

Jennifer Amanda Jones, Ph.D.

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Education

- 2015 **Ph.D. Leadership Studies, nonprofit specialization**
University of San Diego
Member: Nu Lambda Mu, international honor society for nonprofit scholars
- 2011 **Certified Nonprofit Professional**
Nonprofit Leadership Alliance, Kansas City, MO.
- 2008 **M.A. Nonprofit Leadership and Management**
University of San Diego
Faculty's Award of Distinction
- 2005 **Certificate, Community Economic Development**
San Diego State University
- 2002 **B.A. Global Economics**
University of California Santa Cruz
- 2001 **Study Abroad, Pontifical Catholic University, Rio de Janeiro, Brazil**

Academic & Research Positions

- 2015-Current **Assistant Professor of Nonprofit Leadership and Management, University of Florida**
Department of Family, Youth, and Community Sciences
- 2013-2015 **Research Associate, University of San Diego**
2011-2013 **Research Assistant, University of San Diego**
The Caster Family Center for Nonprofit and Philanthropic Research
- 2012-2014 **Adjunct Faculty Member, University of San Diego**
Nonprofit Leadership and Management
- 2012-2014 **Adjunct Faculty Member, National University**
Organizational Leadership

Current Sponsored Research

Jones, J.A. (2016 – 2020). From Theory to Practice: Using Developmental Theory to Promote Engaged Philanthropy, supported by the *USDA National Institute of Food and Agriculture*, Hatch Project #1009236

Jones, J.A., McDougale, L.M., Smith, S. (2016-2018). Incorporating Diversity Narratives into Undergraduate Courses, supported by the *Association of Public and Land-Grant Universities*, Innovative Teaching Award.

Publications (*student)**Peer-Reviewed Journal Articles**

Jones, J. A. & Castillo, E. A. (in press). The fundraiser's journey: A developmentally-informed, grounded theory analysis. *International Journal for Nonprofit and Voluntary Sector Marketing* Special Issue on Fundraisers.

Jones, J. A. (accepted). Parallel Process in the Nonprofit Sector. *Organisational and Social Dynamics*.

Jones, J.A. & Donmoyer, R. (2015). The multiple meanings of social entrepreneurship/enterprise and their implications for the nonprofit field. *Journal of Nonprofit Education and Leadership*, 5(1), 12-29.

Jones, J. A. (2015). *Beyond generosity: The action logics in philanthropy*. Retrieved from ProQuest Digital Dissertations. (3703403)

Book Chapters

Beck, B. L., Jones, J. A., Sigmund, W., & Westmoreland, P. (accepted). Queering the university: The evolution of LGBTQ+ inclusivity at the University of Florida, 1950-2016. [Book Chapter]

Jones, J.A. (2017). Technology and human resource management in nonprofit organizations. In J. K. A. Word & J. E. Sowa (Eds.), *The nonprofit human resource management handbook: From theory to practice*. New York, NY: Routledge.

Jones, J. A. (2015). Developing social media policies: A team learning approach. In Asencio, H. & Sun, R. (Eds.), *Cases on Strategic Social Media Utilization in the Nonprofit Sector* (pp. 210-236). Hershey, PA: IGI Global. [peer reviewed]

Scholarship of Teaching and Learning and Teaching-Related Manuscripts

Jones, J. A. (in press). Scaffolding self-regulated learning through student-generated quizzes. *Active Learning in Higher Education*.

Jones, J. A. (accepted). Promoting food security through philanthropy. *The Global Education Lab*.
<http://globaleducationlab.org/>

Jones, J. A., Smith, S., & Royster, M. (2017). The scavenger hunt as an active learning technique. *North American Colleges and Teachers of Agriculture*. Retrieved from <http://www.nactateachers.org>

Jones, J. A. (2016). Viral growth in a small nonprofit organization: A case study about the nexus of governance, accountability, and organizational development. *Journal of Nonprofit Education and Leadership*, 6(4), 375-383.

Jones, J. A. (2016, June). The student-developed quiz (or exam): Scaffolding higher-order thinking. *North American Colleges and Teachers of Agriculture*. Retrieved from <http://www.nactateachers.org>

Technical Reports

Jones, J. A., Pracht, D., Simonne, E., Renfrow, K. R.*, Hunter, C. J.*, & Irani, T. A., (2016). *Benchmarking the current collaborations between UF/IFAS Extension and the nonprofit sector: A pilot study in northeast Florida*. Gainesville, FL: Institute of Food and Agricultural Sciences, University of Florida.

