

**JENNIFER P. VILLALOBOS, PHD**  
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## EDUCATION

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**Claremont Graduate University, Claremont, CA** **January 2024**  
Doctor of Philosophy in Evaluation and Applied Research Methods with a co-concentration in Positive Organizational Psychology and Applied Evaluation

**Claremont Graduate University, Claremont, CA** **May 2020**  
Preparing Future Faculty Certificate in College Teaching

**Claremont Graduate University, Claremont, CA** **May 2018**  
Master of Arts in Positive Organizational Psychology and Evaluation, GPA: 3.9

**University of Southern California, Los Angeles, CA** **December 2004**  
Bachelor of Arts in Psychology and History

**University of Cape Town, South Africa** **December 2004**  
Cape Town, South Africa  
Semester Abroad Major: History

## ACADEMIC APPOINTMENTS AND LEADERSHIP

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**Chair of Evaluation and Applied Research Methods** **July 2025 – present**  
Claremont Graduate University  
Faculty chair appointment in the School of Social Science, Policy & Evaluation

**Assistant Professor of Practice** **April 2024 – present**  
Claremont Graduate University  
Faculty appointment in the School of Social Science, Policy & Evaluation with a focus on evaluation practice, organizational psychology, and applied research methods  
**Courses:** Evaluation Procedures, Effective Data Presentation and Visualization, Evaluation for Social Good in a Digital Age, Professional Doctoral Milestone 1, Professional Doctoral Milestone 2

**Adjunct Professor of Practice** **July 2025 – present**  
Claremont Graduate University  
Faculty appointment in the Drucker School of Business with a focus on research methodology  
**Courses:** Data Collection

**Director, Doctor of Evaluation Practice (D.Eval Professional Doctorate Degree)** **April 2024 – present**  
Claremont Graduate University – Claremont, CA  
Lead academic strategy, curriculum development, and student advising for CGU’s professional doctorate in evaluation—the first of its kind in the U.S.

## TEACHING EXPERIENCE

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**Course Faculty, Claremont Flourishing Center Science of Happiness Certification Course, Virtual “The Power of Positive Psychological Capital (PsyCap)”**  
*September 2025*

**Course Faculty, The Evaluator’s Institute (TEI) – Claremont Graduate University, Claremont, CA**  
**Artificial Intelligence: Bridging Technology and Practice**  
*July 2025*

**Workshop Faculty, International Positive Psychology Conference – Brisbane, Australia**

**Renewing Impact: Introductory Evaluation Tools for Positive Psychology Interventions**  
**Advancing Renewal: Culturally Responsive and Systems-Based Evaluation for Positive Psychology Interventions**  
*July 2025*

**Course Faculty**, *Pacific Library Partnership* – California State Library  
**Ethical Artificial Intelligence: Bridging Technology with Equitable Evaluation Practices**  
*April 2025*

**Course Faculty**, *The Evaluator's Institute (TEI)* – Claremont Graduate University, Claremont, CA  
**Artificial Intelligence for Equity and Justice in Evaluation: Bridging Technology and Practice**  
*July 2024 – October 2024*

**Course Faculty**, *Mellon Foundation Research Institute for Public Libraries (RIPL)*  
**Ethical Artificial Intelligence: Bridging Technology with Credible Evaluation Practices**  
*July 2024*

**Instructor & Content Developer**, *CGU Online Web Series – Tools to Lead Change*  
*Claremont Graduate University, Claremont, CA | 2023–2024*

**Guest Instructor**, *San Jose State University* – San Jose, CA  
*June 2023*

**Guest Instructor**, *Woxsen School of Business, Woxsen University* – India  
**Practical Strategies to Lead Change**  
*February 2023*

**Guest Instructor**, *Claremont Graduate University* – Claremont, CA  
**TNDY 301: Tools to Lead Change (International Student Course)**  
*2021–2022*

**Adjunct Professor**, *Claremont Graduate University* – Claremont, CA  
**TNDY: Leading Change**  
*Summer 2020, Spring 2021*

## Teaching Assistant Roles

**Teaching Assistant** – *Claremont Graduate University*  
*2017–2024*

Supported graduate-level courses in evaluation theory, methods, and practice. Responsibilities included facilitating review sessions, holding office hours, grading assignments, and supporting instructional delivery.

