
Joy Amulya, Ed.D.

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EDUCATION

Ed.D. Harvard University, 1998

Human Development and Psychology

A.M. Harvard University, 1992

Statistics

Ed.M. Harvard University, 1988

Human Development and Psychology

B.A. University of California at San Diego, 1983

Psychology and Linguistics (Honors Thesis in Early Language Development)

PROFESSIONAL HISTORY

1. Learning for Innovation, Inc., Fort Collins, CO

2005-Current

President and Consultant

- Evaluation and research aimed at documenting effective models of social change practice and strengthening community- and systems-level impacts (sole proprietorship)
- Foundations, nonprofits, government agencies
- Community and systems change, community health, child welfare, HIV/AIDS caregiving, education, racial and ethnic disparities, intercultural learning, organizational learning, neighborhood planning, workforce development, microfinance.

- *Key Consultancies:*

Chinook Fund

Evaluation and Learning Initiative (2011-2012)

- Assess Chinook's impact on grantee organizations, communities, and other grantmakers while also building internal evaluation capacity (program staff, volunteers, grantees, board).
- Develop evaluation planning tools, facilitate development of evaluation questions, design multimethod evaluation process (focus groups, interviews, survey), create protocols and instruments, train focus group facilitators and other research roles, provide coaching on analysis, interpretation, and translation of results into practice.

City of Denver Mayor's Office of Childhood and Education
Cultural Competency in Early Childhood Education (2011)

- Engage ethnically diverse stakeholders and experts in participatory action research workgroups to develop a coherent and actionable framework for advancing the practice and assessment of cultural competency in Denver's early childhood system.
- Facilitate stakeholder workgroups, research effective models of practice in cultural competency, and review state of the art assessment tools.

Full Frame Initiative

What Lies at the Heart of Local Success (funder: Casey Family Programs) (2011)

- Develop a stakeholder-engaged (senior agency administrators, case workers, families) evaluation of the Department of Children and Families Foster Care Redesign initiative in two counties in northern Florida based on a participatory and capacity building approach aimed at producing findings with the potential to guide further innovation within these sites and in other jurisdictions.
- Learning-based evaluation expert on three-member team that created the research design, sampling strategy, and focus group protocols to identify the processes and elements of the initiative that are the greatest enablers of or impediments to sustained success.

Echoing Green Foundation

Evaluation Design Consultant (2009)

- Designed evaluation plan for major grant proposal by a national foundation to support the development of early-stage social entrepreneurs by documenting impacts at the individual, network, and system levels, and assessing the effectiveness of the lead tactics through a continuous learning feedback cycle.

Piton Foundation

Denver Social Networks Partners Initiative (funder: Annie E. Casey Foundation) (2006-2008)

- Evaluation and learning consultant for initiative involving 14 Denver-based TANF and workforce development organizations seeking to shift their program strategy from a traditional supply-side approach to one based on fostering and engaging participant social networks.
- Core member of national and local evaluation teams responsible for engaging partner organizations in the design and implementation of the evaluation plan. Developed peer-to-peer learning and evaluation processes implemented in monthly cross-organization meetings and annual multi-day conferences.

Piton Foundation

Organizational Learning Consultant (2006-2007)

- The Foundation sought to improve strategic integration across organizational functions and program areas.
- Facilitated cross-functional sessions with senior program and administrative officers to capture organizational learning, identify cross-cutting issues, and assess needs for organization development. Wrote reports to summarize the process and outcomes.

University of Colorado Health Sciences Center

Evaluator for Growing Gardens for Healthy Communities Initiative (funder: Centers for Disease Control) (2005-2008)

- This three-year action research initiative aimed to build a citywide community gardener network to inform neighborhood health research and generate citizen interventions aimed at increasing collective efficacy and improved neighborhood health.
- Developed and implemented community engagement strategy; trained research staff in community-based research methods (survey/interview); facilitated the design of a participatory evaluation strategy; authored publications and presentations.

Soliya

Evaluation of the Connect Program (2006-2009)

- A multi-method evaluation of a program seeking to improve relations between Western and predominantly Muslim societies by enabling youth from 90 universities worldwide to participate in cross-cultural dialogue and education about pressing global issues using proven conflict resolution methodologies.
- Develop research design; conduct interviews and focus groups with students and professors from the US, Europe, and Middle East; analyze interview and multi-year survey data to describe the program's impacts at the levels of individual students and university programs; revised program monitoring tools based on evaluation results; created non-technical written and graphical summaries of findings for internal (program development, board) and external (funder) audiences.

