed issues. At SustainaMetrix, he leads an interdisciplinary team in ongoing consultancies in ecosystem science and research, policy, education, economics, multi-media communications, technology and utilization. This is a focused evaluation in order to conduct a wide range of institutional and place-based planning, implementation and evaluation of ecosystem change and governance response. He has a long list of professional experiences building conservations programs from the ground up; leading design, implementation and evaluation at such organizations as the National Aquarium in Baltimore. Most recently, he has pioneered the development of an ecosystem-based assessment process that builds adaptive capacity, learning and knowledge sharing. He serves as a lead evaluator for several Interdisciplinary PhD programs at several institutions including Tufts University, Scripps Institute of Oceanography, and the University of Maryland Baltimore County. His current partners working to apply the SustainaMetrix framework include, but are not limited to: the United Nations Equator Initiative, USAID Ghana Program, US Fish and Wildlife Chesapeake Bay Field Office, Washington College Center for Environment and Society.

Glenn Sweitzer

glenn.sweitzer@gmail.com

**Instructor
Ball State University**

**765-744-5795
Muncie, IN**

Glenn trained as an architect in the US and Sweden, and has earned his PhD. He has consulting and research experience in architectural daylighting and acoustics. He currently teaches building science.

Greg Susanke

susanke.greg@epa.gov

**Program Evaluator
EPA**

**202-564-9945
Washington, DC**

Greg leads a federal advisory committee to evaluate the research programs of the EPA Office of Research and Development. He is also involved in the development of program-level performance measures.

Greg Wilmoth

wilmothg@gao.gov

**Assistant Research Director
GAO**

**202-512-5629
Washington, DC**

Greg is a research psychologist who evaluates federal programs including environmental programs such as Everglades restoration, manure from animal feed lots, climate engineering, etc.

Gregory Sixt

**Program Specialist
USDA NIFA**

gsixt@nifa.usda.gov

**202-401-3353
Washington, DC**

Gregory is currently working at USDA National Institute of Food and Agriculture in the Institute for Bioenergy, Climate and Environment as well as the Center for International Programs. He has a background in international development working on water resources and agricultural issues. He holds a Bachelor's degree in political science and a Master's degree in environmental science and policy.

Guillermo Placci

**PhD
Foundations of Success**

guillermo@fosonline.org

**+54-358-4637738
Rio Cuarto, Argentina**

Guillermo Placci is a Senior Program Officer at Foundation of Success. His work has included training and development of M&E plans for numerous organizations across Latin America, Africa and the Pacific. Recently he has become more involved in evaluations. Before joining FOS, he managed a conservation program for an international NGO. Guillermo studied ecology at Universidad Nacional de La Plata (Argentina) where he received a PhD in Natural Science with a focus in forest ecology.

Guy Foulks

**Fish and Wildlife Administrator
US Fish and Wildlife Service**

Guy_B_Foulks@fws.gov

**703-358-1944
Arlington, VA**

Guy is a biologist with a Masters of Environmental Management, a Returned Peace Corps Volunteer (Guatemala) and he has worked for the USFWS for 10 years. He coordinates the Neotropical Migratory Bird Conservation Act grant program for the US Fish and Wildlife Service.

Hannah Fairbank

**Biodiversity and Natural Resources Advisor
USAID**

hfairbank@usaid.gov

**202-712-4531
Washington, DC**

Hannah Fairbank has been a Biodiversity and Natural Resource Advisor for the US Agency for International Development (USAID) since 2004. Hannah manages USAID's hallmark Sustainable Conservation Approaches in Priority Ecosystems (SCAPES) program, a cooperative agreement with the World Wildlife Fund, and the Agency's environment and natural resource management training initiative. Hannah focuses on technical support and policy engagement on a variety of terrestrial and marine biodiversity conservation activities throughout Asia and Latin America.

Hedrick Strickland (Speaker)

hedrick998@yahoo.com

**704-636-8440
Durham, NC**

Hedrick graduated with a Masters of Environmental Management in May 2011 from Duke University's Nicholas School of the Environment. She worked on an evaluation of the Oregon Paint Management Pilot Program in the summer of 2010 as a GIS specialist in the EPA's Evaluation Support Division. She was involved with the project throughout the following year and wrote a thesis examining the convenience offered by the pilot program.

Helen Davis Picher (Speaker)

**Director, Evaluation & Planning
William Penn Foundation**

hdpicher@wpennfdn.org

**215-988-1830
Philadelphia, PA**

Helen directs the Foundation's evaluation system and works with program staff and outside experts to develop program strategies and assess the results of the Foundation's grant making. Prior to inaugurating the evaluation role, Helen served the Foundation in several capacities, including vice president for programs and senior program officer. Helen joined the Foundation in 1983, and is a member of the board of Delaware County Community Foundation and the Nonprofit Finance Fund Greater Philadelphia Advisory board and a former board member of Delaware Valley Grantmakers. Helen holds a master's degree in public policy from the Kennedy School of Government at Harvard University and a bachelor's degree from Dartmouth College.

Helen Graham

**Graduate Student
University of Michigan**

helenmg@umich.edu

831-332-0037

Washington, DC

Helen is a Master of Landscape Architecture candidate at the University of Michigan. She is a returned Peace Corps Volunteer (Madagascar 2007-2009). Helen currently interns with the US Fish and Wildlife Service. She is interested in landscape analysis and its role in land conservation and native ecological restoration.

Helene Scalliet

**Management Plan Specialist
NOAA Office of National Marine Sanctuaries**

helene.scalliet@noaa.gov

301-713-7281

Silver Spring, MD

As a management plan specialist for NOAA's Office of National Marine Sanctuaries for the past 6 years, Helene Scalliet has worked on numerous management plans from various sanctuaries. As part of the office strategic planning team, she also keeps track of the performance measures for the entire Office.

Howard Burrows

**Member
ESIP**

hb@ask2cy.com

603-630-0012

Durham, NH

Howard is involved with W3C Healthcare and Life Science semantic web activities focusing on scientific discourse. He aims to think beyond mathematical models, and poses introspective questions regarding what makes a model appropriate, what makes an observation "data", and how to organize claims.

Jack Wang

**Senior Economist
GAO**

wangj@gao.gov

202-512-6197

Washington, DC

Jack holds a PhD in Economics and an MA in Statistics from UC Berkeley. His undergrad work includes BA's in Psychology and Economics from Stanford University. He has worked on projects in the areas of ethanol, nanotechnology, energy efficiency, gas prices, and pipeline economics.

Jake Lyonfields

**Intern
EPA**

lyonfields.jake@epa.gov

636-484-4282

Washington, DC

Jake Lyonfields is a sophomore studying Chemical Engineering and Spanish at Washington University in St. Louis. He is serving as an intern in the EPA's Office of Strategic Environmental Management. Jake's area of study is evaluating successful Green Workforce Development initiatives within EPA-related programs. Jake's passion is promoting changes to expand community sustainability practices, and he plans to pursue a career that helps improve the sustainability of businesses.

Jake Reilly

**Conservation examiner
OMB**

jreilly@omb.eop.gov

202-395-3925

Washington, DC

Jack currently serves as the budget and program analyst for private lands conservation programs administered by the US Department of Agriculture. Prior to joining OMB, he held positions in environmental management as part of the Chesapeake Bay Program and conservation advocacy with a DC-based community forestry organization.

James Boyd (Speaker)

**Senior Fellow
Resources for the Future**

**boyd@rff.org
202-321-6470
Washington, DC**

James Boyd is an economist dedicated to improved conservation and environmental protection. His research emphasizes the need to track and evaluate environmental outcomes and trends in order to answer this question: What types of protection, restoration, and management investments are best for nature and society? Boyd is a Senior Fellow at Resources for the Future and directs its Center for the Management of Ecological Wealth. In 2007-2008, he was the Business Wire Visiting Professor of Human Biology at Stanford University. Prior to that, he was the Director of the Energy and Natural Resources Division at Resources for the Future, Washington DC. He received his PhD in Applied Microeconomics from the Wharton School, University of Pennsylvania, in 1993. He has served on National Academy of Science, EPA Science Advisory Board, and numerous other government and private advisory panels, including most recently the EPA's Committee on Valuing Ecological Systems and Services.

James Cogswell

**Natural Resource Management Specialist
Independent Consultant**

**cogswellj@hotmail.com
240-593-5036
Silver Spring, MD**

James has spent the past twenty years designing, implementing and monitoring multi-disciplinary/ integrated conservation and development projects. He promotes stakeholder involvement and landscape-level planning. He has helped to design and implement climate change mitigation and adaptation strategies. This work includes the launch of National Parks and trans-boundary protected area networks that provided ecosystem services, livelihood opportunities, marketing linkages, leadership and governance development throughout Africa, including Madagascar, Rwanda, Uganda, Gabon and several countries in West Africa.

James Dobrowolski

**National Program Leader
USDA NIFA**

**jdobrowolski@nifa.usda.gov
202-401-5016
Washington, DC**

Dr. James P. Dobrowolski is a watershed scientist and National Program Leader for Rangeland and Grassland Ecosystems, Agricultural Water Security, and an agency representative for Fisheries and Wildlife. He leads the agency in developing a systems approach to rangeland and grassland ecosystem management, and water availability from working, rural and urbanizing lands.

James Shambaugh

**Climate Program
NOAA**

**james.shambaugh@noaa.gov
301-734-1212
Silver Spring, MD**

James works on the support program planning and assessment with NOAA's Climate Program Office, based in Silver Spring, MD.

Jason Chasse

**Analyst
NOAA**

**jason.chasse@noaa.gov
202-320-7147
Brookeville, MD**

Jason is an analyst working with strategy and program planning & integration at NOAA. He is a generalist interested in investment planning, program and IT project planning, as well as execution and analysis. He spent 10 years working with Military Medical Information System Acquisition and Management.

Jeff Wasbes (Speaker)

jwasbes@gmail.com

**Consultant
Independent**

**518-669-1536
Rensselaer, NY**

Jeff is an independent evaluation consultant residing in the Albany, NY area. His interests include dynamically complex systems, social networks, and the applications of systems analysis to inform evaluation.

Jeffrey Harris

harris.jeffrey@epa.gov

**Director for Program Evaluation
EPA**

**202-566-0831
Washington, DC**

Jeffrey Harris currently manages a group conducting program evaluations of cross-media issues at the EPA's Office of Inspector General. For over 25 years, he has led and conducted evaluations of defense, immigration, refugee, economic development, and environmental programs at EPA and the US General Accounting Office.

