

Melissa L. Nemon, Ph.D.

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RESEARCH INTERESTS

Community Economic Development, Monitoring/Reporting and Evaluation, Project Management, Community Indicators and Impact Studies, Assessments, Research Methodology, Curricula Development and Design, Community Organizing, Community-Based Participatory Research, Community Social Psychology, Participation and Engagement, Social Justice, Public Policy, Community Programs and Sustainability

EDUCATION

- 2005-2010 Ph.D., Community Economic Development
Southern New Hampshire University, 2500 N River Rd, Hooksett, NH 03106
- 2005-2008 M.A., Community Economic Development - *Concentration in Public Policy*
Southern New Hampshire University, 2500 N River Rd, Hooksett, NH 03106
- 2003-2005 M.A., Community Social Psychology
University of Massachusetts Lowell, 1 University Ave, Lowell, MA 01854
- 2000-2003 B.A., Psychology (*summa cum laude*)
University of New Hampshire, 105 Main St, Durham, NH 03824

DISSERTATION TOPIC

The purpose of my study was to identify non-profit agencies that have adopted the United Way Community Impact paradigm and for those that adopted the most, determine what social and economic efficiencies were experienced by those agencies. Access Dissertation: <http://academicarchive.snhu.edu/handle/10474/2308>

WORK EXPERIENCE

- 2005-now **Independent Consultant** - Nemon Consulting LLC
PO Box 1060, Londonderry, NH 03053
Conduct consulting services for various foundations, organizations, and community social projects and programs throughout the United States. Consulting specialization includes: monitoring/reporting; evaluation; logic models; strategic planning; project management; assessment; community-based research; socioeconomic and demographic analysis (community assessments); focus groups and survey research; technical training/education; and course/program development and design (SME).
- 2013-2015 **Senior Research Associate** - Brandeis University,
415 South Street, Waltham, MA 02453
Within the Heller School at Brandeis University, working directly with the Director of the Sillerman Center for the Advancement of Philanthropy to conduct and review research on issues related to social justice philanthropy, foundations, high end donors, and social justice grant-making intermediaries. Responsibilities include (but are not limited to): develop research studies, apply for grants and research funding, primary/secondary data collection and analysis, prepare reports and policy briefs, conduct literature reviews
- 2011-2012 **Associate Dean** - Southern New Hampshire University
2500 N River Rd, Hooksett, NH 03106
Oversight of four departments, Community Economic Development; Organizational Leadership; Social Entrepreneurship; and Public Administration; and responsible for:
- Ensuring the quality of existing programs and developing new programs;

- Designing and evaluating courses, curricula and new learning models;
- Creating and sustaining a viable internship process for online and distance education students;
- Hiring, mentoring, and assessing adjunct faculty;
- Playing a collaborative role in student success and retention efforts;
- Ensuring academic quality and compliance with academic policies, procedures, and governance at both the undergraduate and graduate levels;
- Teaching various courses in project management, research methods and core program courses

2006-2011 **Vice-President, Community Impact** - Granite United Way

22 Concord Street, Manchester, NH 03101

Act as the primary researcher, strategic planner and liaison between Granite United Way and its Community Impact partners in the Greater Manchester Area, Merrimack County, Upper Valley and North Country regions. Responsible for:

- Directing the process of distributing Granite United Way's unrestricted funds in a way that supports and furthers the Granite United Way's community impact agenda for the all NH-based area;
- Pursuing community building opportunities relevant to specific impact areas by representing Granite United Way on community groups, coalitions, taskforces, etc. as appropriate;
- Researching best practices and developing a working knowledge of public policy issues related to relevant impact areas and producing reports and information as necessary;
- Recruiting, training, and assisting community impact volunteers and boards to develop and recommend strategies that address community issues (education, health, and economic self-sufficiency);
- Developing and maintaining a community outcomes measurement database and logic model processing

ADJUNCT/PANEL/ADVISER/REVIEWER EXPERIENCE

2015-now **Adjunct Faculty** (Merrimack College, North Andover, MA)

2013-now **Adjunct Faculty** (Manchester Community College, Manchester, NH)

2012-now **Instructor & Developer** at NeighborWorks America Training Institutes (4 per year)

2014-2019 **Presenter** at the annual NH Grants Institute (NH Center for Nonprofits)

2012-2019 **Academic Faculty Portfolio Assessor** (Council for Adult & Experiential Learning)

2012-2020 **Adjunct Faculty** (UCLA Extension, Los Angeles, CA)

2012-2020 **Adjunct Faculty** (University of the Rockies, Colorado Springs, CO)

2011-2013 **Federal Grant Reviewer, Team Chairperson** (Office of Community Services, ACF, U.S. DHHS)

2008-2020 **Adjunct Faculty** (Southern NH University, Manchester, NH)

2008-2020 **Adjunct Faculty** (University of Massachusetts Lowell, Lowell, MA)

TEACHING EXPERIENCE & COURSE/CURRICULA DESIGN & PROGRAM DEVELOPMENT

--- *University/College courses* ---

CED 621: Project Design in Community Economic Development (graduate course)

CED 622: Project Planning in Community Economic Development (graduate course)

CED 623: Project Management in Community Economic Development (graduate course)

CED 624: Project Evaluation in Community Economic Development (graduate course)

CED 637: Resource Development and Grant Writing (graduate course)

CED 654: Promotion and Marketing in CED (graduate course)

CED 655: Social Economics and Policy (graduate course)

PSY 224: Research Methods (undergraduate course)

PSY 257: Social Psychology (undergraduate course)

OL 265: Introduction to Nonprofit Management (undergraduate course)