Courses assisted:

- Comparative Evaluation Theory (2018, 2021, 2024)
- Foundations of Evaluation (2017, 2018)
- Evaluation and Applied Research Methods (2018)
- Theory-Driven Evaluation Science (2018)
- Evaluation Procedures (2019)
- Evaluation Practicum (2020)
- The Evaluators' Institute (TEI) Modules (2021–2023):
  - *Basics of Program Evaluation*
  - *Using Research, Program Theory & Logic Models to Design and Evaluate Programs*

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## PANELS, PRESENTATIONS, AND INVITED LECTURES

**“PERMA and PERMA+4 Empirical Findings Across the World”**

*International Positive Psychology Association Conference, Brisbane, Australia – July 2025*

**“A Constructive Critique & Conversation: Advancing Positive Psychology with Equity and Justice”**

*International Positive Psychology Association Conference, Brisbane, Australia – July 2025*

**“Bridging Evaluation and Applied Psychology: Enhancing Practice, Programs, and Outcomes”**

*Western Psychological Association Conference, Las Vegas, NV — May 2025*

**“Pathways to Peace: Leveraging Character Strengths for Social Justice and Intergroup Peace”**

*Western Positive Psychology Association Conference, Sacramento, CA — April 2025*

**“Amplifying New Perspectives: Bridging Innovation and Inclusivity in an AI-Enhanced Evaluation”**

*American Evaluation Association Annual Conference, Portland, OR — October 2024*

**“Amplifying and Empowering Member Voices in Evaluation: Progress through Unconferencing”**

*American Evaluation Association Annual Conference, Portland, OR — October 2024*

**“Contemporary Organizational DEI Research and Application: A Multi-Year Case Study of an Industrywide DEI Investment”**

*Western Psychological Association Conference, San Francisco, CA — April 2024*

**“Exploring the Relationship Between Psychological Capital and Social Justice Practitioner Performance”**

*Western Positive Psychology Association Conference, Albuquerque, NM — March 2024*

**Roundtable: Can Positive Psychology Thrive in a House of Social Injustice? A Question for the Field of Positive Psychology**

*Western Positive Psychology Association Conference, Albuquerque, NM — March 2024*

**“Using ChatGPT to Improve Evaluation Performance”**

*The Evaluators Institute, Virtual Webinar — February 2024*

**“Using a Cognitive Complexity Framework to Understand and Integrate AEA Competencies into Evaluator Preparation”**

*American Evaluation Association Annual Conference, Indianapolis, IN — October 2023*

**“Researching the Use of AEA Evaluator Competencies: A Case Study Applying a Cognitive Complexity Framework to Design Syllabi for Evaluator Professionalization”**

*American Evaluation Association TIG Business Meeting, Virtual — November 2022*

**“Educating Socially Responsive Evaluators”**

*American Evaluation Association Conference, Virtual — October 2020*

**“New Findings from Positive Psychological Capital Research: The Importance of Hope, Efficacy, Resilience, and Optimism”**

*Western Psychological Association Conference, Virtual — October 2020*

**“Applications of Positive Psychology in the Global Workplace: Findings from the Accenture Talent Innovation Lab”**

*Western Positive Psychology Association Conference, Claremont, CA — January 2020*

**“The Intersection of Evaluation Competencies with Current Issues in Society”**

*Socially Responsive Evaluators Special Presentation, Pitzer College, Claremont, CA — April 2019*

**“Approaches to Evaluation”**

*Socially Responsive Evaluators Special Presentation, Pitzer College, Claremont, CA — February 2019*