Academy of Education Development

Monitoring System for the HIV/AIDS Orphans and Vulnerable Children Small Grants Program (funder: USAID) (2007-2008)

- The Basic Education Support project, in partnership with the Namibia Ministry of Education, PEPFAR, and USAID, sought a monitoring and evaluation system that would track health and education outcomes in community-based support programs in 80 sites affecting 75,000 children across northern Namibia.
- Conducted onsite situational analysis to inform monitoring system design; engaged stakeholders in participatory process to develop the monitoring plan.
- Developed monitoring tools to track key program operation and educational outcome indicators. The tools included a workplan component for promoting quality improvement in five target areas.
- Published report with complete set of tools and specifications for national and international audiences (<http://learningforinnovation.com/toolsresources.php>)

Power of Love Foundation

Arm's Reach Care (ARC); Microfinance Tools in the AIDS Context (MTAC) (2005-2007)

- ARC and MTAC are community programs in Lusaka, Zambia developed as part of a "community innovation lab" fostering grassroots solutions to improving children's wellbeing in urban slums with high rates of HIV/AIDS.
- Managed development, operation, and refinement of community health worker (CHW) program for identification and care of HIV-infected children and microfinance program for HIV/AIDS caregivers.
- Staff development for Zambian program team in program planning, problem solving, monitoring, and evaluation.
- Established partnerships with funders, local and regional NGOs, and community leaders; led fund development efforts.

Senior Associate

- Community Science is a research and development organization that works with governments, foundations, and non-profit organizations on solutions to social problems through community and other systems changes.
- Member of five-person management team (3 Principal Associates; 2 Senior Associates); mentored research staff and contributed to leadership, management, and other organizational capacities.
- Project management including supervision of up to 6 staff, managing project timelines and budgets, and client communications. Prepared reports and presentations for practitioners, funders, and the general public.
- Led teams in writing proposals for contracts and grants.
- *Key consultancies:*

Annie E. Casey FoundationNext Generation Community Change Initiative (2011)

- Capture what AECF and other funders have learned and are experimenting with in order to create community changes that provide opportunities for children and their caregivers. The results of this internal foundation learning process identified the AECF's own future community change investment strategy.
- Developed and facilitated workgroup meetings involving staff from all levels of AECF over the course of six months.
- Created a learning agenda based on what foundation staff had learned from their own initiatives; reviewed written evaluation reports and other documents from AECF and 10 other significant community change initiatives; interviewed representatives from foundations and agencies working on leading new generation federal and foundation initiatives.
- Developed a framework for community change and a set of action principles based on the reviews of AECF and foundation-led initiatives as well as on the research literature on community change across several disciplines.

The California EndowmentBuilding Healthy Communities Initiative (2009-2010)

- In order to track progress toward achieving systems change in support of increased health and wellbeing for low income children and families, the foundation needed to build its capacity for evaluating systems change.
- As part of the evaluation team, I facilitated foundation workgroups to identify key areas of desired systems change, conducted site interviews with key stakeholders, and designed a dashboard to monitor the initiative's systems change outcomes.

Connecticut Health FoundationEquity and Quality Health-care Project (EQUAL) (2010-2011)

- EQUAL was a two-year effort to assist private physician practices improve the equity and quality of diabetes care for low-income minority patients. The multi-method evaluation documented the process of implementing quality improvement technology,

shifting to patient-centered care, promoting cultural competency, and implementing comprehensive diabetes care.

- Managed the evaluation team to collect and analyze longitudinal data from patient surveys, physician and staff interviews, and aggregate patient data records.
- Developed visual data summaries; wrote final report.

Bill and Melinda Gates Foundation

Evaluation of Consultative Group to Assist the Poor (CGAP) (2010)

- CGAP is an intermediary promoting branchless banking as a transformational business model and an effective way to give poor people in the developing world access to financial services. The evaluation assessed CGAP's impact as a knowledge generator, disseminator, thought leader, and effective intermediary partner.
- I led the analysis of CGAP materials, including publications, blogs, progress reports to the Foundation, and subgrantee reports to CGAP, and contributed graphical and narrative summaries to the evaluation reports.

University of Colorado Center for Global Health

Grantwriting to Build Capacity for Interdisciplinary Training in Global Health (2010)

- The Center for Global Health needed build its capacity for interdisciplinary graduate training through the development of a fund to more fully integrate the School of Medicine's Global Health Track with the Colorado School of Public Health's Certificate Program in Global Health programs.
- Researched suitable funders, developed a budget framework, and wrote a proposal to help accelerate program development efforts.