Jennifer Perrone

jennifer.perrone@sierraclub.org

**Analyst
Sierra Club**

**202-548-6594
Washington, DC**

Jennifer has conducted analysis on coal and clean energy issues for the Sierra Club since 2009. She is currently helping to develop a Monitoring & Evaluation framework for the Beyond Coal Campaign. Before joining the Sierra Club, Jennifer evaluated urban and housing policies and programs in New York City. She holds an MPA from New York University and a BA in Geography and Policy from Syracuse University.

Jensen Montambault (Speaker)

jmontambault@tnc.org

**Conservation Measures Specialist
The Nature Conservancy**

**434-951-0589
Charlottesville, VA**

Jensen Montambault joined The Nature Conservancy's Central Science division in 2008 helping conservation projects around the world assess the effectiveness of their work through appropriate monitoring designs, analyzing data, and incorporating results into management. Prior to joining The Nature Conservancy, Jensen Montambault worked for 13 years on conservation projects in Latin America, Africa, the Caribbean and South Pacific, and the US. She was a community environmental promoter in Peace Corps-Nicaragua, managed grants for the National Fish and Wildlife Foundation's USAID Neotropical Migratory Bird Conservation Program, and coordinated Conservation International's Rapid Assessment Program. She received her PhD from the University of Florida's Interdisciplinary Ecology program.

Jerry Filbin

filbin.gerald@epa.gov

**Director of Program Staff
EPA**

**202-566-2182
Washington, DC**

Jerry Filbin works in the EPA Office of Strategic Environmental Management within the Office of Policy. He is the director of OSEM's Program Support Staff and the Policy Office's Climate Change Adaptation Coordinator. His past program evaluation experience includes evaluation of EPA's earlier community-based environmental protection initiative and an evaluation of service delivery for case management in DC's largest community-based provider of HIV/AIDS services. He has a PhD in Biology and Ecology).

Jesse Buff

jbuff@peacecorps.gov

**Environment and Agriculture Specialist
Peace Corps**

**202-692-2678
Washington, DC**

Jesse Buff has worked at the intersection of conservation and international development office for the last 15 years. He is currently Peace Corps' Environment and Agriculture Specialist, providing technical and program design support to 37 environment and agriculture programs in 29 countries.

Jim LaChance

jameslachance@gmail.com

Intern
EPA Office of Strategic Environmental Management

202-566-0997
Washington, DC

Jim LaChance is a Graduate Student in the Center for Environmental Studies at Brown University. He is currently an intern in the Office of Strategic Environmental Management at the EPA. His work at the EPA and his graduate thesis both focus on climate change adaptation strategies, with a specific interest in the agricultural sector.

Joe Harber

jharber@aqua.org

Education Director
National Aquarium

410-659-4272
Baltimore, MD

Joe directs informal environmental education programs for schools, youth and the community. He oversees program evaluations at the National Aquarium.

Joe Hereford

hereford@umd.edu

Postdoctoral fellow
University of Maryland

202-674-2637
Washington, DC

Joe Hereford is an evolutionary Biologist interested in moving from basic to applied science.

Joe Thompson

thompsonjd@gao.gov

Senior Analyst
GAO

202-512-6432
Washington, DC

Mr. Thompson specializes in climate change, air pollution, and energy issues. He coordinates GAO's climate change community of practice.

Johanna Morariu (Speaker)

jmorariu@innonet.org

Senior Associate
Innovation Network, Inc.

202-728-0727 x103
Washington, DC

Johanna Morariu is a Senior Associate with Innovation Network, an evaluation consulting firm based in Washington, DC. Johanna directs consulting projects with foundations and nonprofit organizations, specializing in environmental and influence/advocacy evaluation. Current and past clients include the Annie E. Casey Foundation, Ford Foundation, and The Atlantic Philanthropies. She leads the development of Innovation Network's research, and most recently published "State of Evaluation 2010: Evaluation Practice and Capacity in the Nonprofit Sector" (2010). She holds a bachelor's degree in international politics and history from Pennsylvania State University and a master's degree in comparative politics from George Mason University.

John Heffelfinger

heffelfinger.john@epa.gov

Senior Advisor
EPA

202-566-2192
Washington, DC

John Heffelfinger serves as a Senior Advisor in the Evaluation Support Division of the EPA's Office of Policy. John helps lead EPA's efforts to promote innovation and system change through the evaluation of EPA's activities and communication regarding the results of innovations and lessons learned.

John Griffith

Center for American Progress

John Griffith is a Research Associate with the Doing What Works project at the Center for American Progress. His work focuses on government efficiency and budget analysis, with a focus on infrastructure and housing policy. Prior to joining CAP, John worked as an analyst with the Social and Economic Policy Division of Abt Associates, where he conducted research on federal homeless assistance and affordable housing programs. Notably, John developed an algorithm to estimate prospective renovation costs in the nation's public housing system and was a key quantitative analyst and contributing writer for HUD's Annual Homeless Assessment Report to Congress, a yearly survey of the extent and nature of homelessness in the United States. John previously interned with the United Nations Environment Program in Geneva, Switzerland, and the Foreign Policy Research Institute in Philadelphia. He holds a bachelor's degree in economics and political science from Villanova University, where he graduated magna cum laude.

Jon Silberman

Senior Attorney EPA

silberman.jon@epa.gov

202-564-2429
Washington, DC

Jon Silberman is a senior attorney with 27 years of EPA experience. He is currently with Office of Enforcement and Compliance Assurance's Planning, Measurement and Oversight Division. His specialties include compliance and deterrence measurement.

Jonathan Morell (Speaker)

Director of Evaluation Fulcrum Corporation

jmorell@fulcrum-corp.com

734-646-8622
Ann Arbor, MI

Jonathan A. Morell, PhD, (Jonny) is an organizational psychologist with extensive experience in the theory and practice of program evaluation. His hands-on evaluation activity has involved safety programs in industry, the organizational impact of business IT systems, automotive supply chains, health, mental health, and education. Based on his practical evaluation experience, Jonny has been developing theoretical contributions to the field involving evaluation methods for programs that exhibit unexpected behaviors. His views are set out in an article "Why are there unintended consequences of program action, and what are the implications for doing evaluation?" (American Journal of Evaluation, 2005, 26, 4), and in his recent book: Evaluation in the Face of Uncertainty: Anticipating Surprise and Responding to the Inevitable (Guilford, 2010). The concept of "lead time" for detecting incipient program change is an important concept in his thinking about unexpected behavior, and has led to an interest in the integration of agent based modeling and traditional program evaluation methods. His approach to this integration is laid out in "Integrating Evaluation and Agent-Based Modeling: Rationale and an Example for Adopting Evidence-Based Practices" (Journal of Multi-disciplinary Evaluation 2010 6, 14). The American Evaluation Association awarded Jonny the Paul F. Lazarsfeld Evaluation Theory Award in 2010. Jonny is presently the Director of Evaluation at the Fulcrum Corporation. More on his work can be found at his website www.jamorell.com, and his blog, www.evaluationuncertainty.com.

Dr. Joseph Clift

Program Analyst EPA

clift.joseph@epamail.epa.gov

202-564-2253
Washington, DC

Dr. Clift works for the US EPA in the Office of Planning, Analysis & Accountability in the Office of the Chief Financial Officer. He is responsible for contract administration, analyzing and reviewing performance measures, and strategic planning.

Joseph McCrary

Senior Research Associate WestEd

jmccrar@wested.org

541-782-8626
Atlanta, GA

Joseph McCrary is a senior research associate in WestEd, a national non-profit devoted to promoting excellence, achieving equity, and improving learning for children, youth, and adults. Dr. McCrary currently conducts research and evaluation studies in a wide variety of educational settings with varying programs. Previously, he conducted policy research in the areas of land use and water quality.



Joseph Montoni

**Program Examiner
OMB**

jmontoni@omb.eop.gov

**202-395-7408
Washington, DC**

Joseph is a program examiner for the Natural Resources Conservation Service within the Office of Management and Budget.

Juan Paulo Ramirez (Speaker)

**Independent Consultant
GIS & Human Dimensions, LLC**

jprmaps@gmail.com

**402-217-3872
Lincoln, NE**

Juan Paulo is an independent consultant and owner of "GIS and Human Dimensions, L.L.C." Juan Paulo is interested in environmental health issues and prediction of land cover changes using GIS and remote sensing analysis. Juan Paulo has experience designing surveys, data collection, statistical analysis, website designs, and the use of Geographic Information Systems.

Judy Boshoven

**Living Lands Manager
Defenders of Wildlife**

jboshoven@defenders.org

**202-682-9400
Washington, DC**

Judy is the Manager of the Living Lands program, an initiative aimed at connecting land trusts to financial and technical resources that will assist them in making strategic decisions about where to work to conserve high priority native species and habitats, and how to use effective land stewardship, partnerships and major funding resources to restore and manage native habitats for long-term benefit. Before joining Defenders, she was the Executive Director the Yolo Land Trust in California, overseeing easement and fee-title acquisition of lands protected for their agricultural and habitat conservation values. Prior to this she worked for Audubon California as the founding Director of the Landowner Stewardship Program, where she assisted private landowners in creating and restoring habitat on their properties, including wetlands, riparian habitats, oak woodlands, and grasslands. Judy has her undergraduate degree in Landscape Architecture from University of California Davis, and she has her Masters in Urban Planning from MIT.

Judy Lieberman

**Environmental Scientist
EPA**

lieberman.judy@epa.gov

**202-564-8638
Washington, DC**

Judy works in the Office of Planning, Analysis and Accountability at the EPA, which is responsible for strategic planning and performance reporting. Her area of expertise is in data quality associated with performance measurement.

Juha Uitto

**Deputy Director, Evaluation
UNDP**

juha.uitto@undp.org

**646-781-4215
New York, NY**

Juha has 25 years of environmental and development experience gained as a staff member in international organizations, in academia and as consultant. Over the past 12 years, he has engaged full time in evaluation with the UN Development Programme (UNDP) and Global Environment Facility (GEF). He is currently Deputy Director of UNDP's Evaluation Office. He holds a PhD in Social and Economic Geography from Lund University in Sweden.