**“Introduction to Evaluation and Monitoring”**

*Socially Responsive Evaluators Special Presentation, Claremont Graduate University, Claremont, CA — December 2018*

## **PUBLICATIONS**

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- Villalobos, J.P. (2025). *Development of a Social Justice Evaluation Measure: Findings from a Mixed Method Dissertation Study*. *American Journal of Evaluation*. (in review)
- Villalobos, J.P., & Cho, Minji. (2025). Positionality and Evaluation. *American Journal of Evaluation*. (in press)
- Villalobos, J.P., Cho, Minji, & Donaldson, S.I. (2025). Gleaning Insights from Research on (RoE) PhD Dissertations. *New Dir Eval*. (in press, Fall 2025)
- Donaldson, S. I., Villalobos, J. P., & Cho, M. (2025). Following the science to understand how to reduce prejudice and its harmful consequences: A guide for evaluators and program planners. *Evaluation and Program Planning*, 102556.
- Villalobos, J. P., & Grandjean Targos, P. T. (2025). Open data in evaluation: Implications and challenges of facilitating data interpretation using open data. *New Dir Eval*.. <https://doi.org/10.1002/ev.20626>
- Donaldson, S. I., & Villalobos, J. P. (2024). Positive mindset: PsyCap's roles in PERMA+ 4 and positive organizational psychology, behavior, and scholarship 2.0. *Organizational Dynamics*, 53(4), 101084.
- Villalobos, J. P., Cabrera, V., & Donaldson, S. I. (2024). Intergroup peace and character strengths. In R. Niemiec (Ed.), *Peace psychology and character strengths: Integrating science and practice* (pp. 139-155). Springer Nature Switzerland.
- Villalobos, J. P., & Cabrera, V. (2025). A constructive critique: Advancing positive psychology with equity and justice. *International Journal of Applied Positive Psychology*, 10(1), 17.
- Villalobos, J. P. (2024). Exploring the relationship between psychological capital and social justice evaluator performance (Doctoral dissertation, *The Claremont Graduate University*).
- Chan, L.B., Villalobos, J, Chen, C, Donaldson, SI (2023) The Role of Positive Psychological Capital (PsyCap) in Professional Coaching (under review)
- Villalobos J, Jessup L. (2023) "Walking our Talk" Teaching a Graduate Course During a Pandemic. *College Teaching*. (under review)
- Villalobos, J., Bledsoe, K. L., & Donaldson, S. I. (2023). Integrating theory and research on structural racism and social justice into evaluator preparation. *New Dir Eval*.., 2023(177), 49-55.
- Villalobos, J., & Jessup, L. (2021). Adapting to Distance Learning During COVID-19 Using a Transparent Assignment and Course Design. *The Journal of Faculty Development*, 35(2), 72-77.
- Villalobos, J., Chan, L. B., Chen, C., & Donaldson, S. I. (2020). Exploring adaptability and proactivity across cultural contexts. *International Journal of Cross Cultural Management*, 20(3), 345-360.)
- Donaldson, S. I., Chan, L. B., Villalobos, J., & Chen, C. L. (2020). The generalizability of HERO across 15 nations: Positive psychological capital (PsyCap) beyond the US and other WEIRD countries. *International Journal of Environmental Research and Public Health*, 17(24), 9432.

## **PROFESSIONAL LEADERSHIP, EDITORIAL ROLES, AND SERVICE**

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### **USC Alumni Mentor**

*University of Southern California Mentorship Program* — September 2024–March 2025

Provide mentorship and career guidance to undergraduate and graduate students, drawing on professional experience in evaluation, organizational psychology, and social impact consulting.

### **Program Chair, Use & Influence Topical Interest Group**

*American Evaluation Association* — 2024–present

Provide strategic leadership for the TIG's programming, including proposal review coordination and community engagement.

**Managing Editor, *Evaluation and Society Series***

*Emerald Publishing Limited (formerly Information Age Publishing)* — September 2020–March 2025

Oversee manuscript review and editorial workflow for a series focused on advancing social justice and equity in evaluation.