OL 524: Research Methods for the Social Sciences (graduate course)
OL 635: Consulting (graduate course)
PSYC.5000: Introduction to Community Social Psychology (graduate course)
PSYC.5120: Applied Research Methods (graduate course)
PSYC.6110: Program Evaluation (graduate course)
ORG 6522: Fundamentals of Coaching (graduate course)
ORG 6525: International Leadership (graduate course)
HUM 5100: Projects for Human Services Learners (graduate course)
HUM 5210: Recruiting and Coaching Volunteers (graduate course)
HS 260b: Practicing Philanthropy (graduate course)
SOC 143a: Social Justice Philanthropy (undergraduate course)
PSY 110: Intro to Psychology (undergraduate course)
PSY 225: Social Psychology (undergraduate course)
SOC 109: Contemporary Social Issues (undergraduate course)
SOC 110: Intro to Sociology (undergraduate course)
SOC 250: Multiculturalism (undergraduate course)
X470.4: Program Evaluation (graduate course)
CME 535: Social Justice Education and Action
CME 560: Community Engagement Fellowship (yearlong graduate course)
GRAD 590: Social Justice Capstone
ED 671: Theories of Adult Learning & Development (graduate course)
ED 691: Community Engagement Theories and Practice (graduate course)
Internship Program Courses (4 developed to date; undergraduate courses)
Full Program Development: B.S. in Social Entrepreneurship
Full Program Development: B.A. in Public Administration
Full Program Development: M.S. Public Policy and Government

--- Conferences and Training Institutes ---

ED 144: Foundations of Microenterprise Development (NeighborWorks Training Institute)
ED 127: Transit Oriented Development (NeighborWorks Training Institute)
ED 170: Incubators and Economic Development (NeighborWorks Training Institute)
ED 171: Asset Development Toolkits (NeighborWorks Training Institute)
ED 180: Social Enterprise (NeighborWorks Training Institute)
ED 207: Market Analysis for CED (NeighborWorks Training Institute)
ED 210: Program Evaluation & CED (NeighborWorks Training Institute)
ED 212: Guerilla Urbanism (NeighborWorks Training Institute)
ED 215: So You Want to Start a Social Enterprise? (NeighborWorks Training Institute)
ED 220: Using Data to Tell Your Story (NeighborWorks Training Institute)
ED 230: Growing Microenterprise Businesses (NeighborWorks Training Institute)
ED 255: Developing a Creative Economy Strategy (NeighborWorks Training Institute)

RESEARCH / PROJECT WORK

- 2021-2025 Evaluator, National Science Foundation Research Traineeship (NRT) Program, University of Massachusetts Lowell
 TITLE: ***NRT SWIMMERS Graduate Research Program for Engineering Students at UMass Lowell***
 External evaluator for the UMass Lowell NSF Research Traineeship (NRT) program, which explores ways for graduate students in research-based master's and doctoral degree programs to develop the skills, knowledge, and competencies needed to pursue a range of STEM careers. The program is dedicated to effective training of STEM graduate students in high priority interdisciplinary or convergent research areas, through a comprehensive traineeship model that is innovative, evidence-based, and aligned with changing workforce and research needs. UMass Lowell was awarded a 5-year grant and I will be the lead external evaluator assessing efficacy to the program model as well as outcomes for students, faculty/departments, and the institution.
- 2020-2021 Evaluator, *The International Trade Administration (ITA), agency in the US Department of Commerce*
 TITLE: ***Comprehensive Review of International Trade Administration (ITA) Trade Missions***
 The goal of this project is to expand the current comprehensive review of ITA's Events Management Task Force. Specifically, this project seeks to help ITA define and measure the success of an official trade mission as well as better understand the ITA value to clients, capture successful practices, and determine areas for cost recovery. In this project we will conduct primary data collection, analysis, and reporting to support the completion of the trade missions comprehensive review.
- 2021-2023 Evaluator and Research Team, *NeighborWorks America*
 TITLE: ***Community Initiatives***
 Under a two-year Blanket Purchase Agreement with the Community Initiatives department to support comprehensive community development activities within the NeighborWorks system. This includes community needs assessments, evaluations, data collection, and technical assistance.
- 2020-2023 Evaluator and Analyst, *University of Massachusetts Lowell Mechanical Engineering Department*
 TITLE: ***ENG-ED 4.0: Educating the Next Generation of Engineers to Drive, 4th Industrial Revolution***
 This is a three-year project is funded by the Davis Foundation. Created the evaluation methodology and frameworks for a three-year redesign of the Mechanical Engineering department and nine core courses to align with ABET goal and objectives. Engage in the IRB application process, design all data collection instruments, conduct interviews and focus groups with faculty and students, create analysis rubrics for course assessment, assess data throughout the process and well as annual summative analysis reports, assist in report writing for the Davis Foundation annual reports, and work with the leadership team on internal, conference and journal articles.
- 2020 Grantee Technical Assistance, *AARP Purpose Prize, Success Measures*
 TITLE: ***AARP Grantee Technical Assistance***
 Offering technical assistance to AARP Purpose Prize grantees to help create/revised program frameworks, establish a data collection/analysis process, and help construct tools for data collection. Grantees include homeless youth programs and youth health programs.
- 2020 Database/Dashboard Development and Performance Measurement, *Federal Grant, State of Massachusetts, University of Massachusetts Lowell*
 TITLE: ***Shannon Grant Massachusetts Data Reporting***
 Creating a reporting and tracking database package for the all Department of Justice Shannon Grant recipient sites in the State of Massachusetts, under an agreement (subcontract) with the University of Massachusetts Lowell. The database tracks youth data and grant activity outcomes as well as

includes a dashboard for simplified regional/state reporting. Also provided analysis reports based on data collected through database/dashboard package.

