

ALEXANDRA MITCHELL

3443 Cripple Creek Square
Boulder, CO 80305
303.818.4964
alex@pathfindersolutions.org

SUMMARY OF STRENGTHS

- ◆ Extensive research and evaluation experience
- ◆ Teaching, training and technical assistance skills
- ◆ Program development and management skills
- ◆ Facilitation and collaborative leadership experience
- ◆ Self-disciplined, organized and dependable
- ◆ Adept at fostering teamwork and collaboration
- ◆ Excellent oral and written communication
- ◆ American/Swedish (EU) citizenship, tri-lingual

EDUCATION

Masters of Public Affairs, May 2000

- University of Colorado at Denver - *Phi Alpha Alpha & National Dean's List*

Teaching English as a Second Language Professional Certificate, June 1993

- University of California at San Diego

Secondary School Social Science Teaching Credentials, June 1989

- San Francisco State University - *Phi Delta Kappa*

Bachelor of Arts, History and Philosophy, May 1986

- University of Colorado at Boulder

EMPLOYMENT HISTORY

CO-AUTHOR & LEAD RESEARCHER - *Compassionate Careers: Making a Living by Making a Difference* (Career Press, March 2015)

FACULTY - University of Colorado, 2011 - Present

Instruct undergraduate and graduate courses focused on cause-focused professional development, nonprofit organizational capacity, and cross-sector support for philanthropic endeavors. Courses include:

- ◆ University of Colorado, Denver, School of Public Affairs: *Nonprofit Leadership for the Future*
- ◆ University of Colorado, Boulder, The Chancellor's Leadership Studies Program: *Topics in Leadership*
- ◆ University of Colorado, Boulder, The Ethnic Living and Learning Program: *Global Civil Society*
- ◆ Member of the *Engaged Faculty Institute*, representing the University of Colorado, Boulder

PRESIDENT - Pathfinder Solutions, 2006 - Present

Pathfinder Solutions is a 501(c)3 research and advisory team that provides organizational capacity training and technical assistance services in the areas of, e.g., talent and leadership development, research, evaluation, strategic planning, human and financial resource management, sustainability, governance, communications, and collaboration. Primary recent or current clients include:

- ◆ AmeriCorps
- ◆ Anschutz Foundation
- ◆ Association of Fundraising Professionals
- ◆ Bent County Health Care Center
- ◆ Center for African American Health
- ◆ CO Department of Education
- ◆ CO Dept. of Health Care Policy & Financing
- ◆ CO Foundation for Families & Children
- ◆ CO Nonprofit Association
- ◆ Community Resource Center
- ◆ Council on Foundation
- ◆ Forum of Regional Association of Grantmakers
- ◆ George Kaiser Family Foundation
- ◆ Grantmakers in Aging
- ◆ HRSA, Region VIII
- ◆ Parent Child Center of Tulsa
- ◆ Philanthropy Southwest
- ◆ Rocky Mountain Youth Corps
- ◆ Senior Resource Development Agency
- ◆ South Central Council of Governments
- ◆ Telluride Foundation
- ◆ The Colorado Trust
- ◆ Tri County Health Department
- ◆ Volunteers of America

PRINCIPAL INVESTIGATOR – Conference of Southwest Foundations, Dallas TX, 2006 - 2008

Led a multi-state program development and evaluation project for the Conference of Southwest Foundations under the Council on Foundations' *Building Strong an Ethical Foundations Initiative*. This project involved secondary and primary research, report writing, and workshop development on topics related to governance & leadership, strategic grantmaking, evaluation and organizational learning.

CURRICULUM DEVELOPER – CO Foundation for Families & Children, Denver CO - 2007

Developed on-line training modules for youth workers in out-of-school settings. Module topics included positive youth development, behavior management, cultural competency, family dynamics, learning disabilities, youth violence, substance abuse, and mental health.