- Jones, J. A., Hunter, C. J.*, Irani, T. A., Kumaran, M., Lindsey, A. B., Pracht, D. (2016). *The Pulse of the sector: Nonprofit organizations in North Central Florida*. Gainesville, FL: Institute of Food and Agricultural Sciences, University of Florida. Retrieved from <http://fyics.ifas.ufl.edu/research-nonprofit/>
- Schumann, M.J., Jones, J.A., Hunt, K., Mitchell, C., Krasynska, S., and Deitrick, L. (2014). Annual report: State of nonprofits in San Diego. San Diego, CA: *Caster Family Center for Nonprofit and Philanthropic Research, University of San Diego*. Can be retrieved from <http://www.sandiego.edu/npresearch>
- Krasynska, S., Jones, J., & Schumann, M. (2013). Applied projects evaluation: Organizational impact report. *Caster Family Center for Nonprofit and Philanthropic Research*. Can be retrieved from <http://www.sandiego.edu/npresearch>
- Deitrick, L., Roberts, T., Jones, J., Krasynska, S., Lewis, E., Kahl, S., & Libby, P. (2013). Annual report: State of Nonprofits 2013. Annual report: State of nonprofits in San Diego. San Diego, CA: *Caster Family Center for Nonprofit and Philanthropic Research, University of San Diego*. Can be retrieved from <http://www.sandiego.edu/npresearch>
- Jones, J. (2013). The Fieldstone effect: A program evaluation prepared for the Fieldstone Foundation. *Caster Family Center for Nonprofit and Philanthropic Research*. Can be retrieved from <http://fieldstonefoundation.org/wp-content/uploads/2013/07/The-Fieldstone-Effect-brochure.pdf>
- Jones, J. (Dec., 2011 – Dec., 2014). From the desk of the CEO: Quarterly analysis for the State of Nonprofits Quarterly Index. *Caster Family Center for Nonprofit and Philanthropic Research*. Can be retrieved from <http://www.stateofnonprofits.org> or <http://www.sandiego.edu/npresearch>.

Academic Book Reviews

- Jones, J. A. (2016). On Teaching Leadership in Organizations: Two Very Different Approaches. [A comparative reviews of the book *Organizational Behavior*, by Neubert, M. J. & Dyck, B. and *Leadership: Leaders, followers, environments* by Padilla, A.] *Journal of Nonprofit Education and Leadership*, 6(1), 72-74.
- Jones, J. (2014). [Review of the book *Measuring the networked nonprofit*, by Kanter, B. & Paine, K.]. *Nonprofit and Volunteer Sector Quarterly*, (43)2, 414-424.

Research Interview Podcasts

- Jones, J. A. & Esbjörn-Hargens, S. (2015). VVP 007: Integral series: Philanthropy action-logics in the nonprofit sector. The Visionary Vocation Podcast. Podcast retrieved from <http://www.stitcher.com/podcast/ludusamoris/the-visionary-vocation-podcast/e/vvp-007-integral-series-philanthropy-actionlogics-in-the-nonprofit-37807286>

Practitioner Publications

- Jones, J. (Fall, 2015). Human development and social change: An expanded perspective on the work of the nonprofit sector. *The Nonprofit Quarterly*.
- Jones, J. (2013-2015). Nonprofit Quarterly Newswire Writer: <http://www.nonprofitquarterly.org>
- Jones, J. (2013, Feb. 1). Electronic health records and small nonprofits. *Idealware*. Retrieved from <http://www.idealware.org/blog/electronic-health-records-and-small-nonprofits>

Jones, J. (2012, February 9). 10 Tips for Creating a Social Media Policy for Your Business. *Social Media Examiner*. Retrieved from <http://www.socialmediaexaminer.com/10-tips-for-creating-a-social-media-policy-for-your-business/>

Presentations

Guest Lectures

Jones, J. A. (2017, June 14). Reframing nonprofit organizations. A guest lecture given to University of Florida AEC 6411 Organizational Leadership in ALS (Professor: Matthew Sowcik).