- 2019 Technical Research Consultant, *Pact*
 TITLE: **WORTH Meta-Review Research**
 Conducted a thorough review and analysis of 28 data reports examining WORTH micro-banking model programs implemented across the world. The report also featured a reconfigured framework and recommendations for future research. WORTH has been operating for over 20 years in 15 countries helping over 880,000 women to achieve self-sufficiency and reduce poverty.
- 2019-2020 Success Measures Evaluation Consultant, *NeighborWorks America*
 TITLE: **Success Measures Community Impact Project – Phase 3**
 Provide remote one-on-one technical assistance to a cohort of NeighborWorks Organizations (NWOs) and assist in the planning and implementation of a community impact evaluation that includes resident surveys and observations of physical conditions in accordance with Success Measures guidelines. (First phase in 2012-2013; Second phase 2016-2018).
- 2019 Curriculum Developer and Human Rights Educator, *Amnesty International*
 TITLE: **Ending Gun Violence Campaign Curriculum**
 Worked with AI staff and collaborative community groups to create and pilot a set of education and workshop materials and lesson plans regarding the Ending Gun Violence campaign slated for 2019. This includes curriculum development, training materials, activities, community action plans and training material that focuses on AI research.
- 2019-2021 Trainer and Curricula Developer, *NH Bureau of Education and Training (NH BET)*
 TITLE: **Trainer & Curricula Development – Statewide Training Initiatives**
 Creating and teaching various training courses and department retreats for state, municipal and NH-based human and social service agencies. Training topics include project management, program evaluation, balanced scorecard, community, conflict resolution, teamwork for projects, and various bootcamps on technical and project-oriented topics.
- 2019 Trainer, Presenter & Curriculum Designer, *NeighborWorks Training Institute*
- Cleveland, February 18-22 New Orleans, August 19-23
 - Chicago, October 18-20 Portland, OR December 2-6
- 2018 Independent Theater Attendee Survey, *Red River Theater*
 TITLE: **Attendee Survey for the Red River Theater**
 Developed a large-scale attendee survey for the only independent theater in the state of NH. The survey went out to just under 8,000 participants and results will be used in the organization's strategic planning process slated for early 2019.
- 2018 Healthy Homes and Communities (HHC) Initiative, *NeighborWorks America*
 TITLE: **Report and Case Studies Development for Healthy Communities Demonstration Project**
 Supported the writing of the main text of the Healthy Communities Demonstration Project Key Findings Report for the Healthy Homes and Communities (HHC) Initiative, which supports the efforts of community organizations and the community development field to develop healthy homes and communities. This included conceptualization support, literature review, proposing improvements to current draft, creation of tables/charts/graphics, and editing. I strengthened the report by providing strategic assessment of the overall strengths and weaknesses of the draft as well as develop plans to remediate weaknesses and build on strengths; identified additional key findings;

reframed findings, analysis, and recommendations as needed to better align with NeighborWorks strategic direction and/or reflect the work of NeighborWorks Network organizations; completed missing sections of the draft by adding additional detail, examples, and quotes; and clarified unclear components with relevant Network organizations. Lastly, I provided a typology of outcomes and associated indicators and compared them to existing frameworks and social determinants of health.

- 2018 Trainer, Presenter and Curriculum Designer, *NeighborWorks Training Institute*
- Kansas City MO, May 7-11 Louisville KY, August 20-24
 - Houston TX, October 11-14 Pittsburgh PA, December 3-7
- 2017-2020 Database/Dashboard Development and Performance Measurement, *Lowell Police Department*
 TITLE: ***FY 2016 Harold Rogers Prescription Drug Monitoring Program***
 Creating a reporting and tracking database package for the Lowell Police Department for the PDMP Project which will track enrolled clients through their recovery as well as determine point of origin of addiction for high risk populations. The database tracks individual data and project outcomes as well as includes a dashboard for simplified federal/state reporting. Also provided analysis reports based on data collected through database/dashboard package.
- 2017 Analyst Consultant, *NeighborWorks America*
 TITLE: ***Healthy Homes & Communities Nationwide Health Grant Program***
 Supported the Health Homes and Communities team by support gathering data and information that will inform a larger story as to the potential impact of grantee efforts and actions. In this project I analyzed existing qualitative data for potential data points and qualitative data that can help stratify or assess the information gathered from each of the grantee sites. I reviewed the current survey tool and make edits as necessary to the tool. Additionally, I helped determine ways to gain additional information (i.e. data points or indicators) from the tool as it is currently structured. I proposed additional methodologies, indicators or potential data-driven approaches to addressing the achievements of the grantees for various potential audiences including internal leadership and philanthropies.
- 2017-2019 Success Measures Evaluation Consultant, *NeighborWorks America*
 TITLE: ***Health Outcomes Demonstration Project***
 Provide remote one-on-one technical assistance to a cohort of NeighborWorks and Enterprise organizations on outcome development, outcome tracking, primary data collection, and evaluation data analysis. Encompassing two phases, a 2017 evaluation and a 2018 evaluation, my work is to establish and maintain portfolio management systems and processes, including tracking of milestones that focus on the Social Determinants of Health model, contractual obligations, technical assistance and support community building.
- 2017-2018 Performance Measurement and Evaluation Consultant, *Council of State Governments Justice Center*
 TITLE: ***Grantee Technical Assistance and Performance Measurement***
 Provide remote technical assistance and performance measurement training to a cohort of Department of Justice Second Chance Act grantees. Training and assistance includes outcome development, outcome tracking, primary data collection, and evaluation data analysis.
- 2017-2018 Evaluation Consultant, *New Hampshire Humanities*
 TITLE: ***Humanities to Go Evaluation Project***
 Conducting a year-long assessment and evaluation on the current Humanities to Go program with the intent of helping to develop Humanities to Go version 2.0. The evaluation will cover internal

efficiencies and data collection practices as well as external effects and impact of the Humanities to Go program and events.