Publications include:

Nkawe AM, Morell JA, Bledsoe KL. (2025). *Assumptions. Complexity, Practice, and Values*. Emerald Publishing Limited

Hall, J. N., Boyce, A., & Hopson, R. (Eds.). (2023). *Disrupting Program Evaluation and Mixed Methods Research for a More Just Society: The Contributions of Jennifer C. Greene*. IAP.

Hurteau, M., & Archibald, T. (Eds.). (2023). *Practical wisdom for an ethical evaluation practice*. IAP.

Renger, R. (2022). *System Evaluation Theory: A Blueprint for Practitioners Evaluating Complex Interventions Operating and Functioning as Systems*. IAP.

**Peer Reviewer**

- *Organizational Dynamics* – 2025 – present
- *Canadian Journal of Program Evaluation* – 2025 – present
- *American Journal of Evaluation* — 2025 – present
- *International Journal of Cross-Cultural Management* — 2018–present

**CONSULTING, EVALUATION, AND ORGANIZATIONAL PSYCHOLOGY PRACTICE**

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**Liki Evaluation & Organizational Psychology Consulting, Inc.**

***Founder & Principal Consultant, 2015–present***

Formerly Villalobos Consulting, we provide evaluation, organizational psychology, and DEI consulting for mission-driven organizations across sectors. Projects range from multi-year, mixed-methods evaluations to culturally responsive capacity-building initiatives. Work emphasizes collaborative design, actionable insights, and equity-centered strategies for learning and improvement.

**Contracts include:**

**Harvey Mudd University (NSF Subcontract) – Claremont, CA**

**September 2024 – September 2027**

*Evaluation Consultant*

- Serve as evaluator for an NSF-funded project aimed at integrating sustainability and sociotechnical thinking into engineering education.
- Support development and refinement of evaluation strategies aligned with project goals.
- Contribute to data collection planning and formative feedback processes for continuous improvement.

**Mellon Foundation – Research Institute for Public Libraries (RIPL) – San Francisco, CA**

**July 2024 – May 2025**

*Guide Development Consultant*

- Developed an eLearning guide focused on artificial intelligence and data analysis for public library professionals.
- Integrated equity-centered evaluation concepts into practical applications of AI tools.
- Collaborated with subject matter experts to ensure accessibility and relevance across library contexts.

**United Way of Buffalo Contract #2 – Buffalo, NY**

**December 2024 – January 2025**

*Evaluation Consultant*

- Supported the development of a Logic Model and evaluation questions for the Direct Rental Assistance Pilot Program.

- Collaborated with program leads to align evaluation design with implementation priorities.
- Contributed to early-stage planning for data collection and performance measurement.

**Thrive Inland Empire – Inland Empire, CA**

**September 2024 – December 2024**

*Evaluation Consultant*

- Developed a Theory of Change and strategic evaluation plan for the Thrive initiative.
- Engaged initiative leaders to align evaluation priorities with regional impact goals.
- Delivered a roadmap for measuring progress toward equitable systems change.

**United Way of Buffalo – Buffalo, NY**

**May 2024 – June 2024**

*Evaluation Consultant*

- Advised on the development of an evaluation proposal for a Housing Pilot Program.
- Provided input on evaluation questions, design, and metrics aligned with program goals.
- Supported proposal refinement for alignment with funder expectations.

**Inclusive Excellence Institute at Pomona College – Pomona, CA**

**January 2024 – July 2024**

*DEI/Research Consultant*

- Designed and implemented an inclusive teaching faculty survey to assess experiences and perspectives on inclusion.
- Led data collection and analysis using both quantitative and open-ended data qualitative methods.
- Delivered an executive summary report with key findings and recommendations to inform program development efforts

**Wolf Connection – Palmdale, CA**

**October 2022 – September 2024**

*Evaluation Consultant*

- Developed a Theory of Change for the organization, representing its core programs and mission.
- Designed and implemented an evaluation plan for the Wolf Academy youth leadership program.
- Collected and analyzed qualitative and quantitative data to assess program outcomes.
- Provided feedback to support program refinement and strategic growth.