3. University of Colorado at Denver, Denver, CO

2006-2007

Lecturer, School of Education and Human Development (Spring 2005)

- Research for Teachers (graduate level)

Lecturer, College of Architecture and Planning (Spring 2006-Spring 2007)

- Community and Neighborhood Planning (undergraduate level)
- Research Tools, Strategies and Methods (graduate level)

4. Massachusetts Institute of Technology, Department of Urban Studies and Planning, Cambridge, MA

2000-2005

Assistant Director, Center for Reflective Community Practice (2002-2005)

- The mission of the Center was to capture the knowledge of community-based practitioners and organizations to allow their learning to be shared more effectively across the social change field to advance practice and inform policy and funding decisions.
- Managed 8 person staff; worked closely with Director to implement the Center's mission through its projects, seminars, and initiatives. These included:
- *Vital Difference: The Role of Race in Building Community*: Worked with Rockefeller Foundation's Race, Policy, and Democracy grantees and program officer to capture the learning from the field about how racial difference can be productively engaged in community organizing.

- *The Craft of Organizing*: A series of action research conferences for community organizers from diverse community contexts and methodological approaches to engage in systematic reflection on the practice of community building.
- *Community Fellows Program*: Annual fellowship programs for community practitioners from across the US to strengthen leadership, analyze practice, and share innovations.
- *Funders Reflective Practice Seminar*: Annual two-day session for community change funders aimed at defining and implementing a grantmaker learning agenda based on reflection on practice techniques. (Rockefeller, Annie E. Casey, Waitt Family Foundation, Schott Foundation, Boston Foundation)
- Developed and wrote funding proposals and grant reports for major national foundations.
- Department team member for curriculum revision and requirements for field-based practicum courses; workshops and consultation for faculty in facilitating student reflective learning from community experience in practicum courses; wrote faculty handbook on *Integrating Reflection into Field-Based Courses* (<http://learningforinnovation.com/toolsresources.php>).

Research Scientist, Center for Reflective Community Practice (2001-2005)

- Designed and led the Center's research and evaluation activities.
- Developed Critical Moments Reflection for documentation of learning from community practice.
- Directed student research projects and theses, including Fulbright fellowship in Zambia.

Post-doctoral Research Fellow, Center for Reflective Community Practice (2000-2001)

- Planned, implemented, and facilitated a reflective practice curriculum for a diverse national group of community-based leaders in Center's fellowship program.
- Developed scope, methodology, and principles for community-based research activities; developed partnerships with community-based organizations.

5. Cambridge College, Cambridge, MA

1996-2000

Director and Principal Investigator, Research and Evaluation Project

- Wrote proposal awarded \$1.5 million for 4 year grant by national foundation (Atlantic Philanthropies).
- Directed research and evaluation initiative aimed at conducting a comprehensive longitudinal study of student development (academic, leadership, professional) and building institutional capacity for research and evaluation in a non-traditional college for working urban adults (graduate and undergraduate programs).
- Implemented a participatory/empowerment evaluation approach by facilitating and training faculty/staff groups in education, management, counseling, and administration to make decisions concerning research design, assessments and instruments, and planning and implementing data collection.
- Directed team of research staff and outside consultants (instrument development, data collection, data analysis, reporting); managed overall goals and specific workplans; wrote funder reports and conference presentations.

Research Consultant

- Research and evaluation for clients in education, social services, business, public policy, and science/engineering.
- Needs assessment; sampling/data collection; database design/management; multivariate statistical analysis (multivariate regression, principal components/factor analysis, discrete time survival analysis, categorical analysis); graphical summaries.

RESEARCH APPOINTMENTS

University of Colorado at Denver and Health Sciences Center, Denver, CO (2005-2009)

- Children, Youth and Environments (CYE) Center for Research and Design, College of Architecture and Planning (2005-Current)
- Department of Preventive Medicine and Biometrics, School of Medicine (2005-2007)

University of Colorado at Boulder, Boulder, CO (2005-2007)

- Center for Lifelong Learning and Design (L3D), Institute of Cognitive Science

SERVICE

- Board Member, Global Family Village Nepal (2008-2010)
- Board Member, Empowering Dalit Women of Nepal (2004-2005)
- Colorado Interviewer, Harvard University Admissions (2005-2006)
- Leader, Coalition for Nepal Orphans (2007-2008)
- Hospice Volunteer (2003-2005)

PROFESSIONAL CONTRIBUTIONS

Articles and Reports:

Teig, E., Amulya, J., Bardwell, L., Buchenau, M., Marshall, J., and Litt, J. (2009). Collective Efficacy in Denver, Colorado: Strengthening neighborhoods and health through community gardens. *Health & Place*, Volume 15, Issue 4, December 2009, Pages 1115-1122. <http://dx.doi.org/10.1016/j.healthplace.2009.06.003>

Amulya, J. (2008). Strengthening OVC Support Programs through Participatory Monitoring of Community-School Collaborations. *Academy of Educational Development*. Washington, D.C. (<http://learningforinnovation.com/toolsresources.php>)