- 2017 Trainer, Presenter & Curriculum Designer, *NeighborWorks Training Institute*
- Seattle, February 20-24 Minneapolis, May 22-26
 - Philadelphia, August 14-18 Los Angeles, October 12-15
 - Washington DC, December 11-15
- 2016-2018 Success Measures Evaluation Consultant, *NeighborWorks America*
 TITLE: **Success Measures Community Impact Project – Phase 2**
 Provide remote one-on-one technical assistance to a cohort of NeighborWorks Organizations (NWOs) and assist in the planning and implementation of a community impact evaluation that includes resident surveys and observations of physical conditions in accordance with Success Measures guidelines. (Second phase; first phase in 2012-2013).
- 2016 Database/Dashboard Development and Performance Measurement, *Alameda County Sheriff's Office, California*
 TITLE: **Operation My Home Town Project Database & Performance Measurement**
 Created a reporting and tracking database package for the Alameda County Sheriff's Office for the Operation My Home Town Project which serves paroled and probationary individuals through wrap-around services to reduce recidivism. The database tracks individual data and project outcomes as well as includes a dashboard for simplified federal/state reporting. Also provided analysis reports based on data collected through database/dashboard package.
- 2016 Database/Dashboard Development and Performance Measurement, *Methuen Police Department, Massachusetts*
 TITLE: **Community Addiction Resource Engagement Services (CARES) Project Database & Performance Measurement**
 Created a reporting and tracking database package for the Methuen Police Department for the CARES Project which provides recovery resources, education for the community and outreach to high risk populations. The database tracks individual data and project outcomes as well as includes a dashboard for simplified federal/state reporting. Also provided analysis reports based on data collected through database/dashboard package.
- 2016 Expert Consultant, *Office of Research and Evaluation, Corporation for National & Community Service*
 TITLE: **Programmatic Evidence Evaluation of the 2016 AmeriCorps Grant Process**
 Reviews grant applications for AmeriCorps funding to assess compliance with evaluation requirements. Conduct technical reviews of the applications submitted for AmeriCorps funding; focusing on the evidence that their proposed intervention will lead to the outcomes identified in the logic model portions of their applications. Reviewing research studies or evaluations that provide evidence that the applicant's proposed intervention is effective for the target population and community problem.
- 2016-2018 Evaluation Consultant, *NeighborWorks America*
 TITLE: **Social Determinants of Health Pilot Project**
 This is a new initiative by NeighborWorks America to examine community needs under the Social Determinants of Health Model as promoted by the CDC. Activities include evaluating health-related outcomes of the organization's community development work; assisting organizations in better articulating how their activities, programs, and strategies (e.g. housing, community engagement, and neighborhood revitalization) benefit residents' health; strategize ways to more explicitly

promote the health benefits of these programs; and help clearly communicate to staff, board, community members and funders the connections between community development work and health. To do this I provide one-on-one and group evaluation technical assistance to eight pilot organizations, specifically focused on strategy, planning data collection, analysis and communicating results.

- 2016 Trainer, Presenter & Curriculum Designer, *NeighborWorks Training Institute*
- Atlanta, February 22-26 Los Angeles, May 2-6
 - Detroit, August 8-12 Washington DC, December 12-16
- 2016-2017 Grantee Advisor, *Council of State Governments Justice Center, Bureau of Justice Affairs, Department of Justice*
TITLE: *Training and Technical Assistance for Second Chance Act (SCA), Adult Mentoring Project Grantees*
 Conduct on-site and remote training and technical advising for SCA grantees on topics of performance measurement, developing effective data collection processes, and project evaluation guidance. Additionally, assists on the creation of supporting materials, webinars and two conferences annually.
- 2015-2016 Database/Dashboard Development and Performance Measurement, *Lowell Public School District*
TITLE: *The USED Elementary Counseling Project Database & Performance Measurement*
 Created a reporting and tracking database package for the Lowell, MA Public School District for the USED Elementary Counseling Project which serves elementary age students (and their families) of Lowell's refugee population. The database tracks student data and outcomes and includes a dashboard for simplified federal/state reporting. Also provided analysis reports based on data collected through database/dashboard package.
- 2015-2016 Catalytic Grant Evaluator and Technical Assistance, *NeighborWorks America*
TITLE: *Catalytic Grant Program Consultant*
 Provide remote one-on-one training, evaluation planning and technical assistance to Rural Neighborhoods, Inc., specifically in assessing the Eden Park-Esperanza Place (EP2) Neighborhood. I assisted in the development, planning and implementation of a community assessment that included resident surveys and SWOT analysis in accordance with Success Measures guidelines as well as data analysis and final reporting of outcomes.
- 2015-2016 Catalytic Survey Administrations, Analysis and Reporting, *U.S. Department of Education (ED), Office of Innovation and Improvement (OII)*
TITLE: *Office of Innovation and Improvement Grantee Viewpoint Survey*
 Administered a second round of the Grantee Viewpoint Survey. This included a review of the survey instruments, a resubmission through OMB, administration of the survey, collections of data, analysis of data and full reporting to 13 different programs under the OII.
- 2015 Speaker and Facilitator, *Council of State Governments Justice Center, Bureau of Justice Affairs, Department of Justice*
TITLE: *Reentry Training Summit – Washington DC*
 Guest speaker and panel member at national training summit with specific focus on evaluation, research-practitioner partnerships, data collection and database dashboard packages. Emphasis was placed on collaborating with actionable data.

- 2015 Trainer, Presenter & Curriculum Designer, *NeighborWorks Training Institute*
- Los Angeles, February 2015 Kansas City, May 2015
 - Philadelphia, August 2015 Washington DC, December 2015
- 2015 Data Analysis, Database/Dashboard Development and Performance Measurement, *Indiana NG*
TITLE: *IN NGB Behavioral Health Services Database & Performance Measurement*
 Created a reporting and tracking database package for the SC NGB Behavioral Health project including a dashboard for simplified federal/state reporting. Also provided analysis reports based on data collected through database/dashboard package.
- 2015 Speaker and Facilitator, *Council of State Governments Justice Center, Bureau of Justice Affairs, Department of Justice*
TITLE: *Reentry Training Summit*
 Guest speaker, presenter and facilitator at national training summit with specific focus on research-practitioner partnerships, data collection, and database dashboard packages. Emphasis was placed on collaborating with actionable data.
- 2015-2016 Evaluation and Data Analysis SME, *Department of Veteran Affairs*
TITLE: *VA Information Resource Center (VIREC) Needs Assessment and Program Evaluation*
 Provide a needs assessment, program evaluation, survey content development, data collection, and analysis for VIREC staff in order to assist in strategic planning and operational improvements.
- 2015 Survey Administration, Analysis and Reporting, *Norfolk State University*
TITLE: *Food Services Survey*
 Conducted an online customer satisfaction survey for the NSU Food Services department. Created survey online, collected data, analyzed data and reported back to department.
- 2014-2015 Data Analysis, Database/Dashboard Development and Performance Measurement, *South Carolina National Guard*
TITLE: *SC NGB Behavioral Health Services Database & Performance Measurement; Employment Services Database & Performance Measurement; VA Advisor Database & Performance Measurement*
 Created a reporting and tracking database package for the SC NGB Behavioral Health project, the Employment Services project, and the VA Advisor project including a dashboard for simplified federal/state reporting. Also provided analysis reports based on data collected through database/dashboard package.
- 2014-2015 Data Analysis, Database/Dashboard Development and Performance Measurement, *West Virginia National Guard*
TITLE: *WV NGB Behavioral Health Services Database & Performance Measurement*
 Created a reporting and tracking database package for the WV NGB Behavioral Health project including a dashboard for simplified federal/state reporting. Also provided analysis reports based on data collected through database/dashboard package.
- 2014 Trainer, Presenter & Curriculum Designer, *NeighborWorks Training Institute*
- Los Angeles, February 2014
 - Orlando, August 2014
 - Washington DC, December 2014