**Harvey Mudd College (HMC, Caltech, and CMC collaboration) – Claremont, CA**

**March 2022 – present**

*Co-Lead Evaluator*

- Conducted data analysis for an NSF-funded computer science initiative across three institutions.
- Analyzed course participation data by student demographics including graduation rates, race, ethnicity, gender, and major.
- Produced data summaries and reports to support grant reporting and inform programmatic decisions.

**Ontrak Health – Henderson, NV**

**April 2022**

*Evaluation Consultant*

- Facilitated a virtual working session to develop a Logic Model and Theory of Change for Ontrak's health coaching model.
- Aligned evaluation components with program goals and strategic priorities.
- Delivered a visual and narrative framework to guide future measurement and learning efforts.

**Data2Insight – Seattle, WA**

**January 2022 – March 2022**

*Evaluation and Translation Consultant*

- Translated field research survey materials into Spanish to ensure cultural and linguistic accessibility.
- Provided recommendations to improve survey design and data quality.
- Supported efforts to enhance inclusivity in data collection processes

**Bendable Labs, Inc. / Harbor Freight Leadership Lab (HFL) – Claremont, CA**

**July 2021 – present**

*Evaluation Consultant*

- Designed and implemented a multi-year mixed-methods evaluation for HFL Cohorts 1–3.
- Developed a comprehensive evaluation plan, including Theory of Change and Logic Model.
- Collected and analyzed data through archival review, surveys, interviews, and on-site observations.
- Produced detailed evaluation reports with actionable findings to inform program growth and sustainability.

**Camber Outdoors – Boulder, CA**

**July 2020 – May 2024**

*DEI Evaluation Consultant*

- Led a multi-year collaboration to design and implement DEI-focused surveys across more than 100 outdoor recreation organizations.
- Developed data collection tools grounded in evidence-based practices for workplace equity and inclusion.
- Created tailored organizational reports and improvement plans based on survey results.
- Supervised graduate student contractors supporting data analysis and reporting.

**Conga Kids – Los Angeles, CA**

**September 2019 – April 2020**

*Evaluation Consultant*

- Led the participatory development of a comprehensive evaluation plan for an arts-in-education program.
- Created a Theory of Change and Logic Model in collaboration with program staff.
- Designed mixed-methods tools to measure social-emotional learning outcomes and other program impacts.
- Contract was halted during implementation due to COVID-19.

**S. Groner Associates, Inc. – Long Beach, CA**

**April 2019 – January 2020**

*Organizational Psychology and Evaluation Consultant*

- Provided strategic advising on organizational development, internal processes, and staff retention.
- Delivered evaluation-informed recommendations to improve recruitment and team dynamics.
- Developed tools and resources aligned with best practices in organizational psychology.

**Kaiser Permanente – Fontana, CA**

**January 2019 – May 2019**

*Organizational Culture Consultant*

- Conducted a cultural assessment for telecommunications departments in Fontana and Ontario.
- Facilitated focus group interviews with staff to explore perceptions of workplace culture and communication.
- Analyzed qualitative data and synthesized findings into a written report.
- Presented results and strategic recommendations to departmental leadership and key administrators.

**BLAIS Challenge Grant ECB Collaboration with Pitzer College – Claremont, CA**

**September 2018 – May 2020**

*Evaluation Capacity Building Consultant*

- Designed and delivered workshops to strengthen evaluation capacity for Pitzer College's Community Engagement Center (CEC).
- Planned and implemented participatory evaluation activities with program staff.
- Collaborated with the Strategic Evaluation and Learning Lead to assess organizational capacity for evaluation.

- Developed a comprehensive evaluation plan and logic model to guide ongoing learning and improvement.