Jones, J. A. (2017). The paradox of diversity work in institutions. A guest lecture given to University of Florida AEC 6419 Communication and Competencies for Global Leadership (Professor: Cecelia Suarez).

Jones, J. A. (2016, March 30). A developmental approach to campaign fundraising: The case of one environmental nonprofit organization. A guest lecture given to University of Florida LAS6291 Fundraising for Tropical Conservation and Development Professionals (Professors: Emilio Bruna and Bette Loiselle).

Jones, J. A. (2015, September 1). Nonprofit organizations. A guest lecture given to University of Florida FYC 4426: Risk Management in Nonprofit Organizations (Professor: Dale Pracht).

Lindsey, A. & Jones, J. A. (2015, June 17). Nonprofits 101. A guest lecture given to University of Florida AEE 6905: Organizational Leadership (Professor: Hannah Carter).

Academic Presentations (Sample)

Jones, J. A., Smith, S. D., McDougle, L. M. (2017). Integrating diversity into the curriculum: Using narratives to expand students' perspectives. A presentation to be given at the annual Teaching Enhancement Symposium of the University of Florida's College of Agriculture and Life Sciences, Gainesville, FL, August 15.

Adu, N. A. A.*, Jones, J. A., Boateng, F. (2017). Fundraising for nonprofit organizations in Ghana. A paper presented at the International Society for Third Sector Research African Network Conference, Accra, Ghana, June 20-23.

Jones, J. A. (2017). The unseen lens: The relationship between donors' developmental meaning making and philanthropic activity. A paper to be presented at the annual Academy of Management Conference, Atlanta, GA August 5-8.

**Received an Academy of Management conference best paper award (top 10%). An abridged version will be included in the conference proceedings.*

Ashley, S., Jones, J. A., Mason, D. & McDougle, L. M. (2016). Structural injustice in nonprofit and philanthropic studies education: Three pedagogical approaches to address topics of injustice. A symposium presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Washington, D.C. November 17-19.

Pracht, D., Simonne, E., & Jones, J. A. (2016). Public/private partnerships in a land grant university: A pilot study. A paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Washington, D.C. November 17-19.

Jones, J. A. (2016). Inclusive Leadership in the Nonprofit Sector: Towards A Model that Reflects

King's Inescapable Network of Mutuality. A paper presented at the Annual Conference of the International Leadership Association, Atlanta, GA November 2-5.

- Jones, J. A. (2016). DIY quizzes: Students' perceptions about an innovative assessment technique. A paper presented at the annual Teaching Enhancement Symposium of the University of Florida's College of Agriculture and Life Sciences, Gainesville, FL, August 16.
- Jones, J. A. (2016). Meaning making in nonprofit organizations: Developmental profiles of engaged donors. A paper presented at the annual Academy of Management Conference, Anaheim, CA August 7-9.
- Jones, J. A. (2016). Methodological Complexities of Interdisciplinary Research: The Strengths and Challenges of a Developmental Analysis of Philanthropic Giving. A paper presented at the annual West Coast Nonprofit Data Conference, Las Vegas, NV April 22-23.
- Jones, J. (2015). Beyond generosity: Using developmental theory to understand donors' thinking processes. A paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Chicago, Illinois November 19-21.
- Jones, J. (2015). Case study: What happens when a small organization grows quickly? A paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Chicago, Illinois November 19-21.
- Jones, J. (2015). Social enterprise on campus: The opportunities and challenges of earned income in higher education. A colloquium organized and facilitated on behalf of the Social Enterprise/Social Entrepreneurship Special Section at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Chicago, Illinois November 19-21. Panelists include: Deitrick, L., Helm, S., & Hoefler, R.
- Donmoyer, R., Jones, J., & Krasynska, S. (2015). Mission-first social enterprises in the Third Sector: An analysis of how three nonprofit organizations avoided mission drift after establishing social enterprises. A paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Chicago, Illinois November 19-21.
- Jones, J. & Hunt, K. (2015). Nonprofit social enterprise: A comparison of the perceptions and behaviors of individuals and of nonprofit leaders. A paper presented at the annual West Coast Nonprofit Data Conference, San Diego, CA April 24-25.
- Donmoyer, R., Jones, J., & Krasynska, S. (2014). Social enterprises and the third sector: Give me some for instances! A paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Denver, Colorado November 20-22.
- Jones, J. (2014). Nonprofit social enterprises: Size, scope, and organizational determinants. A paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Denver, Colorado November 20-22.
- Hunt, K. & Jones, J. (2014). Smooth(er) sailing ahead? The perceived financial health of nonprofits in California. A paper presented at the West Coast Data Conference, Los Angeles, April 24-25.