Julie Nygard

**Policy Specialist
NOAA**

julie.nygard@noaa.gov

**301-713-0174
Silver Spring, MD**

The NOAA Restoration Center invests in high-priority habitat restoration projects across the nation to support healthy and sustainable coastal ecosystems. Julie Nygard works with regional staff to develop performance measures that can demonstrate program impact.

Kaitlin Phelps

Kara Crohn (Speaker)

karac@researchintoaction.com

**Senior Project Analyst
Research Into Action**

**951-742-5619
Riverside, CA**

Kara Crohn is a Senior Project Analyst with Research Into Action, a social marketing and evaluation research firm specializing in the fields of energy efficiency, renewable energy, and natural resource management. Kara brings 13 years of experience in education, sociology, organizational behavior, and the high-tech industry to her program evaluation and market research work focused on understanding the patterns of behavior that underlie technological, social, and educational phenomena and revealing the most effective aspects of a variety of behavior-change programs. Kara has a PhD and MA in Education from UCLA with an emphasis on program evaluation and a BA in Sociology from Hamilton College.

Karen Akerlof

akerlof@cox.net

George Mason University

**703-282-1289
Fairfax Station, VA**

Karen Akerlof is a doctoral student in Environmental Science & Public Policy at George Mason University, and is an affiliated researcher with the Center for Climate Change Communication. She has conducted a survey on global warming public opinion and household energy use behaviors for a regional watershed partnership and national lakeshore. She has written on media coverage of climate science, popular usage of the terms global warming and climate change, and of international perceptions of the impacts of climate change on public health.

Karen Carney

kcarney@stratusconsulting.com

**Managing Scientist
Stratus Consulting**

**202-741-1233
Washington, DC**

Karen Carney is an ecosystem ecologist with expertise in climate change, biodiversity conservation, and biogeochemistry. Karen and her colleagues at Stratus conduct evaluations of environmental programs for various foundations, and their recent work includes real-time evaluation for the Agriculture Subprogram of the David and Lucile Packard Foundation and a mid-term evaluation of the Gordon and Betty Moore Foundation's Marine Conservation Initiative (MCI).

Karen Eason

karen.eason@noaa.gov

**Program Analyst
NOAA**

**301-713-9075 x160
Silver Spring, MD**

Karen acts as a Program Analyst for NOAA's National Marine Fisheries Service. In this role, she assists with long term strategic planning and evaluation activities. Prior to becoming involved in planning and evaluation, her focus was work in the area of marine invasive species. Karen holds a BS in Biology from Humboldt State University and a MS in Marine Science from University of California Santa Cruz.

Karen Prentice

karen_prentice@blm.gov

**Healthy Lands Coordinator
Bureau of Land Management**

**202-912-7223
Washington, DC**

Karen Prentice has worked at BLM since 2000. She is currently the BLM Healthy Land Coordinator and strives to accelerate land restoration, increase productivity, and improve the health of public lands in the United States.

Kate Barba

kate.barba@noaa.gov

**Chief, National Policy and Evaluation Division
NOAA**

**301-563-1182
Silver Spring, MD**

Kate works with NOAA's Office of Ocean and Coastal Resource Management to provide policy and evaluation support for a \$160M portfolio of coastal management and marine protected area programs. Her current emphasis is on understanding climate impacts and facilitating program adjustment, coastal and marine spatial planning, regional governance, and coastal land conservation.

Katelyn Cummings (Café)

krcummin@andrew.cmu.edu

**Website Redesign Intern
EPA**

**570-460-9632
Henryville, PA**

Katelyn is a graduate student at Carnegie Mellon University, studying Professional Writing with concentrations in digital media and science writing. She works with the Evaluation Support Division to update their current website.

Katherine Dawes

dawes.katherine@epa.gov

**Director, Evaluation Support Division
EPA**

**202-566-2189
Washington, DC**

Katherine Dawes has served as the Director of the Evaluation Support Division at the EPA since 2000. She is an active member of the Federal Evaluators and the American Evaluation Association. Katherine has Masters Degrees in Public Administration (1990) and Geography (1993) from Syracuse University, and a Bachelors of Arts from Dartmouth College (1988).

Kathleen Ernst

ernstk@si.edu

**Social Science Analyst
Smithsonian Institution, Office of Policy and Analysis**

**202-633-5589
Washington, DC**

As a social science analyst in the Smithsonian Office of Policy and Analysis, Kathleen is involved in performance measurement and evaluation of programs and projects across the Smithsonian's museums and science research institutes, including those involved in environmental conservation (e.g., National Zoo, Environmental Research Center).

Kathryn Newcomer (Speaker)

newcomer@gwu.edu

**Director
Trachtenberg School of Public Policy and Public Administration**

Washington, DC

Kathryn's current position involves planning research on ecosystem services and global change in the EPA Office of Research and Development, National Health and Environmental Effects Research Laboratory. Prior to joining EPA 6 years ago, she held positions related to conservation research and management at Duke University, the Brandywine Conservancy, The Biodiversity Support Program and the US Agency for International Development.

Kelly Feltault

kfeltault@peacecorps.gov

**Program Analyst, Evaluation
Peace Corps**

**202-692-2144
Silver Spring, MD**

Kelly has worked in international and community development for 20 years focusing on fisheries, food security, and global food safety standards. She has 8 years of evaluation experience in multiple areas.

Ken Stricklett

ken.stricklett@noaa.gov

**Evaluation Analyst
NOAA**

**301-713-1622 x201
Silver Spring, MD**

Ken Stricklett is an Evaluation Analyst at the National Oceanic and Atmospheric Administration's office of Program Planning and Integration. Stricklett joined NOAA in 2005 as a Physical Scientist working in the National Weather Service, Test and Evaluation Branch. Prior to coming to NOAA, he was a Physicist at the National Institute of Standards and Technology. He was a NORCUS Post Doctoral Fellow at the Pacific Northwest National Laboratory. Stricklett received his BS in mathematics and MS and PhD in physics from the University of Nebraska-Lincoln; and his MBA from the University of Maryland, Smith School of Business.

Kerry Linehan

kerry.linehan@ncwildlife.org

**Human Dimensions Specialist
NC Wildlife Resources Commission**

**919-707-0339
Raleigh, NC**

Kerry's job involves evaluating recreational fisheries management strategies at the North Carolina Wildlife Resources Commission.

Kevin Green (Café)

kgreen@rareconservation.org

**Associate, Global Programs
Rare**

**703-522-5070
Arlington, VA**

Kevin Green joined Rare in October 2010 as an Associate on the Global Programs team. Before joining Rare, he was a research fellow at The Nature Conservancy and a research assistant at the Worldwatch Institute. Kevin earned a BA with majors in Philosophy, Sociology and Anthropology from Washington and Lee University and an MA in International Development and Economics from the School of Advanced International Studies at Johns Hopkins University, where he focused on human development and community-based conservation and while conducting research in El Salvador's El Imposible National Park. He has lived in Cambodia and Italy, studied abroad in China, and speaks Spanish and some Chinese.

Kevin Haninger (Speaker)

haninger.kevin@epa.gov

EPA

**202-566-1231
Washington, DC**

Kevin Haninger is a health economist who studies theoretical and empirical questions on the value of risks to health and life, the economic evaluation of public programs, and the development of quantitative methods to address ethical issues in regulatory policy. The National Science Foundation, the Robert Wood Johnson Foundation, the United States EPA, and the United States Department of Agriculture have funded his research. Dr. Haninger's current projects include the development of stated- and revealed-preference methods to value morbidity risks, the estimation of social welfare functions to inform regulatory decisions, and a national evaluation of the socioeconomic benefits of land cleanup programs. He received his PhD in Health Policy from Harvard University and AB in Psychology from Stanford University. Dr. Haninger is currently AAAS Science and Technology Policy Fellow at the United States EPA.

Kevin O'Brien

kevin_obrien@fws.gov

**Senior Program Analyst
US Fish and Wildlife Service**

**703-358-2089
Arlington, VA**

Kevin is the senior team lead at US Fish and Wildlife Service for cost and performance management. He has previous experience in policy, planning, and budget at Department of Transportation and NOAA.

Kevin Ramsey

ramsey.kevin@epa.gov

**Policy Research Fellow
EPA**

**202-566-1153
Washington, DC**

Kevin Ramsey is a Policy Research Fellow with EPA's Office of Sustainable Communities, Community Assistance and Research Division. He is also a member of the Partnership for Sustainable Communities Work Group on Performance Measurement. A primary focus of Kevin's work is building the capacity of communities conduct effective data analysis and performance measurement in service of achieving sustainability, livability, and equitable development goals. Before joining EPA Kevin received his Ph.D. in Geography from University of Washington.

Kiki Schneider

schneider.kiki@epa.gov

**Program Analyst
EPA**

**202-566-1962
Washington, DC**

Kiki received her MPP in Environmental Policy from the University of Maryland. She is a Program Analyst in EPA's Office of Environmental Information, and she is a Web 2.0 Project Manager.

Kim Damm

kimberly.damm@gmail.com

**Graduate Student
Brown University**

**407-341-0783
Washington, DC**

Kimberly Damm is a Brown University Center for Environmental Studies Masters of Arts graduate May 2011. Her thesis project "The Architecture of Environmental Evaluation" was a collaborative project with US EPA's Evaluation Support Division. Kimberly's work experience includes US Senate, US EPA, Conservation Law Foundation, State of Rhode Island, City of Boston, and City of Providence. Kimberly is interested in environmental evaluation policy and evaluation of corporate sustainability programs.

Kim Kohl

kim.kohl@sierraclub.org

**Director of Campaign Operations
Sierra Club**

**646-753-2378
Washington, DC**

Kim received her MPA from Columbia University. She is a non-profit professional with 30 years experience in finance, strategic planning, monitoring and evaluation.

Kim Penn

kim.penn@Noaa.gov

**Program Analyst
NOAA**

**301-563-7104
Silver Spring, MD**

Kim conducts evaluations of state coastal zone management programs and National Estuarine Research Reserves per the Coastal Zone Management Act. She also works on climate change adaptation for coastal ecosystems and communities.

Kimberly Norris

knorris1@umd.edu

**Evaluation Coordinator
University of Maryland**

**410-757-5705
Annapolis, MD**

Kim Norris has designed and facilitated evaluations while fostering increased evaluation capacity for local, regional, state and federal organizations working to improve human and environmental health. Kim specializes in systems theory and systems-oriented evaluations to assist in appropriately broadening and focusing evaluations to achieve diverse goal sets.