Amulya, J., O'Campbell, C., Allen, R., & McDowell, C. (2004, November). *Vital Difference: The Role of Race in Building Community*. Center for Reflective Community Practice, MIT, (<http://learningforinnovation.com/toolsresources.php>)

Amulya, J. (2005). *Guide to Integrating Reflection into Field-Based Courses*. Center for Reflective Community Practice, MIT (<http://learningforinnovation.com/toolsresources.php>)

Amulya, J. (2003). *What is reflective practice?* Center for Reflective Community Practice, MIT (<http://learningforinnovation.com/toolsresources.php>)

Conference Presentations:

Litt, J., Peters-Moschetti- W., Amulya, J., Buchenau, M., Bardwell, L., Marshall, J., and Sancar, F. (2006 November). *Neighborhood Environments and Health Survey: An Overview*. American Public Health Association Annual Meeting, Boston, MA.

Amulya, J., Edoh, M., Hazan, E., Mulela, C., and Subramanian, S. (2006, November). *An evaluation of a community network model for providing home-based care and family strengthening for HIV-positive children*. Poster presented at the American Public Health Association Annual Meeting, Boston, MA.

Amulya, J., Engelman, A., Bardwell, L., Buchenau, M., Brett, J., Sancar, F., and Litt, J.S. (2006, October). *An ethnography of a community network for promoting health through urban gardens*. International Conference on Urban Health, Amsterdam, The Netherlands.

Litt, J., Wridt, P., Buchenau, M., Knapp, C., Amulya, J., Sancar, F., and Marshall, J.A. (2006, May). *A Natural History of Community Gardens in Denver, Colorado: A Study of a Neighborhood Setting for its Potential to Promote Active and Healthy Living*. CDC Diabetes and Obesity Conference, Centers for Disease Control and Prevention, Denver, CO.

Amulya, J., Buchenau, M., Bardwell, L., Wridt, P., Knapp, C., Brett, J., Sancar, F., Marshall, J.A., May, R., Bates, I., and Litt, J.S. (2006, May). *Community health interventions: Issues, learnings and best practices for multi-stakeholder collaborations*. Paper presented at the Centers for Disease Control Conference on Diabetes and Obesity, Denver, CO.

- Edoh, M., Amulya, J., & McDowell, C. (2004, July). *Re-conceptualizing home-based care: A study of HBC practice as a critical element in community-based response to the HIV/AIDS pandemic*. Poster presented at the International AIDS Conference, Bangkok.
- Amulya, J. & McDowell, C. (2003, October). *How Reflection Supports Learning in Race and Democracy Work*. Paper presented at the Lifelong Citizenship Learning, Participatory Democracy and Social Change Conference, Toronto.
- Amulya, J., O'Campbell, C., Edoh, M., & McDowell, C. (2003, October). *Transformative Learning in Social Justice Organizations*. Paper presented at the Transformative Learning Conference, New York.
- (previous surname Moreton)
- Pursley, L., Boornazian, S., & Moreton, J. (1999, November). *Promises and perils of participatory evaluation research: Lessons from a non-traditional educational organization*. Paper presented at the annual meeting of the American Evaluation Association, Chicago.
- Moreton, J. & Pursley, L. (1998, November). *The case of Cambridge College: Participatory/empowerment evaluation in a higher education setting*. Poster presented at the annual meeting of the American Evaluation Association, Chicago, IL.
- Moreton, J. & McDowell, C. (1995, June). *Diversity and the university research enterprise*. Workshop presented at the Eighth Annual National Conference on Race and Ethnicity in American Higher Education, Santa Fe, NM.
- Porche, M. & Moreton, J. (1992, April). *Life circumstances of lower income mothers: Constructing home contexts of learning and development*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
- Moreton, J. & Porche, M. (1991, August). *Moving beyond the deficit model: Using process-oriented measures of home context to explore the acquisition of literacy-related language skills*. Paper presented at the Fourth International Conference on Language and Social Psychology, Santa Barbara, CA.
- Dickinson, D. & Moreton, J. (1991, April). *Predicting specific kindergarten literacy skills from three-year-olds' preschool experiences*. Presented at the Biennial Meeting of the Society for Research in Child Development, Symposium on "Constructivist Accounts of Literacy Acquisition: Contributions from Participation in Discourse," Seattle, WA.
- Moreton, J. (1989, March). *Social prerequisites to the development of decontextualized language skills in preschool children from low income families*. Paper presented at the Annual Meeting of the American Educational Research Association, Symposium on "Oral Language Precursors to Literacy Development: Implications for Educational Programs and Social Policy," San Francisco, CA.