- Jones, J., Deitrick, L. (2013). Collaboration, consolidation, & innovation: How nonprofit CEOs adapt to economic crises. A paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Hartford, CT, November 21-23.
- Ashcraft, R., Donmoyer, B., Eikenberry, A., Jones, J., & Mirabella, R. (2013). The emergence of social entrepreneurship and social enterprise: What's a nonprofit program to do? A colloquium presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Hartford, CT, November 21-23.
- Jones, J. (2013). Philanthropy and human development, an integral model. A poster presented at the Bi-Annual Integral Theory Conference of the MetaIntegral Foundation, San Francisco, CA, July 18–21.
- Jones, J. and Donmoyer, R. (2013). The multiple meanings of social entrepreneurship/enterprise and their implications for the nonprofit field. A paper presentation given at the Annual Conference of the Nonprofit Academic Centers Council, Chicago, IL, July 10-12.
- Carpenter, H., Edwards, J., Jones, J. (2013). Technology tools in the classroom: Learning, access, and implementation. A colloquium given at the Annual Conference of the Nonprofit Academic Centers Council, Chicago, IL, July 10-12.
- Jones, J., Deitrick, L., Krasynska, S. (2013). From the CEO's Desk: Nonprofit CEO Perspectives on 2012 Economic Trends. A paper presentation for the Annual Conference of West Coast Data Conference, Berkeley, CA, April 26-27.
- Jones, J. (2012) Nonprofit Social Media Policies: An Intriguing Governance Opportunity. A paper presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Indianapolis, IN, November 15-17.
Nominated: *Best Paper*.
- Jones, J. (2012) Nonprofit Leadership: The Problem of Problem Setting. A paper presentation on a panel entitled *Four Emerging (and Somewhat Out-of-the-Box) Philanthropic and Nonprofit Studies* presented at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Indianapolis, IN, November 15-17.
- Jones, J. (2012) Nonprofit Social Media Policies: Managing Risk, Maximizing Opportunities. A paper presentation at the Annual Conference of the International Society for Third Sector Research, Siena, Italy, July 8-13.
- Jones, J. (2012) Nonprofit Problem Setting: From Charity to Empowerment Philanthropy. A paper presentation at the Annual Conference of West Coast Data Conference, Denver, CO, May 4-5.

Practitioner Presentations

- Jones, J. & Simonne, E. (2017). Partnering with UF/IFAS to Improve Your School Districts. A webinar presented to the Consortium of Florida Education Foundations, Gainesville, FL, April 20.
- Jones, J. & Pracht, D. (2017). Building Effective Partnerships between Extension and Nonprofit Organizations. A paper presented at the UF/IFAS Extension Symposium Gainesville, FL, April 17-19.

- Jones, J., Krasynska, S., Smith, T., Kerstetter, G. (2014). Harnessing the Promise of Social Enterprise: Creative Insights from the Field. A panel presentation at the Annual Nonprofit Governance Institute of the University of San Diego, San Diego, CA, January 10-11 and on June 7.
- Jones, J. (2013) Nonprofits and Civil Society. A panel presentation at the Annual Nonprofit Governance Institute of the University of San Diego, San Diego, CA, January 11-12.
- Jones, J. (2013) 10 Steps to Social Media Governance: Where Community, Compliance, and Creativity Merge. A presentation at the Annual Nonprofit Governance Institute of the University of San Diego, San Diego, CA, January 11-12.
- Jones, J. (2012) Social Media Policies: Golden Goose or HR Nightmare? A plenary talk and workshop presented at the University of San Diego's Nonprofit HR and Advocacy Symposium, San Diego, CA September 14.
- Jones, J. (2012) Social Media Policies: Putting a Bridle on the Lion. A workshop presented at the Annual Cause Marketing Conference of the American Marketing Association, San Diego, CA, March 21.
- Jones, J. (2012) Nonprofit Trends in North San Diego County. A presentation to "Leadership North County" class of California State University San Marcos, Oceanside, CA, January 19.
- Jones, J. (2012) Online Giving: The Anatomy of the Online Ask. A workshop presented at the Annual Nonprofit Governance Institute of the University of San Diego, San Diego, CA, January 7-8.
- Jones, J. (2012) Social Media: 7 Mistakes Most Nonprofits Make. A presentation to Leadership Network at the Fieldstone Foundation, San Diego, CA, October.