Kraemer Lovelace

klovelace@usaid.gov

**MCP Analyst
USAID**

**202-567-4521
Washington, DC**

Mr. Lovelace is interested in impact evaluations and determining hidden environmental costs.

Kristina Bishop

**Academic Director
College of Exploration**

tina@coexploration.net

**703-433-5760
Potomac Falls, VA**

Kristina Bishop is the Academic Director for the College of Exploration in Potomac Falls, Virginia. She has extensive experience in research and evaluation of informal and formal science education including: NSF's COSEE-Coastal Trends program, online and face-to-face teacher professional development workshops, instructional materials for National Geographic, NOAA, and PBS, and academic competitions such as the National Ocean Sciences Bowl. She has supported the development and implementation of interactive online learning programs for educators and scientists. She has an EdD in Higher Education and an MBA from Virginia Tech as well as an MA in Education Measurement and Statistics from the University of Maryland.

Kseniya Temnenko

**Knowledge Management Officer
Global Environment Facility Evaluation Office**

ktemnenko@thegef.org

**202-458-4908
Washington, DC**

She is responsible for the knowledge management and learning in connection with GEF evaluations. Previously, she was an Evaluation Specialist in the UNICEF Evaluation Office. Kseniya has 11 years of experience in monitoring and evaluation, knowledge management, as well as in program management. She worked and consulted for the Eurasia Foundation, Institute for Sustainable Communities, UNDP, the Step by Step Association, and the Charities Aid Foundation. Kseniya is passionate about social research methods and learning, especially in a complex multi-stakeholder environment.

L. Waid Keene

**Professor of Economics, Craven Community College
DuPont-Retired**

lwaidkeene@yahoo.com

**252-675-7913
New Bern, NC**

Waid was a DuPont Engineer for 33 years. He holds an MBA from Old Dominion University and now teaches macroeconomics and microeconomics at the community college level.

Laury Parramore

**Partnerships Project Officer
US Fish and Wildlife Service**

laury_parramore@fws.gov

**703-358-3541
Arlington, VA**

Laury currently leading a team to evaluate effectiveness of agency's climate change communications. She has a great professional interest in evaluation.

Laura Rothlisberger (Café)

**Student Intern
EPA**

lrothli1@gmail.com

**410-852-8449
Washington, DC**

Laura is a Master of Public Administration student at Brigham Young University, interested in involvement with environmental evaluation. This summer she is interning with the Evaluation Support Division of the EPA. Her project entails researching statutes as they relate to program evaluation in the federal government, specifically at the EPA.

Laura Wittman

**Program Analyst
NOAA**

laura.wittman@noaa.gov

**301-713-9075 x 165
Silver Spring, MD**

Laura Wittman is a Program Analyst in NOAA's National Marine Fisheries Service (NMFS), working on strategic planning as well as currently assisting on the development of the National Ocean Policy's Ecosystem-Based Management (EBM) Strategic Action Plan. Laura is an environmental scientist with a background in estuary research and environmental conservation, science and policy. Before joining NOAA, she attended Skidmore College then earned her Master of Environmental Management from Duke University's Nicholas School of the Environment in 2009.

Lauren Jankovic (Speaker)

lauren.jankovic@erg.com

Analyst

781-674-7261

Eastern Research Group, Inc.

Lexington, MA

Ms. Jankovic has more than 6 years of experience in program evaluation, performance measurement and environmental science. She is currently supporting an evaluation of the Oregon Paint Recycling program and an evaluation to measure voice in the workplace of mining operations. She is also working on an evaluation of the Technical Assistance provided by NOAA's Coastal Services Center. She has also performed evaluations of the Total Coliform Rule implementation in Minnesota and Texas, the Gulf of Maine Council for the Marine Environment, and the Commission for Environmental Cooperation.

LaVanna Stevenson-Harris

lavanna_stevenson@blm.gov

Management and Program Analyst (Audit Liaison Officer)

202-912-7077

Division of Evaluations and Management Services

Washington, DC

Lawrence Friedl (Speaker)

Lawrence Friedl serves as the Acting Director of the NASA Earth Science Division's Applied Sciences Program. The Program supports efforts to discover and demonstrate innovative and practical applications of Earth science in public and private organizations. Since 2002, Lawrence has also served as Acting Deputy Director for Applied Sciences, National Applications Lead, and Program Manager for Climate applications, Air Quality applications, Coastal Management applications, and Water Management applications. Among his responsibilities, Lawrence represents the United States and NASA on the international Group on Earth Observations (GEO) and the GEO User Interface Committee. He is the NASA representative to the interagency Civil Applications Committee. From 1997-2002, he worked at the EPA Office of Research and Development, focusing on applications of geospatial data and technology. In the early 1990s, he served as a Space Shuttle Flight Controller in NASA's Mission Control Center for 15 missions, including several Earth science missions. Lawrence received a Masters degree in Public Policy in 1996 from Harvard University's Kennedy School of Government, specializing in Science and Technology Policy. He received a Bachelors degree in Mechanical & Aerospace Engineering from Princeton University. He also received a certificate in Space Policy and Law from the International Space University.

Leanne Nurse

nurse.leanne@epa.gov

Program Analyst

202-566-2207

EPA Office of Policy

Washington, DC

Leanne Nurse is a program analyst at EPA where she has worked since 1989. She leads EPA's efforts to enhance community-based environmental protection by greening the workforce. Leanne supports the agency's open government plan, public involvement policy and collaborative decision-making training. She has also served as a community involvement coordinator, a public affairs specialist for water, health and environmental justice programs, and as liaison to the US Green Group. Leanne is a conflict analysis MA candidate at Antioch University Midwest specializing in Civic Development and Systemic Transformation.

Lee Pera

pera.lee@epa.gov

Program Analyst

202-566-2332

EPA

Washington, DC

Lee Pera is a Program Analyst for the Environmental Analysis Division of the Office of Environmental Information where she works on geospatial projects and training for partner organizations and communities on use of EPA's data and tools.

Lieven De Smet (Speaker)

HIVA-K.U.Leuven

lieven.desmet@hiva.kuleuven.be

016/323164

Leuven, Belgium

Lieven De Smet holds a master in economics and environmental sciences and a research master in development studies. Currently, he is the research manager of environmental policy and sustainable development at the Research Institute for Work and Society (HIVA) at the K.U.Leuven, Belgium. Lieven participated in various integrated ex-post and ex-ante environmental policy evaluations for regional (Flemish), national (Belgian) and international governments, among which was the European Commission. His evaluation experience covers themes including flood risk management, waste prevention, emission reduction programs, ecosystem damage assessments, the impact of EU consumption on deforestation and household energy savings.

Lou Nadeau (Speaker)

Senior Economist

Eastern Research Group, Inc.

lou.nadeau@erg.com

781-674-7316

Lexington, MA

Dr. Nadeau holds a PhD in economics and is a Senior Economist with Eastern Research Group, Inc. (ERG) of Lexington, MA. He has more than 15 years of experience in evaluating programs at the federal and state level. He is currently developing evaluations to measure the impact of the Oregon Paint Recycling program, to assess underreporting in injury and illness data reported to MSHA and to measure voice in the mining workplaces. Dr. Nadeau has recently completed work for the Commission for Environmental Cooperation (CEC) in Montreal, a trilateral organization comprised of the environmental ministries in Canada, the US, and Mexico. For the CEC, Dr. Nadeau developed an evaluation of the CEC's success at meeting its objectives under its 2005-2010 Strategic Plan and then assisted the CEC in developing a new Strategic Plan for 2010-2015. He has performed evaluations of the EPA Region 1 Marinas Initiative, EPA's Energy Star program, WasteWise program, Hospitals for Healthy Environment (H2E) program, and Total Coliform Rule implementation in Minnesota and Texas. Dr. Nadeau's experience extends beyond environmental evaluation. For OSHA, Dr. Nadeau conducted an evaluation of the effectiveness of the Agency's Site Specific Targeting (SST) enforcement program. He has evaluated OSHA use of settlement agreements in the enforcement process, OSHA's use voluntary guidelines, the DOL Wage and Hour Division's Child Labor Program, and FDA's Nutrition Facts Panel that appears on processed food products sold in the United States.

Louise Glew (Speaker)

Monitoring and Evaluation Specialist

World Wildlife Fund

louise.glew@wwfus.org

202-495-4184

Washington, DC

Louise Glew's research focuses on evaluating the social and ecological impact of conservation interventions. At WWF, she works within the Conservation Impact Initiative to evaluate the social impact of marine protected areas in Papua, Indonesia. She is currently completing a Doctorate at the University of Southampton in the UK on the social and ecological outcomes of community-managed conservancies in northern Kenya.

Maddy Hall

Marcia B. Brown

Senior Program Officer

Foundations of Success

marcia@fosonline.org

301-365-3876

Bethesda, MD

Marcia plays a lead role in training and capacity building in adaptive management, based on the Conservation Measures Partnership's (CMP) Open Standards for the Practice of Conservation. Marcia co-leads graduate courses in adaptive management at the University of Maryland (UMD) and Virginia Tech and has worked with her colleagues to develop many of FOS' training materials (presentations, manuals, handouts and articles). She has also worked with her colleagues to conduct complex regional program evaluations.

Margaret Davidson

margaret.davidson@noaa.gov

Director

843-740-1220

Coastal Services Center at the National Oceanic and Atmospheric Administration **Charleston, SC**

Margaret Davidson has been an active participant in coastal resource management issues since 1978, focusing her work on environmentally sustainable aquaculture, mitigation of coastal hazards, and impacts of climate variability on coastal resources. She served as special counsel and assistant attorney general for the Louisiana Department of Justice as well as executive director of the South Carolina Sea Grant Consortium. Davidson joined NOAA as the director of the NOAA Coastal Services Center in 1995. During this time she also served as the acting assistant administrator for NOAA's National Ocean Service from 2000 to 2002. She holds a faculty appointment at the University of Charleston and serves on the adjunct faculties of Clemson University and the University of South Carolina. She has served on numerous local, state, and federal committees and has provided leadership for national professional societies. Davidson earned her juris doctorate in natural resources law from Louisiana State University and a master's degree in marine policy and resource economics from the University of Rhode Island.