**The Actor's Gang Prison Project – Los Angeles, CA**

**October 2018 – December 2018**

*Field Research Consultant*

- Collected qualitative field data with incarcerated participants at the California Institute for Men in Chino, CA.
- Transcribed interview and observational data.
- Participated in evaluation team meetings to support analysis and interpretation.

**The Wonderful Company – Santa Monica, CA**

**January 2018 – May 2018**

*Organizational Psychology Consultant*

- Assessed employee engagement within the Human Resources department.
- Conducted qualitative interviews and on-site observations.
- Analyzed data through transcription, thematic coding, and linkage to organizational behavior literature.
- Developed a final report with actionable recommendations to improve HR practices and workplace culture.

**Stronger Hearts Helpline – Inland Empire, CA**

**March 2018 – May 2018**

*Evaluation Consultant*

- Translated qualitative research protocols into Spanish to increase accessibility for Spanish-speaking participants.
- Facilitated Spanish-language focus groups as part of a larger program evaluation.
- Transcribed and prepared qualitative data for analysis.

**Union Station Homeless Services – Pasadena, CA**

**September 2017 – September 2018**

*Evaluation Consultant*

- Led the evaluation of the Housing First model implementation at Centennial Place, a supportive housing program.
- Designed a comprehensive evaluation plan including a theory of change and culturally responsive, mixed-methods tools.
- Conducted surveys, interviews, focus groups, and observations.
- Performed inclusive data analysis, including thematic coding and descriptive statistics.
- Facilitated a participatory data interpretation workshop with program staff.
- Delivered a final evaluation report with actionable, formative recommendations.

**GBP & Associates / G&L Properties – Montebello, CA**

**2015 – present**

- Provide strategic consulting in organizational restructuring, human resources, and operations.
- Evaluate and redesign internal systems for legal and commercial property divisions.
- Manage multiple budgets across departments.
- Develop policies and streamline workflows.
- Negotiate and facilitate contracts with external vendors.
- Support leadership in aligning operations with strategic goals.

**Research & Evaluation Projects – Claremont Evaluation Center at CGU**

***Evaluator, Consultant, and Research Affiliate, 2018–present***

Lead and contribute to externally funded evaluation and applied research projects contracted through the Claremont Evaluation Center at CGU. Projects span education, leadership development, and DEI-focused initiatives, with an emphasis on culturally responsive methods, collaborative and participatory interest holder engagement, and strategic learning.

**Contracts and projects include:**

**Office of Indian Education Professional Development Grant for Native Teachers (OIE PD) – Claremont, CA  
March – present**

*Principal Evaluation Study Lead*

- Lead a focused evaluation study examining program implementation from the perspective of program directors and faculty mentors.
- Developed the evaluation plan and study questions in collaboration with CGU's School of Educational Studies.
- Designed a mixed-methods approach emphasizing cultural responsiveness and alignment with Native community values.
- Support strategic learning and shared insight across program sites to inform future evaluation phases.

**Miami University Passport Program – Miami, FL**

**January – August 2025**

*Co-Principal Evaluation Consultant*

- Developed the Theory of Change and Evaluation Plan for an undergraduate academic success initiative.
- Support ongoing implementation of the evaluation framework.
- Provide guidance on data collection and use to inform continuous program improvement.

**Water Education for Latino Leaders (WELL) – Los Angeles, CA**

**December 2024 – August 2025**

*Principal Evaluation Consultant*

- Lead a focused mixed-methods evaluation of the Educate to Lead program, which prepares underrepresented professionals for leadership in the California water industry.
- Developed a culturally responsive evaluation plan in collaboration with WELL and CAAWEF leadership.
- Assess participant experience, curriculum relevance, and leadership readiness through survey and interview data.
- Provide actionable recommendations to refine the program's content, delivery, and mentorship model.

**Prejudice Eradication and Education Lab (PEEL)**

**November 2021 – December 2024**

*Lab Manager*

- Lead lab operations, project development, and research coordination.
- Oversee student researcher engagement and guide research-to-practice translation efforts on prejudice reduction and social justice education.