- 2014 SAPR Training Coordination, *National Guard – Little Rock, AR*
 TITLE: ***Sexual Assault Prevention and Response Training Coordination***
 Coordinated and subcontracted various presenters and materials for required three-day SAPR training at the National Guard base in Little Rock, AR.
- 2014 Training and Technical Assistance, *New Hampshire Center for Nonprofits*
 TITLE: ***Using Data to Tell Your Story; Infographics***
 Taught a 1.5 day workshop on using data to tell you story and how to create infographics from organizational data. This workshop was popular and will be repeated several more times across the state.
- 2014 Tool Design and Pilot Testing, *Success Measures NeighborWorks*
 TITLE: ***Community Building & Engagement Tool Design and Pilot Testing***
 Designed assessment tools for residents, organizations and the CB&E team to measure and track CB&E efforts against the existing CB&E framework. A resident survey was designed along with an organizational survey which can be compared against a CB&E rubric for NeighborWorks reporting.
- 2014 Dashboard Development, *Lowell Police Department*
 TITLE: ***Lowell Re-entry LEAP Project Dashboard and Database***
 Created a reporting and tracking database for the LPD LEAP project which included a dashboard for quick and simplified federal, state and community reporting.
- 2014 Facilitator, *Ford Foundation*
 TITLE: ***Strategic Planning Session and Theory of Change Development***
 Worked with the Urban Land Institute, Responsible Property Investment Council at Ford Foundation to develop a theory of change model and facilitate discussion at the annual meeting in Vancouver.
- 2014 Training and Technical Assistance, *The Front Door Agency*
 TITLE: ***Logic Model Training, Data Warehouse Analysis and Technical Assistance***
 Conducted a 1-day logic model training to better align operations with strategic organizational goals. Assisted the organization in streamlining data collection and containment, organizing information in more efficient ways so that data could be utilized more readily. Helped organization adopt new data protocols and use data to better convey messaging, marketing and communications.
- 2014 Data Analysis, *Good Parent Project, NE Center for Pediatric Psychology*
 TITLE: ***Good Parent Study Data Analysis***
 Conducted correlational analysis of large scale survey with over 21,000 respondents and reported findings for inclusion in white papers and book publishing. Paper was published September 2014 in the American Journal of Family Therapy (listed as a co-author). Created content for online dashboard, which was created and published September 2014.
- 2013-2015 Project Manager, *Abt Associates Inc.; NH Department of Health and Human Services, Office of Minority Health and Refugee Affairs*
 TITLE: ***Enhanced Health Profession Opportunity Project (HPOP)***
 Managed an enhancement project to a federal demonstration project with the state of NH focused on helping low-income individuals achieve career-building jobs in the healthcare sector. The enhancement project takes randomly selected individuals from the NH HPOP applicants and places them in an additional training component intended to help offer structured opportunities for participants to identify personal goals and then work together toward achieving those goals, to engage in structured and purposely sequenced learning with both practical application (e.g. financial

literacy skills) and in activities to promote personal development (e.g. values clarification or personal branding) and to support one another when things get difficult to achieve their goals. Project contains both a face-to-face element of teaching as well as online courses and interactions.

- 2013 Trainer, Presenter & Curriculum Designer, *NeighborWorks Training Institute*
- Philadelphia, August 2013
 - Washington DC, December 2013
- 2013 Researcher, *Community Building & Organization, NeighborWorks America*
TITLE: *Assessment of Resident Leadership Training Across the U.S.*
 Conducted a comparative analysis of approximately 40 NeighborWorks partner organizations and sites that implement a Community Building & Organizing agenda. Data was collected from organizations via online survey and was followed up by in-depth interviews with site coordinators/managers to determine local methodology for community building and organizing. Quantitative and qualitative data was analyzed comprehensively to answer research questions.
- 2013 Community Needs Assessment, *Granite United Way*
TITLE: *Community Indicators of Grafton County*
 Aggregated data from various sources and created a comprehensive research report highlighting the current community conditions, trends and pressing issues in Grafton County, NH with specific focus on Health, Education and Financial Stability.
- 2013 Community Epidemiology and Promise Scorecard Project, *City of Manchester Health Department*
TITLE: *Supporting Community Schools (Robert Wood Johnson Foundation Grant)*
 Provides local capacity for data collection and analysis using the Promise Scorecard software as a decision-making tool for results-based collaboration, as well as providing the technical support necessary for the overall evaluation of this change effort. Performs research and assessments on various public health disease and health risk behaviors; designs community prevention strategies; evaluates health risks and behaviors relative to health issues; prepares and compiles statistical data and reports.
- 2013 Revitalization Subcommittee Planning and Facilitator, *Lowell Police Department & Center for Community Research and Engagement (formerly CFCW) at University of Massachusetts Lowell*
TITLE: *Centralville Friends for Improvement, Revitalization and Enforcement (C-FIRE)(Byrne Criminal Justice Innovation Grant, US Department of Justice)*
 Facilitate community meetings with city, residents, local agencies and businesses to create revitalization strategies for the Centralville neighborhood of Lowell, MA. Create logic models, research best practices for interventions and develop implementation plans based on community derived interventions.
- 2012-2013 Program Performance Measurement and Evaluation Consultant, *Dare Mighty Things*
TITLE: *National Guard Yellow Ribbon Reintegration Program (YRRP) Performance Measurement*
 This initiative had two main components: 1) data analysis of existing YRRP data from all 54 existing National Guard sites across the U.S. and territories; and 2) building on the existing data, pilot data collections instruments were developed and tested in 8 pilot states. This data –quantitative and qualitative - was collected and analyzed, as well as the instruments tested for validity and reliability. The pilot led to a comprehensive report and an implementation plan to expand the scale and effectiveness of performance measurement to all 54 states, territories, and the District of Columbia, and to other National Guard programs in support of Service Members and their Families.