Margo Mosher

mosher.margo@epa.gov

Student Intern

617-816-1129

EPA Office of Strategic Environmental Management

Washington, DC

Margo is a second year graduate student at the Yale School of Forestry and Environmental Studies working towards a Master of Environmental Management degree. She is currently interning with the EPA Office of Strategic Environmental Management and working on corporate sustainability projects. Margo is interested in sustainability and green business practices, and interns at the Yale Office of Sustainability where she leads a group of staff volunteers in green workplace initiatives.

Maria Arnold

maria_arnold@ios.doi.gov

Youth Program Analyst

202-219-1664

Office of Youth in the Great Outdoors/OS-DOI

Washington, DC

Maria Arnold coordinates Department of the Interior efforts to engage education and employ youth, with primary responsibility for education. Current projects include providing technical assistance to Bureaus piloting an impact evaluation toolkit to assess civic engagement, environmental stewardship, and workforce preparedness. Other projects focus on STEM education and interagency coordination involving America's Great Outdoors (AGO) education recommendations.

Mark Humpert (Speaker)

mhumpert@fishwildlife.org

Teaming With Wildlife Director

202-624-3637

Association of Fish & Wildlife Agencies

Washington, DC

Mark Humpert has served as the Teaming with Wildlife Director at the Association of Fish and Wildlife Agencies in Washington DC since August 2008. He leads advocacy for the State and Tribal Wildlife Grants Program, outreach to States on State Wildlife Action Plans and coordinates science policy. Prior to joining the Association, Mark spent 14 years with the Nebraska Game and Parks Commission where he worked as the Wildlife Diversity Coordinator and as a District Manager.

Marta Ceroni

mceroni@uvm.edu

Lecturer

802-373-5764

Gund Institute for Ecological Economics

Burlington, VT

Marta Ceroni has a PhD in Forest Ecology and has been a Research Assistant Professor for the past 8 years at the University of Vermont. She has experience in coordinating research projects on biodiversity and ecosystem services and is now expanding into the area of environmental evaluation.

Mary Ann Rozum

**National Program Leader
USDA**

mrozum@nifa.usda.gov

**202-401-4533
Washington, DC**

Thirty-three year professional in agricultural water quality, and now, air quality and climate change evaluation.

Matt Keene (Speaker)

**Social Scientist
EPA**

Keene.Matt@epamail.epa.gov

**202-566-2240
Washington, DC**

Matt is a social scientist working with the EPA's Office of Policy (Evaluation Support Division). He is currently lead coordinator for the Environmental Evaluators Network (www.environmentalevaluators.net). At EPA, he evaluates programs and writes about evaluation practice, theory and policy of evaluation to improve the effectiveness of the environmental sector. His goal is to save civilization!

Matt Muir (Café)

**Biologist
US Fish and Wildlife Service**

matt_muir@fws.gov

**703-358-2061
Arlington, VA**

Matt is an ecologist that supports several federal grants-making programs that benefit international wildlife conservation. He works for USFWS in the DC area, but am originally from Alaska.

Matthew Rowe

**Environmental Program Manager
Maryland Department of the Environment**

mrowe@mde.state.md.us

**410-537-3578
Baltimore, MD**

Matthew Rowe is currently the Program Manager of the Environmental Assessment and Standards Program at Maryland Department of the Environment. He is responsible for water quality assessment and standards, beaches, fish/shellfish consumption advisories, community and workers' right to know, and statistical analysis/data management. Prior, Matt worked for the Oregon Dept. of Fish and Wildlife in salmon fisheries and the University of Maryland in stream research. His academic background is in Environmental Science (stream ecosystem focus), Philosophy/Religion, and Smart Growth.

Megan Hill (Café)

**Branch Chief, Latin America and the Caribbean
US Fish and Wildlife Service**

Megan_Hill@fws.gov

**703-358-2259
Arlington, VA**

Megan Hill currently serves as the Branch Chief of the Latin America and the Caribbean (LAC) program of the US Fish and Wildlife Service's Division of International Conservation. Megan has over twenty years of experience in the international conservation sector. Prior the US FWS, Megan spent 7 years with Rare's Pride training program in social marketing for conservation. Megan also worked as the Director of International Programs for the National Fish and Wildlife Foundation, based in Guatemala City, where she promoted partnerships for migratory species conservation programs, and designed and managed several new programs. Megan also worked at Conservation International and USAID (as a project development officer in Nicaragua/Costa Rica/El Salvador and East Africa (Kenya/Somalia/Sudan). Megan is a native Montanan.

Megan W. Blum

**Environmental Protection Specialist
Federal Transit Administration**

megan.blum@dot.gov

**202-366-0463
Washington, DC**

Megan is an Environmental Protection Specialist at the Federal Transit Administration (FTA, Headquarters) working on guidance, policy, and regulations regarding the environmental impact and NEPA process. Prior to working at FTA, she worked for the State of Maryland ensuring NEPA compliance on major capital projects.

Meghan Kelly

meghanke@umich.edu

**Graduate Student
University of Michigan**

**610-451-1273
Baltimore, MD**

Meghan Kelly is a current graduate student at the School of Natural Resources & Environment at the University of Michigan in Ann Arbor, MI. In particular, she is interested in investigating the effectiveness of conservation behavior change strategies. She and her team presenting at this year's forum are currently involved in a research project focusing on improving the effectiveness of stewardship programming that encourages conservation behaviors to protect and restore watersheds.

Melvin M. Mark

m5m@psu.edu

**Professor and Head of Psychology
Pennsylvania State University**

State College, PA

Melvin M. Mark (PhD, Northwestern) has served as President of the American Evaluation Association and as Editor of the American Journal of Evaluation (for which he is now Editor Emeritus). Dr. Mark's interests include the theory, methodology and practice of program and policy evaluation, as well as the application of social psychology. Among his books are Evaluation: An integrated framework for understanding, guiding, and improving policies and programs (Jossey-Bass, 2000; with Gary Henry and George Julnes) and the co-edited volumes Evaluation Studies Review Annual, Vol. 3 (1978), Social Science and Social Policy (1985), Multiple Methods in Program Evaluation (1987), Realist Evaluation (1998), SAGE Handbook of Evaluation (2006), What Counts as Credible Evidence in Applied Research and Evaluation Practice (2009), Evaluation in Action: Interviews with Expert Evaluators (2008), Evaluation Policy and Evaluation Practice, (2009), Social Psychology and Evaluation (2011) and Validity in Outcome Evaluation (in press).

Michael Crow

Mike@CrowEnvironmental.com

**Consultant
Crow Environmental**

**240-398-3643
Takoma Park, MD**

Michael Crow is a consultant specializing in the development and assessment of creative environmental policies. He has worked extensively with EPA and state environmental agencies to develop practical, credible and meaningful performance measurement strategies. He specializes in providing plain-language technical assistance, training and tools to build the capacity of non-evaluators. See www.CrowEnvironmental.com for more info.

Michael Mason (Speaker)

mason.michael@epa.gov

**Senior Program Analyst
EPA**

**202-564-0572
Washington, DC**

Michael Mason is the Evaluation and Accountability Team Leader for the Office of Water at the EPA in Washington, DC. Michael has over two decades of experience in conducting program evaluations on federal and state environmental programs. Programs evaluated include state watershed management approaches, water quality standards development process, pollution prevention, Clean Water Act point source permitting, Federal ecosystem management, Superfund, and multi-media enforcement. Over the past decade, Michael has been responsible for leading the development of GPRA performance measures for the National Water Program and coordinating the reporting on their progress. Michael has a BS in biology and chemistry, an MA in history, and an MPA in environmental policy and administration. Michael lives with his wife and two children in Northern Virginia and enjoys hiking, fishing, and listening to jazz.

Michele Thieme (Speaker)

michele.thieme@wwfus.org

**Freshwater Conservation Biologist
WWF**

**202-495-4760
Washington, DC**

Michele Thieme is a freshwater conservation biologist for Conservation Science Program at the World Wildlife Fund (WWF), supporting efforts of the WWF network to conserve freshwater biodiversity and to measure our impacts in doing so. She has worked on projects as diverse as a gap analysis of protected areas in the Congo to limiting introductions of non-native fish via aquaculture programs. Thieme was a key contributor to the development of Freshwater Ecoregions of the World, completed in 2008. She is currently working on a global gap analysis for rivers. She obtained an MS from the University of Arizona, and BS from the University of Virginia.

Michele Zador

mzador@conservation.org

**Grant Director, Latin America and the Caribbean
Conservation International**

**703-341-2635
Crystal City, VA**

Michele Zador has worked in biodiversity conservation and natural resources management internationally for over 20 years, concentrating in Latin America, for a variety of local and international NGOs and public agencies. Within conservation, her particular expertise lies in grants management, strategic planning, and performance monitoring, spanning individual sites to global initiatives.

Michelle Baron (Café)

barontei@gwu.edu

**Associate Director
The Evaluators' Institute**

**202-994-4095
Washington, DC**

Dr. Michelle Baron is the associate director of The Evaluators' Institute (July 2010). She has broad experience in the education, nonprofit, and government sectors. Michelle's expertise includes evaluation capacity building, logic modeling, curriculum and program evaluation, university accreditation, evaluation planning, technical assistance, and organizational development. Her experience includes over 20 years of military experience in information systems and security, training and development, and evaluation, including work as an inspector general. Michelle has been involved in numerous professional development organizations. She has been a member of the American Evaluation Association (AEA) since 2006, and is currently serving as TIG co-chair for the Organizational Learning & Evaluation Capacity Building TIG, program co-chair for the Independent Consulting TIG, and chair of the aea365 Tip-a-Day Alert Team. She is also a member of the American Educational Research Association (AERA), and the Association for Educational Communications and Technology (AECT). Michelle received her PhD in Instructional Psychology and Technology from Brigham Young University.

Michelle K. Treistman

TreistmanM@gao.gov

**Senior Analyst
GAO**

**202-512-6424
Washington, DC**

Michelle currently works for the Government Accountability Office as a Senior Analyst in the Natural Resources and Environment team. Her professional involvement with environmental work began with her graduation as a Wildlife and Fisheries Biologist from the University of Vermont, and was enhanced by her completion of the Science, Technology, and Public Policy Master's Program at the George Washington University.

Mike Galvin

mgalvin@caseytrees.org

**Deputy Director
Casey Trees**

**202-349-1909
Washington, DC**

Mike has worked protecting trees and green spaces for 25 years with local, state, and NGO organizations.