Certifications

- Reliable Subject-Object Interview Scorer

Teaching Experience (*online class)

- Working with Nonprofit Organizations (FYC4409), *University of Florida*
 - Fall, 2016, Fall 2015
- Organizational Leadership for Nonprofit Organizations (FYC4408), *University of Florida*
 - Spring 2017, 2016
- Human Resource Management for Nonprofits (FYC4428), *University of Florida*
 - Summer 2016
- Human Resource Management for Nonprofits (FYC6932), *University of Florida*
 - Summer 2016*
- Nonprofit Sector and Management Fundamentals (LEAD501), *University of San Diego*
 - Fall 2014, Fall 2013, Fall 2012
- Overview of Nonprofit Management (MGTX800), *University of San Diego*
 - September 2014, February 2014, January 2014*, September 2013, June 2013
- Adult Development and Worldview (LED620), *National University*
 - July 2014, April 2014*, August 2013, April 2013*

Curriculum Development

- Working with Nonprofit Organizations (FYC4409), *University of Florida*

- Organizational Leadership for Nonprofit Organizations (FYC4408), *University of Florida*
- Human Resource Management for Nonprofits (FYC4428 & FYC6932), *University of Florida*
- Human Environments (SCD 610), *National University*
- Overview of Nonprofit Management (MGTX800; online course), *University of San Diego*
- Planning and Evaluation (SCD680), *National University*
- Social Entrepreneurship: Innovations in Creating Social Value (LEAD579), *University of San Diego*

Student Achievements

- | | |
|------|--|
| 2017 | Mentor (Undergraduate University Scholar), Nana Yaa Adu
<i>Fundraising in Ghana: A Qualitative Study</i> |
| 2016 | Committee Member (M.S., Non-Thesis Project), Sheng Zhong
<i>Assessing the Sustainability of Small Community Based Nonprofit Organizations</i> |
| 2016 | External Assessor (Ph.D.), Yvonne Rachele McSkimming
<i>Virtual Volunteering in Social Service Non-Profit Organizations: A Case Study</i> |

Academic Grants

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|-----------|---|
| 2016-2018 | Association of Public and Land-Grant Universities, Innovative Teaching Award (\$2,357) |
| 2016-2020 | USDA National Institute of Food and Agriculture Hatch Project #1009236 |
| 2016 | FYCS Internal Grant: America's Worst Charities: A Study of Bad Press (\$5,000) |
| 2016 | FYCS Internal Grant: Assessing Community Development Practices within Florida Extension (\$3,800) |
| 2014 | ARNOVA Emerging Scholars Award (\$1,200) |
| 2014 | Joseph Rost Scholarship (\$500, awarded by faculty of USD SOLES) |
| 2014 | MetaIntegral Foundation Grant (\$4,000 research grant) |
| 2014 | Dean's Meritorious Research Award (\$1,000) |
| 2013 | Dean's Meritorious Research Award (\$1,000) |
| 2012 | Dean's Meritorious Research Award (\$1,000) |

Academic Awards / Honors

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|------|---|
| 2017 | Academy of Management Conference Best Paper Award |
| 2016 | Anderson Scholar Faculty Honoree , College of Liberal Arts and Sciences (Nominated by students.) |
| 2014 | Emerging Scholar Award , Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) |