- 2013 National Guard Youth ChalleNGe Program Data Analysis, *Dare Mighty Things*
 TITLE: **National Guard Youth ChalleNGe Program: Data Analysis**
 Provided data compression, analysis and assessment of program training outputs and youth outcome data covering an eight year period (2004 to 2012) of 35 National Guard Youth Challenge Program sites across the U.S. and territories. Final report owned by Dare Mighty Things.
- 2012-2013 Success Measures Evaluation Consultant, *NeighborWorks America*
 TITLE: **Success Measures Community Impact Project**
 Provide remote one-on-one technical assistance to a cohort of NeighborWorks Organizations (NWOs) and assist in the planning and implementation of a community impact evaluation that includes resident surveys and observations of physical conditions in accordance with Success Measures guidelines.
- 2012-2013 Strategic Planning, *Lowell Police Department, City of Lowell WIB, Center for Family Work and Community at University of Massachusetts Lowell*
 TITLE: **Greater Lowell Ex-Offender Reentry Partnership - The Lowell Reentry Initiative**
 Provide facilitation and strategic development assistance on a logical framework and strategic plan to enhance the supervision of ex-offenders, provide them with information on the available social services, and increase information sharing regarding returning offenders with other law enforcement agencies in Lowell.
- 2012-2013 Framework Development and Outcome Measurement, *Merrimack Valley Small Business Center, Center for Family Work and Community at University of Massachusetts Lowell*
 TITLE: **Data Collection Tools Assessment and Dashboard Development**
 Assist the Merrimack Valley Small Business Center with assessing and fine tuning their data collection tools used to monitor client outcomes. Created dashboard for reporting and tracking purposes; dashboard is designed to utilize methods and tools that capture the important data in the most efficient and effective way possible while utilizing existing data software.
- 2012 Data Assessment and Analysis, *Measurement Resources Co.*
 TITLE: **Case Processing Analysis: A Review of the Delinquent Juvenile Cases in the Franklin County Juvenile Court**
 Provided data analysis and assessment of juvenile cases and detainments covering an 18-month period (04/01/11 to 06/30/12) in the Franklin County Domestic and Juvenile Court located in Ohio. Final report compiled and owned by Measurement Resources Co.
- 2012-2013 In-Shape Together: Manchester City Project Coordinator; *Dartmouth PRC and City of Manchester Public Health Department*
 TITLE: **In Shape Together**
 The overall purpose of this research study is to assess whether IST, a team-based, community-collaborative model in three different community contexts using an intergenerational planning and support collaborative, improves fitness (measured by six-minute walk test, increased physical activity and improved nutrition) for individuals who are inactive. The Manchester project coordinator facilitates two sites – east cityside and west cityside – of community groups who are part of the Dartmouth PRC study including monthly meetings, trainings, downloads of KAM devices, data gathering, and marketing/communications.

- 2012 Nile Garden Neighborhood Resident Survey, *Opa Locka Community Development Corporation*
 TITLE: ***Nile Garden Neighborhood Survey - Choice Neighborhoods Initiative***
 Developed, administered, analyzed and reported on a neighborhood survey per the requirements of the Choice Neighborhoods Initiative (CNI) Planning Grant, a grant awarded to Opa Locka Community Development Corporation (OLCDC) by the U.S. Department of Housing and Urban Development (HUD). OLCDC received a \$30 million Choice Neighborhoods Initiative (CNI) Planning Grant, part of which requires a neighborhood survey. Developed online survey and trained college students on administering the survey in the Nile Garden neighborhood. Quantitative and qualitative survey data was analyzed comprehensively to examine neighborhood perceptions and development questions. Final report was delivered and presented to the OLCDC and residents at a planning meeting.
- 2011-2015 Health Professional Opportunity Project (HPOP), *NH Department of Health and Human Services – Office of Minority Health and Refugee Affairs*
 TITLE: ***Health Professional Opportunity Project Evaluation Consultation***
 Sole Evaluation Consultant providing subject matter expertise on research methodology and workforce development research among low income, minority or other disenfranchised populations; assisting in compliance with federal requirements for tracking grant activities and reporting on progress; providing technical assistance and consultation on report design and content; as well as designing and conducting evaluation activities to supplement information available through the HPOP database.
- 2011-2012 DRAI Analysis, *NH Department of Juvenile Justice Services*
 TITLE: ***Detention Screening Instrument Evaluation and Revision***
 Primary Researcher leading a small team (2) to evaluate the validity, reliability and efficacy of the current Detention Risk Assessment Instrument (DRAI) used by the New Hampshire Administrative Office of the Courts to assess the need for a youth to be detained in a secure detention facility. The evaluation will yield recommendations for revisions as well as establishing protocols and guidelines for future measurement and evaluation.
- 2011 National Grant Impact Assessment, *United Way Worldwide*
 TITLE: ***Impact Study of the Bank of America Investment into the United Way Worldwide Sponsored Volunteer Income Tax Assistance (VITA) Program***
 Primary Researcher and lead of research team (3) to conduct a comparative analysis of 66 United Way VITA sites that were funded by Bank of America. Analysis of primary data collected from United Way Worldwide, the local IRS SPEC offices, and from the VITA sites followed up by in-depth interviews with site coordinators/managers to determine investor impact on local economy and community. Quantitative and qualitative data was analyzed comprehensively to answer investor research questions.
- 2011 Strategic Retreat
 TITLE: ***The New England Consortium Strategic Retreat in Lowell MA***
 Sole Facilitator that conducted a strategic retreat for the TNEC group establishing an agenda; building understanding around mission/vision; emphasizing strengths and weaknesses; creating objectives and goals; and training on logic model construction.
- 2010-2011 Volunteer Income Tax Assistance (VITA) Site
 TITLE: ***Developed and Managed VITA Site in Manchester NH***
 Program Manager. The VITA program helps families and individuals with low-to-moderate incomes by providing trained tax volunteers who help individuals complete and electronically file their

returns all for free. Responsible for general program operation, strategy, development and implementation including staff and funding.