RESEARCH ASSOCIATE – Conservation Impact LLC, Denver CO, 2006 - 2007

Conducted research and policy analysis through literature review, document analysis, interviews, focus groups and surveys; developed needs assessments; conducted situation and comparative analyses; helped develop strategic and marketing plans, prepared presentations, wrote reports:

- ◆ CO Dept of Public Health & Environment, COPAN: *Statewide Obesity Prevention System Scan*
- ◆ CO Dept of Public Health & Environment: *Comprehensive Community Obesity Grants Project Planning*
- ◆ Trusts for Public Lands (New York, Georgia, Alabama, Arizona, Michigan): *Organizational Development and Conservation Planning*
- ◆ Wood River Rideshare, Blaine County, Idaho: *Alternative Transportation Social Marketing Campaign*
- ◆ Mohonk Preserve, New York: *Audience Development Plan*

RESEARCH ASSOCIATE – REFT Institute Inc., Centennial CO, 2000 - 2006

Conducted research and policy analysis; managed and conducted extensive process and outcome evaluations; developed evaluation instruments, led focus groups, surveys and individual interviews; performed qualitative and quantitative analysis using Access, Excel, NVivo, and SPSS; responsible for program development, management, and tracking; provided technical assistance and training; presented findings; wrote proposals, literature reviews, project reports, and published pieces for, e.g.:

- ◆ Region VIII Health Resources and Services Administration, Office of Performance Review: *Pilot Evaluation of Grantee Performance Measures*
- ◆ National Adult Protective Services Association: *Training Resources Development Project*
- ◆ Caring for Colorado Foundation: *Oral Health Improvement Initiative Evaluation*
- ◆ Presbyterian Church (USA): *Presbyterian Women Enablers Evaluation and Sustainability Plan*
- ◆ Robert Wood Johnson Foundation & Kids in Need of Dentistry: *"Miles for Smiles" Mobile Oral Health Care and Parent Education Programs Evaluation*
- ◆ Annie E. Casey Foundation: *Denver Faith Networks Evaluation*
- ◆ The Colorado Trust: *Evaluation Technical Assistance to Crawford Family Resource Center*
- ◆ Planned Parenthood Association of Utah: *Reducing Unintended Pregnancies Project Evaluation*
- ◆ The Colorado Trust: *Supporting Immigrant and Refugee Families Initiative Evaluation Feasibility Study*
- ◆ Lundy Foundation: *Collaborative Leadership Training Evaluation*
- ◆ Region VIII Health Resources and Services Admin: *Social Marketing to Reduce Unintended Pregnancies*
- ◆ Jefferson County & Mental Health Association of CO: *Evaluation of the Victim Service Response to the Columbine High School Shootings*

PROGRAM DIRECTOR – Family Learning Center, Boulder CO, 1995 - 1998

Directed K-12 educational activities for economically disadvantaged, multi-cultural youth; designed extensive curriculum; directed and trained staff and hundreds of volunteers; conducted two-year outcome evaluation for Youth Crime Prevention and Intervention (YCPI) grant; coordinated successful broad community collaboration; obtained funds from a variety of sources; won State Department of Justice and Colorado Community Policing awards.

CROSS CULTURAL CONSULTANT – Prudential Relocation Services, Boulder CO, 1994

Consulted on cross-cultural issues to executives of international Fortune 500 companies.

TESOL INSTRUCTOR – Regis University, ELS Language Center - Denver CO, 1993 - 1995

Taught intensive English as a Second Language classes; coordinated private executive business programs; directed English Ski Holiday Program; trained teachers; won “Outstanding Individual Teacher” award.

TEACHER & PROGRAM COORDINATOR – San Fran Public Schools, CA, 1988 - 1991

Managed *Community Studies and Service Program (CSSP)* in six public high schools. Developed extensive curriculum, trained teachers, worked with 100+ community agencies; coordinated 3-year evaluation and video documentary. Won national “Thousand Points of Light” and California state “Golden Bell” awards.