Mike Mascia

michael.mascia@wwfus.org

**Senior Social Scientist
World Wildlife Fund**

**202-293-4800
Washington, DC**

Mike Permenter

mike.permenter@wdc.usda.gov

**Natural Resource Specialist
USDA-Natural Resources Conservation Service**

**202-720-3360
Washington, DC**

Mike Permenter is a member of the USDA-NRCS Conservation Initiatives team. He provides national leadership to NRCS states involved in the landscape-based initiatives. The NRCS landscape-based initiatives vary from watershed-based (e.g., Chesapeake Bay), species-based (e.g., sage grouse), to ecosystem-based (e.g., longleaf pine).



Montira Pongsiri

pongsiri.montira@epa.gov

**Environmental Health Scientist
EPA**

**202-564-0978
Washington, DC**

Montira works on an interdisciplinary research program on biodiversity and human health, studying causal mechanisms and using that knowledge to support decision-making to protect health and the environment.

Mya Strauss

strauss.mya@epa.gov

**Research Performance Analyst
EPA**

**202-564-2213
Washington, DC**

Mya Strauss worked in state government and the private sector before joining EPA's Office of Research and Development (ORD) in 2007. Mya has led the performance and accountability team, which reviews the performance for the Agency's research and development programs. She has directed the development of ORD's stakeholder surveys and has contributed to internal and external evaluation efforts such as bibliometric analysis and organizational scorecards. She has facilitated the EPA sponsored NAS study on Evaluating Research Efficiency, the Board of Scientific Counselor reviews, and the internal pilot that assesses which EPA research is cited in regulatory decisions, including rules, guidance, and records of decision.

Nancy Tosta

nancy.tosta@ross-assoc.com

**Principal
Ross & Associates Environmental Consulting**

**206-792-4042
Seattle, WA**

Nancy is a principal at Ross & Associates, working on environmental and public health issues.

Neeraj Negi

nnegi1@thegef.org

**Evaluation Officer
Global Environment Facility Evaluation Office**

**202-473-2259
Washington, DC**

Neeraj Negi has a Master's in Public Affairs from Princeton University. He has field experience of working on natural resources based rural livelihood concerns. For the past six years, he has been working with the GEF Evaluation Office.

Neil Moisey

moisey@forestry.umd.edu

**Professor
University of Montana**

**406-243-6673
Missoula, MT**

Neil is a Professor of Wildland Recreation and Planning at the University of Montana.

Nick Hart

nhart@omb.eop.gov

**Program Examiner
OMB**

**202-395-6415
Washington, DC**

Nick Salafsky (Speaker)

nick@fosonline.org

**Co-Director
Foundations of Success**

**301-263-2784
Bethesda, MD**

Nick Salafsky is Co-Director of Foundations of Success (www.FOSonline.org), a non-profit organization that seeks to improve the practice of conservation. In this role, he works with conservation practitioners across the United States and around the world to define clear and practical measures of conservation success, determine sound guiding principles for using conservation strategies, and develop the knowledge and skills of individuals and organizations to do good adaptive management. Nick is also product manager for the Miradi Adaptive Management Software program (www.miradi.org).

Nikki Tinsley (Speaker)

nikkiltinsley@aol.com

**Senior Manager/Consultant
Mosley and Associates**

**410-216-9404
Annapolis, MD**

Nikki Tinsley served as EPA Inspector General from 1997-2006. She currently provides project management and consulting services to public and non-profit entities. She serves as Chair of the Citizens Advisory Committee to the Chesapeake Bay Executive Council.

Nina L. Jackson

Nina.Jackson@noaa.gov

**Communication Specialist
NOAA Satellites**

**301-713-2089
Silver Spring, MD**

Nina is a meteorologist by training. Currently, she is an Education Program Manager for NOAA Satellites and Information Service.

Noemi Mercado

mercado.noemi@epa.gov

**Environmental Protection Specialist
EPA**

**202-566-1251
Washington, DC**

Noemi is a Lead Program Evaluator for the 28 National Estuary Programs across the country.

Noora-Lisa Aberman (Café)

n.aberman@cgiar.org

**Program Analyst
IFPRI**

**202-862-5638
Washington, DC**

Noora-Lisa Aberman is a Program Analyst for the Poverty Health and Nutrition Division of IFPRI. She holds an MA in International Economic Policy from American University. With IFPRI, Noora has worked on a broad range of topics and programs related to food security, health, and nutrition throughout Sub-Saharan Africa and South Asia. In addition to managing communications and outreach activities for the PHN Division, her research examines research-policy linkages related to agriculture and nutrition, largely utilizing Net-Map, a participatory social network analysis tool.

Osk Reddy

oskreddy@gmail.com

**Chief Functionary
Green Universe Environmental Services Society (GUESS) NGO Hyderabad, Andhra Pradesh, India**

949-494-7894

Osk Reddy focuses his work at GUESS to the goals of growing green life, namely adding 10 million plants a year to mother earth in order for millions to survive. He promotes sustainability with the perspective of sustaining the earth and its elements. He would especially like all global citizens to take part in global green initiatives.

Panate Manomaivibool (Speaker)

panate.manomaivibool@iiee.lu.se

**PhD Candidate
IIIEE at Lund University**

**464-622-0259
Lund, Sweden**

Panate Manomaivibool is a research associate at the International Institute for Industrial Environmental Economics (IIIEE) at Lund University, Sweden. His main research interest is the applicability of Extended Producer Responsibility (EPR) as a policy principle in non-OECD countries especially for the management of waste electrical and electronic equipment (WEEE). Among his publications are "Making sense of EPR: Towards a Framework for Policy Transfer" and a series of "EPR in a Non-OECD Context" featuring Thailand, India, and Argentina. He is now completing his PhD under the supervision of Dr. Thomas Lindhqvist, the so-called "father of EPR", and Dr. Naoko Tojo. He holds an MA from the University of York, the UK, in Public Administration and Public Policy and an MSc from IIIEE in Environmental Management and Policy. By the end of 2011, he is going to work at Mae Fah Luang University, Chiang Rai, Thailand.

Patmarie Nedelka

**Policy Analyst
NOAA/NOS/OCRM/NPED**

Patmarie Nedelka contributes to organizational planning and evaluation activities.

patmarie.nedelka@noaa.gov

**301-563-1127
Silver Spring, MD**

Patrick Campbell

**Graduate Assistant
George Washington University**

Patrick is a Master of Public Policy Candidate at George Washington University, focusing on environmental policy and program evaluation.

pcamp@gwmail.gwu.edu

**503-793-0271
Washington, DC**

Patrick White

**International Relations Officer
US Department of Labor**

Mr. White works at the US Department of Labor where he focuses on labor rights issues in Sub Saharan Africa.

white.patrick@dol.gov

**202-693-4815
Washington, DC**

Paul Boos

**Team Lead
EPA**

Paul Boos is the Software Maintenance Team Lead for the Office of Pesticide Programs. He has 20 years of information technology, software development, and program/project management experience for Federal and commercial organizations. Over the last 5 years, he has been influencing organizations to adopt Agile development principles and practices. He has a BS in Physics, a MS in Information Management, and has recently retired from The US Navy Reserve as a Commander.

boos.paul@epa.gov

**202-507-3035
Arlington, VA**

Paul Ferraro (Speaker)

**Professor
Andrew Young School of Policy Studies,
Georgia State University**

Paul J. Ferraro is a Professor in the Department of Economics at Georgia State University's Andrew Young School of Policy Studies. He is a Senior Science Fellow at the World Wildlife Fund and a former member of Global Environment Facility's five-member Science Advisor Panel. Dr. Ferraro's research focuses on the design and evaluation of cost-effective environmental policies and institutions, and the use of experiments to study human behavior and decision-making. He received his PhD in economics from Cornell University, and earned a BA in biology and history and an MS in economics from Duke University. He is a collaborating author on the 2005 Millennium Ecosystem Assessment. His research appears in journals such as Conservation Biology, Journal of Environmental Economics and Management, Land Economics, PLoS Biology, Proceedings of the National Academy of Sciences, Science, and Trends in Ecology & Evolution (see <http://www2.gsu.edu/~wwwcec/> for more details).

pferraro@gsu.edu

**404-413-0201
Atlanta, GA**

Paul Kocak (Café)

**Owner / Verbal Engineer
Kocak Wordsmiths Ink**

Paul Kocak specializes in clear messages for complex issues. He has been a technical editor for 20 years, concentrating on environmental documents, often for regulatory purposes. Through Kocak Wordsmiths Ink (www.kocakwords.com), he applies a collaborative approach to deliver communication excellence for international firms as well as individual professionals.

paulkocak@mac.com

**315-395-9909
Syracuse, NY**

Peggy Steffen

Education Coordinator
NOAA

Peg.Steffen@noaa.gov

301-713-3010 x218
Silver Spring, MD

Peg Steffen is a former high school and college science teacher who is now developing and evaluating climate and ocean literacy projects for the NOAA National Ocean Service.

Peter Leigh

Economist
NOAA

peter.leigh@noaa.gov

301-713-0174
Silver Spring, MD

Peter is an environmental, atmospheric and international economist at NOAA.

Peter Szabo (Speaker)

Principal
Bloomington Management Advisors, LLC

pszabo@bloomadv.com

917-363-2051
New York, NY

Peter Szabo is principal of Bloomington Management Advisors, a management consulting firm he founded in 1998 that advises CEOs and senior managers of foundations, government agencies and nonprofit organizations on strategy and change. Through an approach that blends rigorous critical thinking and sensitivity to organizational dynamics, the firm helps clients understand context, craft effective strategies, plan and implement new initiatives, assess performance, and manage change. Mr. Szabo has consulted to some of the country's largest environmental grant makers and organizations. His background includes several years at a boutique operations consulting firm that advised consumer packaged goods companies, and service as a deputy commissioner at the Connecticut Department of Transportation.

Rachel Becker-Klein

Senior Research Associate
PEER Associates

rachel@peerassociates.net

302-239-4555
Hockessin, DE

Rachel Becker-Klein PhD has experience in all phases of evaluation: planning and organizational strategizing to identify and clarify program goals, articulating and refining logic models, developing data collection tools, administering those tools, data analysis, and reporting. Recently, she has focused on creating embedded and authentic assessment tools and toolkits that organizations will be able to use to build their internal capacity to do evaluation and become a learning organization.