- 2010 Dissertation (successfully defended March 2010)
 TITLE: ***Getting Efficient as a Means to Create Change: How the Community Impact Framework by Heritage United Way Creates Efficiencies in Local Organizations***
 Sole Researcher that conducted a two-part pilot study that assessed the adoption level of United Way partner agencies in regards to Community Impact and then selected the highest adopted agencies by typology classification to examine what efficiencies were experienced. Results were significant. Successfully defended in March 2010 and awarded Ph.D. degree in Community Economic Development. Paper has been requested by United Way Worldwide for possible publication.
- 2009-2010 2009 Volunteer Income Tax Assistance (VITA) Site
 TITLE: ***Developed and Managed VITA Site in Manchester NH***
 Program Manager. The VITA program helps families and individuals with low-to-moderate incomes by providing trained tax volunteers who help individuals complete and electronically file their returns all for free. Responsible for general program operation, strategy, development and implementation including staff and funding. First year of operation, this site was the most successful first-year VITA site in NH history.
- 2008-2009 Community Needs Assessment, *Merrimack County United Way*
 TITLE: ***Community Indicators of Merrimack County***
 Primary author and lead of report team (3). Aggregated data from various sources and created a comprehensive research report highlighting the current community conditions, trends and pressing issues in Merrimack County, NH. Contracted through Heritage United Way.
- 2007-2009 Logic Model Training Curriculum, *United Way*
 TITLE: ***Logic Model Training Manual and Courses***
 Created and instructed a logic model curriculum and conducted training forums for non-profits and social service organizations.
- 2008-2009 Data Analysis & Reporting, *Center for Family, Work and Community*
 TITLE: ***Second Step Healthy Life Skills Assessment for Academic Year 2008-2009***
 Assembled statistical data and created reports multiple Lowell Public Schools, grades 3, 4, 5 and Middle Schools. These reports included trends, pre and posttest comparisons, and needs/improvement analysis.
- 2008-2009 Project Evaluation, *Center for Family, Work and Community*
 TITLE: ***Science of Small Things Evaluation***
 Conducted survey analysis and focus groups in order to write an end of year summary report to the National Science Foundation on students' academic improvement in science and mathematics as well the quality and efficiency of the program delivery system.
- 2007-2008 Project Evaluation, *Citizens Bank*
 TITLE: ***Assessment of Citizen Bank Investments with United Ways in NH***
 Conducted survey analysis and secondary data collection in order to write an end of year summary report on the impact of Citizen Bank corporate investments with United Ways throughout the state of NH.

- 2007-2008 Data Analysis & Reporting, *Center for Family, Work and Community*
TITLE: **Second Step Healthy Life Skills Assessment for Academic Year 2007-2008**
Assembled statistical data and created reports multiple Lowell Public Schools, grades 3, 4, 5 and Middle Schools. These reports included trends, pre and posttest comparisons, and needs/improvement analysis.
- 2006-2007 Data Analysis & Reporting, *Center for Family, Work and Community*
TITLE: **Second Step Healthy Life Skills Assessment for Academic Year 2006-2007**
Assembled statistical data and created reports multiple Lowell Public Schools, grades 3, 4, 5 and Middle Schools. These reports included trends, pre and posttest comparisons, and needs/improvement analysis.
- 2005-2006 Community Indicators Project, *Heritage United Way*
TITLE: **Education Indicators for the Manchester & the Lakes Region: Community Indicators Project**
Aggregated data from various sources and created a comprehensive research report highlighting the current community conditions, trends and pressing issues in the Greater Manchester area. This was given to me as part of my Graduate Research Assistantship.
- 2005-2006 Strategic Report, *Community Labor United Project (with Working Partnerships USA)*
TITLE: **The Hourglass Challenge: Creating a More Equitable Economy for Greater Boston**
Assisting in the assembly and writing of a master strategic report for the Boston area regarding the inequality of municipal spending and revenue sources versus services to low-income people and families in 24 Boston area towns/cities. My focus in this project is to collect data and write chapter pieces on population characteristics (chapter 1), the working economy – wages, income, poverty, employment (chapter 2), the quality of community life – health, housing, education, environment, and transportation (chapter 3), and sources/spending of municipal revenue (chapter 4). Also helping with a side initiative to help the local painter’s union in Boston get a fair contract with the city public school system.
- 2005-2006 Data Analysis & Reporting, *Center for Family, Work and Community*
TITLE: **Second Step Healthy Life Skills Assessment for Academic Year 2005-2006**
Assembled statistical data and created reports multiple Lowell Public Schools, grades 3, 4, 5 and Middle Schools. These reports included trends, pre and posttest comparisons, and needs/improvement analysis.
- 2005 Needs Assessment, *Career Center of Lowell & Greater Lowell Workforce Investment Board*
TITLE: **Regional Needs Assessment for the for the Career Center of Lowell and Greater Lowell Workforce Investment Board for the Pathways to Success by 21 Initiative**
Conducted interviews and surveys with regional employers and focus groups with local youth aged 16-21 who are seeking employment to determine challenges and barriers to the employment process in the Greater Lowell area. Concentrating on youth who are out of school with no diploma or GED, the assessment determined hiring trends in the area, average wage discrepancies, and areas where youth and employers have conflicting expectations.

PUBLICATIONS AND PAPERS**2017** -----

Souden, M., Culbreath, C., Nemon, M., Kreinbring, H., Gonsoulin, M. & Hynes, D.M. (2017). Assess research stakeholders' needs for support in using institutional assets. Poster presentation at the *AcademyHealth* Annual Research Meeting, June 25-27, 2017.

2015 -----

Nemon, M.L., Phillips, M., Sneath, J. & Jacobs, C. (2015). The Family Foundation Lifecycle and the Role of Consultants. *The Foundation Review*, 7(1), 19-32. DOI: 10.9707/1944-5660.1232

Nemon, M.L. (2015). Norfolk State University Food Services Survey Analysis Report. *Norfolk, VA*.