Academic Service / Professional Development

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|----------------|--|
| 2017-2018 | Mentee , International Society for Third Sector Research Mentoring Program |
| 2017 | Judge , Projects for Peace, Brown Center for Leadership and Service |
| 2016 – 2017 | Global Teaching Fellow , Global Education Lab Funded by USDA: NIFA |
| 2016 – Current | Science Fair Judge , Alachua County Public Schools' Science Fair |
| 2016 | Committee Member , ARNOVA's Annual Best Conference Paper Award |
| 2016 | External Assessor , doctoral dissertation at Royal Roads University, Canada |
| 2015 – Current | Member, University of Florida's President's LGBTQ+ Advisory Committee |
| | Peer Reviewer: |
| 2017 – Current | Sustainability |
| 2016 – Current | Academy of Management Annual Meeting |
| 2015 – Current | Journal of Nonprofit Management and Leadership |

- 2015 – Current International Journal of Leadership Education
 2015 International Journal of Public Administration in the Digital Age
 2014 Management Decision [special issue on cross-sector collaboration]
- 2014 **Ph.D. Student Consortium Participant**, at the Annual Conference of the Academy of Management, Public Nonprofit Division, Philadelphia, PA.
- 2014 - 2015 **Peer Scholar Reviewer** for Dissertation by Sean Horrigan
Narratives of meaning-making in student conduct administration: A developmental perspective
- 2013 – Current **Newswire Writer** for the Nonprofit Quarterly <http://www.nonprofitquarterly.org>
- 2013 - 2014 **Peer Scholar Reviewer** for Dissertation by Leslie Hennessy, Ph.D.
Creativity, decision making, and leadership: A Qualitative study of MacArthur Foundation Fellows
- 2012 – Current **IT and Social Media Communications Committee Member** for the Association for Research on Nonprofit Organizations and Voluntary Action.
- 2011 – 2014 **Program Assessment Committee Member** for the University of San Diego's Institute for Nonprofit Education and Research
Conducted bi-annual applied project evaluation, background research which led to the development of School's first nonprofit social entrepreneurship / enterprise course, assessment of Ph.D. program.
- 2012 **Emerging Scholars Research Consortium participant** at the International Leadership Association's annual conference, Denver, Colorado, Oct. 24-27.
- 2012 **Ph.D. Seminar Participant**, at the Annual Conference of the International Society for Third Sector Research, Siena, Italy.
- 2012 **Peer Reviewer**, Emerging Scholars Completion for the *International Journal of Leadership Education*

Professional Experience

- 2011 – 2015 **Independent Nonprofit Consultant, San Diego, CA**
- 2008-2011 **Vista Community Clinic, San Diego, CA**
Development and Communications Specialist
 Received the *Beyond the Call of Duty Award* from the Vista Community Clinic and the *Committee Member of the Year Award* from the Vista Chamber of Commerce.
- 2005-2008 **Fresh Start Surgical Gifts, San Diego, CA**
Volunteer Coordinator
 Received the *Dee Warford-Kutch Volunteer Administrator's Award* from Directors of Volunteers in Agencies, presented by Volunteer San Diego
- 2004-2005 **UPLIFT/Kids at Heart, San Diego, CA**

Program Director

2002-2004 **Peace Corps, Dominican Republic**
Community Economic Development Peace Corps Volunteer

Professional Affiliations

AoM: Academy of Management
 ARNOVA: Association for Research on Nonprofit Organizations and Voluntary Action
 ILA: International Leadership Association
 NACTA: North American Colleges and Teachers of Agriculture

Select Nonprofit Volunteer Experience

2011	<u>Advisory Board Member</u> , Mira Costa College, Service Learning
2008-2010	<u>Board Member</u> , San Diego Human Dignity Foundation, Co-Chair, Gala Committee
2008-2011	<u>Membership Committee Member</u> , Vista Chamber of Commerce
2006-2007	<u>Organizational Development Consultant</u> , APECA Peru & APECA Inc.
2006- 2007	<u>Lead Bilingual Tax Preparer</u> , North County Lifeline
2005-2007	<u>Co-Chair, Education Committee</u> , DOVIA: Directors of Volunteers in Agencies

Computer Software Skills

Adobe Dreamweaver, Basecamp Project Management, Blackboard, Canvas, Donor Perfect Database, Drupal, eCollege, Front Page, Microsoft Office, SPSS, TaskStream, WordPress

Languages

Spanish	Advanced/Intermediate – spoken and written
Portuguese	Beginning/Intermediate – spoken and written
Haitian Creole	Beginning