Rebecca Shea

Assistant Director
GAO

shear@gao.gov

202-512-6364
Washington, DC

Rebecca is the Assistant Director in GAO's Applied Research and Methods (ARM) team, which focuses on natural resource and environment issues. She has her PhD in Sociology (law/statistics focus) from Vanderbilt University.

Richard Weaver

Richard Eyermann, CPA

Director Efficiency Audits
EPA

eyermann.richard@epa.gov

202-566-0565
Washington, DC

Richard has been the Director of Efficiency Audits Product Line in the EPA Office of the Inspector General since December 2009. He worked previously with several consulting firms supporting the federal government's implementation of program requirements and information technology solutions. Richard also had a career in the US Air Force during which his duties included analytical assignments such as system evaluation and leadership of several organizations.

Richard Margoluis (Speaker)

**Co-Director
Foundations of Success**

Richard is Co-Director of Foundations of Success, a non-profit dedicated to improving the practice of conservation. FOS is also coordinator of the Conservation Measures Partnership (CMP).

Richard@FOSonline.org

**506-8702-7297
Guapil, Costa Rica**

Robert Lischinsky

Robert Smail (Speaker)

**PhD Candidate
University of Wisconsin**

Bob Smail is an Environment and Resources PhD candidate in the Nelson Institute for Environmental Studies at the University of Wisconsin - Madison. He obtained his MS in Natural Resource Policy from the University of Wisconsin-Stevens Point and a BA in History from Carroll University in Waukesha, WI. His dissertation project involves a comparative analysis of network approaches used for implementing, monitoring and evaluating conservation on private lands. His broad research interests are focused on the interaction between environmental policy, people and places. In particular, he has focused on understanding how conservation professionals and programs bridge different scales and populations.

rsmail@wisc.edu

**608-217-5055
Watertown, WI**

Robin Peuser

**Program Analyst
NOAA**

Robin's current position involves outyear strategic planning and budgeting in the NOAA Fisheries Office of Habitat Conservation, working on performance measure tracking, evaluation, and reporting.

robin.peuser@noaa.gov

**301-427-8622
Silver Spring, MD**

Rosemarie Moreken

**Evaluation and Analysis Specialist
Inter-American Foundation**

After working with the OEF in Costa Rica and as a Peace Corps volunteer in Guatemala where she conducted evaluations on microcredit and nutrition, Rosemarie Moreken began work with CARE. Her career covered emergency and development work in the Sudan, Iraq, and Mozambique. Since 1997, Rosemarie has worked with the Inter-American Foundation, currently managing data verification and evaluation. She holds a BA from Carleton College and a Masters in International Affairs from Columbia University.

rmoreken@iaf.gov

**703-306-4387
Arlington, VA**

Rosimeiry Portela

**Senior Director
Conservation International**

Rosimeiry Portela is a Senior Director of the Global Change and Ecosystem Services Program within the Science and Knowledge Division at Conservation International (CI). She leads a team of researchers working on a variety of biophysical and economics modeling techniques to estimate provision, benefits and values of ecosystem services at multiple scales. She also works on the development of decision-supporting tools designed to enhance mapping and ES valuation and to facilitate trade-off analysis of alternative scenarios of development.

rportela@conservation.org

**703-341-2687
Arlington, VA**

Russell S. Donnelly

**Environmental Analyst
SECAP**

Russell's mission in life is to identify man's environmental mistakes and to arrive at effective solutions for long-term responsible prevention

irsd7@verizon.net

**410-388-0898
Baltimore, MD**

Sam Bronson

Samuel Little

sdlittle@umich.edu

Master's student

302-632-6834

University of Michigan School of Natural Resources and Environment

Ann Arbor, MI

As a part of the University of Michigan's School of Natural Resources, MS students complete a 12-18 month project. Samuel is part of a team that is working with a grant making organization in the Chesapeake Bay on modeling effective behavior change programs. He believes that evaluation is a key aspect of designing and implementing successful environmental stewardship programs focused on behavior change.

Sandra Adams

sadams@williampennfoundation.org

Program Associate, Evaluation and Planning

215-988-1830

William Penn Foundation

Philadelphia, PA

Sandra Yetman Adams is the program associate for the Evaluation and Planning team at the William Penn Foundation. Her work is focused on the use of evaluation and research to inform policy and programming. She manages a portfolio of evaluation grants and works with program staff to update and maintain tools used by the Foundation to articulate and assess strategy.

Sarah Carr

sarah_carr@naturereserve.org

EBM Tools Network Coordinator

703-908-1892

NatureServe

Arlington, VA

Sarah is the coordinator of the Coastal-Marine Ecosystem-Based Management Tools Network, a voluntary organization to promote ecosystem-based management through the use and development of science-based decision support tools. She has a PhD in marine sciences from the University of North Carolina at Chapel Hill.

Sarah Smiley Knapp

sarahsknapp@me.com

Director of Research and Development

410-456-8886

SustainaMetrix

Sparks, MD

Sarah began working with SustainaMetrix in January 2011 and is excited to learn more about evaluation.

Scott Bowles (Speaker)

bowles.scott@epa.gov

Program Analyst

202-566-2208

EPA

Washington, DC

Scott Bowles has worked in the environmental policy realm at EPA for over 17 years, including positions in the Air Program Office and the offices of policy and evaluation. Mr. Bowles currently assists environmental organizations in the development of innovative measurement approaches and application of business process improvements.

Scott Fontenot

fontenot.scott@epa.gov

Environmental Protection Specialist

202-566-2236

EPA

Washington, DC

Scott Fontenot has worked at the US Environmental Protection Agency for 5 years. He recently joined the Integrated Strategies Division, where his work is focused on exploring Green Workforce Development measures.

Scott Owen

**Youth Program Specialist
US Fish and Wildlife Service**

Scott_T_Owen@fws.gov

**703-358-2636
Arlington, VA**

Scott works as a Youth Program Specialist with the US Fish and Wildlife Service where he aims to educate, engage and employ youth in natural resource careers and activities. He increases inter-agency coordination surrounding program areas, administrative functions and outreach efforts to enable the Fish and Wildlife Service to become more efficient.

Scott Richardson

**Learn and Serve Program Officer
CNCS**

srichardson@cns.gov

**202-606-6903
Washington, DC**

Scott Richardson is the K12 program officer for Learn and Serve America, where he oversees grant making and evaluation activities for service learning. Previously, he was Director of Research and Design at Earth Force, where he wrote curriculum and managed program evaluation.

Sean Ledwin

**Ecologist
NOAA**

Sean.Ledwin@noaa.gov

**585-943-3792
Silver Spring, MD**

Sean is an ecologist/program officer for NOAA's Species Recovery Grants to States (ESA section 6) and Tribes programs at NOAA Fisheries Office of Protected Resources. Before coming to NOAA, Sean spent time conducting field research in CA, OR, WA, AK, and Belize, working as a subsistence biologist for a tribal government in AK, and working at an environmental NGO in DC. He has an MS degree in Aquatic Sciences and Resource Management from the University of Michigan's School of Natural Resources and Environment.

Shari Grossarth

**Environmental Protection Specialist
EPA**

grossarth.shari@epa.gov

**202-566-2242
Washington, DC**

Shari works in the Evaluation Support Division in EPA's Office of Policy. She spends half her time trying to work with EPA programs to develop performance measures and assisting on evaluations, and the other half exploring the role of EPA in helping companies use disclosure of performance information to drive sustainability.

Sharon Pailler

**Social Scientist
World Wildlife Fund**

sharon.pailler@wwfus.org

**202-495-4257
Washington, DC**

Sharon provides technical support to WWF field programs in program and impact evaluation. Most of her work focuses on the Africa region.

Shelley H. Metzenbaum (Speaker)

**Associate Director for Performance and Personnel Management
U.S. Office of Management and Budget**

Washington, DC

Shelley H. Metzenbaum serves as the Associate Director for Performance and Personnel Management of the U.S. Office of Management and Budget in September 2009, reporting to the nation's first Chief Performance Officer. She previously served as founding director of the Collins Center for Public Management at UMass Boston's McCormack School, associate administrator for Regional Operations and State/Local Relations at the U.S. EPA, undersecretary of the Massachusetts Executive Office of Environmental Affairs, Massachusetts capital budget director, executive director of Harvard's Kennedy School Executive Session on Public Sector Performance Management, and executive director of the Environmental Compliance Consortium. She is a fellow of the National Academy of Public Administration and holds a Ph.D. in public policy from Harvard's Kennedy School of Government.

Stephanie Shipman

**Assistant Director
GAO**

shipmans@gao.gov

202-512-4041

Washington, DC

Dr. Shipman conducts studies of federal agency evaluation policy and activities, coordinates the Federal Evaluators network and listserv, and serves on the American Evaluation Association's evaluation policy task force.

Steve Adams (Speaker)

**Managing Director
Climate Leadership Initiative – The Resource Innovation Group**

steve@trig-cli.org

541-525-1604

Eugene, OR

Steve Adams is Managing Director of the Climate Leadership Initiative at The Resource Innovation Group, an NGO working on climate mitigation and adaptation policy, applied planning and practice, where he is responsible for providing original research, policy analysis as well as assistance and insight to practitioners and policy makers in federal, state, and local government agencies across the country.

Steve Potts

**Program Analyst
EPA**

potts.steve@epa.gov

202-564-0528

Washington, DC

Steve Potts has worked in different EPA programs for the last 23 years, currently in the Office of Research and Development. His challenge is to develop meaningful metrics for evaluating the impact of environmental and human health research.

Susan Baker

**Coordinator for Outreach and Education
NOAA**

susan.baker@noaa.gov

301-713-3020 x131

Silver Spring, MD

Susan Baker is a research scientist (marine mammalogy) who has “come in from the cold” and now deals with outreach, education, and program management. She will be developing an evaluation program for both the research NOAA conducts and its communications program.

Susan L. Carlson

**Director
NCSE-EnvironMentors**

Susan@ncseonline.org

202-413-3122

**Washington,
DC**

Susan Carlson currently directs EnvironMentors for the National Council for Science and the Environment. The EnvironMentors mentoring model is strategically oriented to interest and prepare high school students from underrepresented backgrounds for college degree programs and careers in environmentally-related fields. With support from the National Science Foundation, EnvironMentors is engaged in a national Scale Up as a university-based chapter program with a current total of 12 chapters housed at universities nationwide. Also with support from NSF, we are evaluating both the efficacy of the EM program with the youth we serve, as well as the long term organizational sustainability of our EM chapters at their host universities.