**AEA Evaluator Competencies Study**

**July 2021 – October 2022**

*Researcher*

- Collaborated on a multi-stage study applying a cognitive complexity framework to evaluation syllabi.
- Contributed to content analysis and development of implications for evaluator education and professionalization.

**Salzburg Global Seminar – Salzburg, Austria**

**September 2020 – March 2021**

*Evaluation Consultant*

- Supported evaluation capacity-building efforts for a multi-program international leadership initiative.
- Collaboratively developed a comprehensive evaluation plan, including a Theory of Change and Logic Model for the Just-In-Time Transformation Network (JITTN).
- Advised on strategies to assess program outcomes and long-term impact.

**BetterUp – San Francisco, CA**

**May 2020 – August 2021**

*Data Consultant*

- Conducted data analysis for a study on Psychological Capital among executive coaches.
- Supported manuscript development and translation of findings for applied coaching contexts.

**Los Angeles Dodgers Foundation (LADF) – Los Angeles, CA**

**May 2019 – March 2020**

*Evaluation Consultant*

- Co-developed a comprehensive evaluation plan for the Reviving Baseball in Inner Cities (RBI) youth development program.
- Created the Theory of Change and Logic Model for LADF's Dreamfields initiative.
- Designed a culturally responsive mixed-methods evaluation approach.
- Contract work was paused due to COVID-19 before full implementation.

**The Aspen Institute – New York, NY**

**July 2019 – May 2020**

*Research Consultant*

- Led a collaborative research study on Corporate Social Intrapreneurship (CSI).
- Worked directly with Aspen Institute leadership to explore strategies for advancing innovation within large organizations.

**San Manuel Band of Mission Indians – Highland, CA**

**February 2019 – April 2019**

*Evaluation Consultant*

- Conducted a qualitative case study of four beneficiaries of San Manuel's charitable giving program.
- Coordinated with affiliate leadership to engage a diverse group of interest holders in semi-structured interviews.
- Developed interview protocols and facilitated data collection in both English and Spanish.
- Analyzed data using transcription and thematic coding methods.
- Designed and delivered a final report, integrating findings with data visualization techniques.

**CEC Accenture Talent Innovation Lab**

**June 2018 – December 2020**

*Research Manager*

- Directed research efforts focused on talent development, organizational learning, and innovation strategy.
- Applied evaluation and positive organizational psychology tools to support continuous improvement and evidence-informed decision-making.

**Other Professional Experience**

**Administrative Director, Neuromodulation Division (formerly UCLA Depression Research Program and Clinic)**

*Semel Institute for Neuroscience and Human Behavior at UCLA*

Los Angeles, CA

**May 2012 – December 2015**

Directed research and clinical operations for the division, managing budgets, staffing, and strategic initiatives. Led grant development, physician, faculty, and researcher engagement, and coordination of multi-site clinical trials. Oversaw events, continuing education, and donor relations to advance the division's mission.

**Administrative Manager, Laboratory of Brain, Behavior and Pharmacology at UCLA**

*Semel Institute for Neuroscience and Human Behavior at UCLA*

Los Angeles, CA

**January 2005 - May 2012**

Managed operations and regulatory compliance for clinical and research projects in the Depression Research Program. Led IRB submissions, supported grant development, and coordinated multi-site collaborations. Founded the UCLA Depression Research Internship to support student training.

**HONORS AND AWARDS**

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<i>Claremont Graduate University Commencement Student Speaker</i>	<b>May 2024</b>
<i>CGU DBOS Travel Award</i>	<b>Fall 2023, Spring 2024</b>
<i>Graduate Student Council Travel Award</i>	<b>Fall 2023</b>
<i>Stauffer Fellow Teaching Assistant of the Year Award</i>	<b>Spring 2021</b>
<i>American Evaluation Association Student Travel Award</i>	<b>Fall 2019</b>
<i>Stuart Oskamp Fellowship recipient</i>	<b>Fall 2018</b>