OTHER ACCOMPLISHMENTS

Sample Workshops & Presentations

- *Evaluation Design & Outcome Measurement* – Multiple foundations & nonprofit agencies, 2001-present
- *Leadership Development* – Multiple foundations & nonprofit agencies, 2006-present
- *Strategic Planning; Board development; Communications* – Multiple nonprofit agencies, 2005 - present
- *Coalition Building & Sustainability* – Multiple agencies, 2005 - present
- *Talent Development & Nonprofit Sustainability* - Multiple nonprofit agencies, 2009 - present
- *Succession planning & Executive Transition Management* – Multiple nonprofit agencies, 2010 - present
- *Have a Better Story to Tell & Tell A Better Story* - Association of Fundraising Professionals; Volunteers of America; Colorado Nonprofit Association; Telluride Foundation, 2009- 2010
- *Maximizing Grantmaker Impact* – Conference of Southwest Foundations; Grantmakers in Aging, 2009
- *Nonprofit Learning Circles* – The Community Foundation of Boulder County, 2009
- *Foundation Learning Circles* – Council on Foundations & Conf. of Southwest Foundations, 2006- 2008
- *Leadership & Management* – Tri-County Health Department; The Colorado Trust, 2008
- *Culturally Competent Evaluation* – Tri-County Health Department; The Colorado Trust, 2008
- *Organizational Capacity Assessment* – Multiple workshops, Tri-County Health Department, 2007-08
- *Combating Abuse, Neglect, Exploitation of Vulnerable Adults* - Public Health in CO Conf, 2005
- *Applied Sociology with Immigrants & Refugee Issues* - Society for Applied Sociology, 2004
- *Distance Learning Techniques* - National Adult Protective Service Association, 2004
- *Volunteer Training and Supervision* - Service Learning Conference, 1997
- *Cultural Competence in Working with Disadvantaged Youth* – University of CO at Boulder, 1995-98
- *Tutoring and Supervising Multicultural Youth* – Family Learning Center, 1995-98
- *Cooperative Learning in ESL Education* – COTESOL Conference, 1994 and ELS Lang. Center, 1995
- *Youth Community Service, and Teaching Critical Issues* – Multiple workshops, 1989-91

Publications

- *Compassionate Careers: Making a Living by Making a Difference* – Career Press, 2015
- *Multiple blogs and articles for, e.g.* – Bridgespan, Stanford Social Innovations Review, Nonprofit HR, Brazen Careerist, International Youth Foundation, Expert Beacon, Forbes, Fast Company - 2015
- *The Cliff of Unintended Consequences* – Stanford Social Innovations Review, 2012
- *Searching for Jane Goodall* – Stanford Social Innovations Review, 2011
- *Looking for Jane Goodall: A call to action from Pathfinder Solutions*, ICOSA Magazine, 2011
- *Making the Case for Recruiting and Retaining Talent* – The Conference of Southwest Foundations, 2009
- *The Resiliency of Rural America: The View from Here* – The Council on Foundations, 2009
- *The Value of Evaluation: A Grantmaker’s Perspective* – Colorado Nonprofit Association, 2009
- *Evaluation Frameworks Offer Starting Point for Grantmakers* – CausePlanet, 2009
- *Fishing for Best Practices and Real Results* – Conference of Southwest Foundations, 2008
- *Working with Youth with Challenges training course* – CO Foundation for Families and Children, 2007
- *Analysis of Land Conservation Plans (research and tables)* – Chattowah Open Land Trust, 2006
- *Statewide Obesity Prevention Systems Scan* – CO Department of Public Health and Environment, 2006
- *Training More Staff for Less Money (edited, presented)* – National Adult Protective Services Assoc., 2004
- *The Faithful Safety Net (research)* - Annie E. Casey Foundation, 2003
- *Rockwell Quarry: A complex environmental negotiation exercise* - Harvard University Law School, 2003
- *Violence Preparedness Guidebook (victim services chapter)* – SAMHSA, 2003
- *Keys to Cultural Competency: A literature review for evaluators* – The Colorado Trust, 2002