Susie Holst

**Management and Program Analyst
NOAA**

susie.holst@noaa.gov

301-563-1142

Silver Spring, MD

Susie Holst is the lead for performance management and evaluation for the NOAA Coral Reef Conservation Program.

Tanya Beer

tbeer@evaluationinnovation.org

**Associate Director
Center for Evaluation Innovation**

**202-728-0727 x105
Washington, DC**

Tanya Beer is Associate Director of the Center for Evaluation Innovation, where she helps to lead the Center's work in evaluation of systems change and advocacy. Tanya has a broad range of evaluation experience in the philanthropic, nonprofit, and public sectors. Prior to joining the Center, she was Assistant Director of Research, Evaluation, and Strategic Learning at The Colorado Trust, a private foundation focused on improving the health and well-being of all Coloradans. While there, she developed and managed Trust-funded evaluations, facilitated the application of evaluation and research data to decision making, and supported knowledge sharing and learning within the foundation and with external audiences.

Taryn Anderson Lovelace

tanderson@socialimpact.com

**Program Analyst
USAID**

**202-567-4078
Washington, DC**

Taryn Lovelace is a Program Analyst in the USAID Europe and Eurasia Program Office, Office of Strategic Planning and Analysis, where she contributes to development of Monitoring Country Progress reports and country gap analyses. Ms. Lovelace also has experience with Social Impact, Inc.

Tera Fong

tfong@omb.eop.gov

**Program Examiner
Office of Management and Budget**

**202-395-5894
Washington, DC**

Tera Fong has been a program examiner in the Environment Branch of the Office of Management and Budget since 2009. Her primary areas of focus are drinking water and research and development.

Terell P. Lasane (Speaker)

lasane.terell@epa.gov

**Social Scientist
EPA**

**202-566-0705
Washington, DC**

Terell Lasane is a social scientist in the Evaluation Support Division of the United States EPA, located in the Office of Strategic Environmental Management where he has been since 2008. Prior to his tenure at EPA, Terell was a professor at St. Mary's College of Maryland where he taught courses in statistics, research methods, and methods in social psychology. His consulting background involves work for the state and county governments of Maryland on community based programs and health and human services.

Terill Hollweg, PhD

terill.hollweg@noaa.gov

**Program Planning and Evaluation Specialist
NOAA**

**301-173-0174 x198
Silver Spring, MD**

Terill received her PhD in Marine Science from University of Connecticut in 2010. She currently works at the NOAA Restoration Center to improve the monitoring and evaluation of our restoration projects.

Thanh Vo Dinh (Speaker)

Thanh Vo is the Program Analyst for NOAA Observation Portfolio in NOAA Office of Program Planning and Integration. He also supports the Office in developing the NOAA evaluation framework of the SEE process. Vo earned his PhD in Environmental and Natural Resource Policies from SUNY College of Environmental Science and Forestry and the Maxwell School of Citizenship and Public Affairs of Syracuse University. Some of his scientific work includes comparative study of rural sustainability under trade liberalization regimes, and coastal social ecological-system resilience under coupled effect of institutional and global environmental changes. Prior to NOAA, Vo worked with NGOs, academia, international donors, and served as an international consultant for development and conservation programs formulation and evaluation. Thanh Vo was former Knauss Fellow in OAR's Office of Program Planning and Evaluation.

Teresa Kuklinski

kuklinski.teresa@epa.gov

**International Environmental Program Specialist
EPA**

**202-564-0246
Silver Spring, MD**

Teresa Kuklinski is an International Environmental Program Specialist in the Eurasia, Africa and Middle East Program of US EPA's Office of International and Tribal Affairs

Thomas Bartholomew (Speaker)

thomas_bartholomew@blm.gov

**Program Analyst
Bureau of Land Management**

**202-912-7063
Washington, DC**

Mr. Bartholomew is a budget program analyst with the BLM's central budget office in Washington. He is particularly interested in improving information sharing and data leveraging within the BLM to facilitate to improve our decision-making capabilities.

Thomas Clarke

Thomas Fish

Tom_Fish@nps.gov

**National Coordinator
Department of the Interior / CESU Network**

**202-208-5972
Washington, DC**

Tom is the National Coordinator for the Cooperative Ecosystem Studies Units (CESU) Network at the US Department of the Interior. Tom works with federal, state, and local agencies, NGOs, and academia on integrated science programs, sustainable development, marine conservation, socioeconomic assessment, and training in the US and abroad.

Tim Resch

tresch@usaid.gov

**Environmental Advisor
USAID**

**202-712-4453
Washington, DC**

Tim Resch is Bureau Environmental Advisor for the USAID Bureau for Africa. His office works to strengthen critical links between biodiversity conservation, natural resources management, improved livelihoods and economic growth, and good governance throughout Africa. They provide leadership on African development issues through analysis, strategy development, program design, technical assistance, advocacy, and information dissemination.

Tina Phillips (Café)

tina.phillips@cornell.edu

**Evaluation Program Manager
Cornell Lab of Ornithology**

**607-254-2482
Ithaca, NY**

Tina Phillips is the Evaluation Program Manager at the Cornell Lab of Ornithology (CLO), and Project Leader for DEVISE, an NSF-funded project that aims to support PPSR practitioners in developing and implementing contextually appropriate evaluation designs and strategies. She was one of the authors in a project under the auspices of CAISE (Center for Advancement of Informal Science Education) to produce a landmark report: Public Participation in Scientific Research: Defining the Field and Assessing its Potential for Informal Science Education. Tina holds a Master's in Education from Cornell University and is currently pursuing her PhD in education at Cornell. Her research will examine the relationship between citizen scientists' participation and outcomes related to knowledge, skills, and behavior.

Tom Fedewa

tom.fedewa@wdc.usda.gov

**Soil Conservationist
USDA-NRCS Compliance Division**

**301-504-0043
Beltsville, MD**

Tom's career has included field-based service delivery, assessment of services delivered, and review of administrative control needed to conduct programs, technologies and services.



Tom Hatley

Principal
Tom Hatley Consulting

Tom Hatley has over 30 years of experience in managing NGOs and coalitions, in writing about rural development and conservation, and teaching. His work focuses on leadership development, cross-cultural conflict resolution, and evaluation strategy.

tomhatley@gmail.com

828-318-5288

Asheville, NC

Tomer Hasson

Examiner
OMB

As Program Examiner at the Office of Management and Budget, Tomer oversees implementation of the President's budgetary and management priorities for the US Fish and Wildlife Service.

thasson@omb.eop.gov

202-395-5842

Washington, DC

Tracy Dyke Redmond (Speaker)

Senior Associate
Industrial Economics, Inc. (IEc)

Tracy Dyke Redmond, a Senior Associate at Industrial Economics, Incorporated, and conducts mixed-method evaluations to help government and philanthropic organizations understand where they are most effective and how they can improve. Ms. Redmond also assists organizations in selecting appropriate performance measures and using them to manage their programs and chart progress towards their goals.

tdr@indecon.com

617-354-0074 x193

Cambridge, MA

Usha Kalro

Nutritionist
USDA

Usha Kalro has worked in the area of Public Health Nutrition for the last 15 years. She is a Nutritionist at the USDA.

usha.kalro@fns.usda.gov

703-305-2397

Alexandria, VA

Valerie J. Caracelli

Senior Social Science Analyst
GAO

Dr. Valerie Caracelli is a Senior Analyst in the Center for Evaluation Methods and Issues as part of GAO's Applied Research and Methods Team. She conducts studies of federal evaluation practices and consults with other GAO Teams on evaluation design issues and examining the quality of evaluation studies. She recently served on the Board of the American Evaluation Association and is currently on the Board of Washington Evaluators.

CaracelliV@gao.gov

202-512-9792

Washington, DC

Vinaya Swaminathan (Café)

Program Associate
Foundations of Success

Vinaya specializes in designing and leading academic courses in adaptive management, facilitating strategic planning workshops for conservation project teams, as well as planning and undertaking portfolio assessments. With FOS, Vinaya has helped a number of organizations and networks apply the processes, skills, and tools of adaptive management to their conservation work.

vinaya@fosonline.org

202-986-1507

Washington, DC

Vincia Holloman

Environmental Scientist
EPA

Vincia Holloman is an Environmental Scientist with the EPA with experience managing quality programs and evaluating and assessing Quality Management Systems.

holloman.vincia@epa.gov

202-564-5176

Washington, DC

Wendy Lubbe

Chief, Program Operations & Intergration
EPA

Wendy manages a small staff in EPA's Region 7 office in Kansas City, KS. Her responsibilities include program evaluation, LEAN/Six Sigma work and performance management.

lubbe.wendy@epa.gov

913-551-7551
Kansas City, KS

Whitney Watriss

Senior Policy Analyst
Smithsonian Institution

Whitney produces program evaluations of science research, public programs, and exhibitions. Her background is in organizational development.

watrissw@si.edu

202-633-5595
Washington, DC

Wilhelmina Bratton

National Partnership Coordinator, S&PF
USDA

Wilhelmina has over 20 years leading partnership development within the private, city, state, and federal sectors. She holds a BA in Sociology from the University of North Carolina at Asheville and now works with the USDA Forest Service as the National Partnership Coordinator of State & Private Forestry.

wbratton@fs.fed.us

202-205-1144
Washington, DC

Yolanda Sanchez

Environmental Health Scientist
EPA

Yolanda Anita Sanchez started with EPA's Superfund Program in September of 2009. This job was a smooth transition from her two-year stretch as an environmental public health fellow partnered with EPA's Office of Research and Development. Yolanda has an MS in environmental health from the School of Public Health and an MPA from the Daniel J. Evans School of Public Affairs.

sanchez.yolanda@epa.gov

703-603-9246
Washington, DC

Yvonne Watson (Café)

Program Analyst
EPA

Yvonne works in the Evaluation Support Division (ESD) of EPA's Office of Strategic Environmental Management in Washington, DC. She is responsible for building the capacity of the Agency to develop logic models, performance measures and conduct evaluations to determine if environmental programs are achieving their stated goals and objectives.

watson.yvonne@epa.gov

202-566-2239
Washington, DC