Pressman, R.M., Sugarman, D.B., Nemon, M.L., Desjarlais, J., Owens, J.A. & Schettini-Evans, A. (2015). Homework and Family Stress: With Consideration of Parents' Self Confidence, Educational Level, and Cultural Background. *The American Journal of Family Therapy*, 43(4), 297-313. DOI: 10.1080/01926187.2015.1061407

2014 -----

Dobner, J. (2014). Family, Screen Time Tied to Kids' Success: Study. Cited contributor, WebMD. Retrieved on September 2, 2014 at <http://www.webmd.com/parenting/news/20140829/learning-habits-survey>

Nemon, M.L. (2014). Review of "The Learning Habit: A Groundbreaking Approach to Homework and Parenting That Helps Our Children Succeed in School and Life," by Stephanie Donaldson-Pressman, Rebecca Jackson, and Robert M. Pressman. *American Journal of Family Therapy*, 43(2), 1-2. DOI: 10.1080/01926187.2014.975654

Pressman, R.M., Owens, J., Nemon, M.L. & Schettini, A. (2014). *The Learning Habit Study: Interim Report of Findings on ADHD, Sleep and Exercise*. Report to WebMD.

Pressman, R.M., Owens, J., Schettini, A. & Nemon, M.L. (2014). Examining the Interface of Family and Personal Traits, Media and Academic Imperatives Using the Learning Habit Study. *American Journal of Family Therapy*, 42(5), 1-17.

2013 -----

Dare Mighty Things (2013). *Project Report: National Guard Yellow Ribbon Reintegration Program Performance Measurement Pilot*. (Contributing Author). Falls Church, VA & Portsmouth, NH: Military Personnel Services Corporation & Dare Mighty Things.

Nemon, M. (2013). *Capturing Our Community – Needs Assessment of North Country New Hampshire*. Manchester, NH: Granite United Way.

Nemon, M. (2013). *Resident Leadership Training Assessment*. Boston, MA: Community Building and Organizing Department, NeighborWorks® America.

Nemon, M. (2013). *Understanding Low Income and Livable Wage in the Upper Valley Region*. Manchester, NH: Granite United Way.

2012 -----

Koenig, R. & Nemon, M. (2012). *Opa Locka Community Development Corporation Choice Neighborhood Initiative – Nile Gardens Resident Survey: Analysis of Results*. Opa Locka, FL: Opa Locka Community Development Corporation.

Nemon, M. & Rivera, J. (2012). *Examination of the NH Detention Risk Assessment Instrument: A mixed methods and comparative analysis of the DRAI criteria and scoring schema*. Manchester, NH: State of New Hampshire Department of Health and Human Services, Division for Juvenile Justice Services.

2011 -----

Nemon, M., Koenig, R. & Rivera, J. (2011). *Assessing the Volunteer Income Tax Assistance (VITA) Program: An Impact Analysis of United Way and Bank of America Investments into VITA Sites*. Washington, DC: United Way Worldwide. Co-published under Bank of America.

2010 -----

Nemon, M. (2010). *Getting Efficient as a Means to Create Change: How the Community Impact Framework by Heritage United Way Creates Efficiencies in Local Organizations*. Dissertation. Manchester, NH: Southern New Hampshire University.

2009 -----

Nemon, M. & Koenig, R. (2009). *Community Indicators of Merrimack County*. Concord, NH: Merrimack County United Way.

Nemon, M. (2009). *Logic Model Training Manual*. Manchester, NH: Heritage United Way.

2008 -----

Camayd-Freixas, Y., Karush, G., Nemon, M. & Koenig, R. (2008). Community Capacity-Building Through Strategic Philanthropy at the United Way. In D. Fabiani & T.F. Buss (Eds.) *Reengineering Community Development for the 21st Century* (p. 169-179). Washington, D.C.: M.E. Sharpe, Inc.

Dinh, K.T., Weinstein, T.L., Nemon, M. & Rondeau, S. (2008). The Effects of Contact with Asians and Asian Americans on White American College Students: Attitudes, Awareness of Racial Discrimination, and Psychological Adjustment. *American Journal of Community Psychology*, 42(3), 298-308.

Nemon, M. (2008). *Investing in New Hampshire: An Assessment of Funding Investments by Citizens Bank to United Ways in the State of New Hampshire*. Manchester, NH: Heritage United Way.

2007 -----

Berkshire, J.C., Connelly, M.J., Grossfeld, J., Hall, H., Luce, S., Nemon, M., Smith, L. & Smith, R. (2007). *The Hourglass Challenge: Creating a More Equitable Economy for Greater Boston*. Boston, MA: Community Labor United.

Camayd-Freixas, Y., Karush, G., Koenig, R., Nemon, M. & Vasquez, Jr., V. (2007). *The Latino Diaspora: An Emerging Middle Class?* Paper presented at the National Association of Hispanic and Latino Studies. Baton Rouge, LA.

Nemon, M. & Tilly, C. (2007). *Profile of the Uninsured in Massachusetts and the Possible Implications of the Massachusetts Health Care Reform Plan*. Boston, MA: Massachusetts AFL-CIO.

White, G., Nemon, M. & Goldberg, C. (2007). *Baseline Evaluation Report of the Retention and Advancement Project at Training, Inc*. Boston, MA: United Way of Massachusetts Bay.

2006 -----

Camayd-Freixas, Y., Karush, G., Iyer, B., Jackson, D., Koenig, R., Mijoba, N., Nemon, M. & Sodnomdarjaa, D. (2006). *Community Indicators: Greater Manchester, NH*. Manchester, NH: Community Economic Development Press and Heritage United Way.

AFFILIATIONS & MEMBERSHIPS

Registered Vendor: US Federal Government, United Nations, State of NH

Member of the American Evaluation Association (AEA)

Member of the Society for the Psychological Study of Social Issues (SPSSI)

Member of the Society for Community Research and Action (SCRA)

Member of the Assoc. for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)

CODES & NUMBERS

CAGE = 69FP6

DUNS = 031149210

SBA CERTIFICATIONS

8(a) Small Business (until 2029)

Woman-Owned Small Business (WOSB)

STATE REGISTRATIONS

Registered vendor with the State of New Hampshire

Registered vendor with the Commonwealth of Massachusetts