
Kien S. Lee, Ph.D.

Principal Associate

SUMMARY OF EXPERIENCE

Kien S. Lee, *Principal Associate* provides research and technical support to government agencies, foundations, non-profit organizations, and intermediaries in the development, implementation, and use of evaluations and capacity building strategies. Currently, she leads the evaluation of the following initiatives: The Colorado Trust's Supporting Immigrants and Refugee Families' Immigrant Integration Strategy and Equality in Health Initiative; Connecticut Health Foundation's objective to reduce health disparities by improving patient-provider interactions; Jessie Smith Noyes Foundation's Diversifying Leadership for Sustainable Food Policy; and RESPECT, an internal affinity group at the Annie E. Casey Foundation focused on promoting social equity and equitable grantmaking. In the past, she has directed or helped manage the following evaluations: Alliance For Nonprofit Management's Cultural Competency Initiative; Annie E. Casey Foundation's capacity building assistance for its Making Connections grantees and of the foundation's internal use of evaluation; and a national partnership between the Ford and Mott Foundations to build the capacity of community foundations to fund intergroup relations work.

Aside for the above major evaluations where Dr. Lee has served as director or manager, she also has served as team member for the following federally-funded evaluations: Office of Juvenile Justice and Delinquency Prevention's National Safe Start Demonstration Project; Center for Substance Abuse Prevention's National Community Partnership and Community Coalition Demonstration Grant Programs, and National Cancer Institute's American Stop Smoking Intervention Study (ASSIST).

Dr. Lee has helped build the capacity of many organizations and groups to effect community and social change through the following activities: assessment of Annie E. Casey Foundation's RESPECT's (a committee to promote social equity and equitable grantmaking) progress and revision of RESPECT's theory of change; revision of theory of change for Changemakers, a philanthropic organization that promotes community-based philanthropy; a study of intermediaries whose mission is to prevent and reduce violence (sponsored by the National Funding Collaborative on Violence Prevention); capacity building of communities struggling with drastic demographic changes and the impact of these changes on families and systems; and implementation of a strategy to strengthen the Shreveport Bossier Community Renewal, a faith-based comprehensive community initiative in Shreveport, Louisiana. Additionally, she has led studies about the assets, needs, and challenges of immigrant communities in the Washington metropolitan region.

Last but not least, Dr. Lee has presented extensively to a wide range of audiences about working in culturally diverse communities and to foundations about the use of evaluation. She serves on the Advisory Boards for the American Evaluation Association/Duquesne University's Internship Program for Students of Color and the Philanthropic Initiative for Racial Equity. Additionally, her work on the evaluation of the Initiative to Strengthen Neighborhood Intergroup

Relations helped win the American Evaluation Association's Outstanding Evaluation of the Year in 2002.

ACADEMIC BACKGROUND

1985-1989 - Hampshire College, Amherst, Massachusetts. B.A. in Society and Health/Psychology.

1989-1992 - The American University, Washington, D.C. M.S. in Health and Fitness Management.

1998-2004 – The Union Institute & University, Cincinnati, OH. Ph.D. in Community Research & Practice.

Dissertation: The Meaning and Practice of Civic Participation in Four Immigrant Communities.

WORK HISTORY

2007-present

Community Science, Inc.

(formerly Assoc. for the Study and Development of Community)

Principal Associate

Gaithersburg, MD

1999 – 2007

Senior Managing Associate

1997-1999

Research Associate

Direct, coordinate, and provide research and technical support to national and local initiatives that focus on immigrant integration, intergroup relations, health disparities, comprehensive community development, community capacity building, and cultural competency development. Develop proposals and respond to request for proposals in these topic areas. As co-founder of ASDC, works closely with the President & CEO to develop and manage ASDC.

1996 – 1997

Program Analyst

Prospect Associates

Rockville, MD

Responsible for the overall administration of the American Stop Smoking Intervention Study (ASSIST) Coordinating Center, including coordinating national technical assistance and training workshops, monitoring an annual budget of over three million dollars, and managing labor distribution for support staff. Provided support to the evaluation of the program. ASSIST is the largest tobacco prevention initiative funded by the federal government.

1994-1996

Associate Analyst

1993-1994

Project Analyst

Cosmos Corporation

Rockville, MD

Assisted in the coordination and technical support of national evaluations of social and community development and substance abuse prevention initiatives, including the National Community Partnership and National Community Coalition Demonstration Grant Programs funded by the Center for Substance Abuse Prevention, and the Cross-site Evaluation of the Community Building Initiative sponsored by the Local Initiatives Support Corporation. Also provided logistical support to annual advisory meetings and training workshops.

1990 -1992
Health Risk Appraisal Assistant

National Rural Health Network
Washington, D.C.

Processed and analyzed more than 10,000 health risk appraisals (HRAs) from members of rural electric cooperatives across the nation. Prepared summary reports for health education use by managers of the cooperatives. Conducted a literature review and developed a study on the health condition of rural America.

1990-1992
Public Relations Coordinator

National Center for Health and Fitness
The American University
Washington, D.C.

Managed and edited monthly campus wide newsletter that promoted healthy lifestyles and behaviors. Conducted health screenings, including cholesterol testing, body-fat analysis, and nutrition counseling to university faculty, employees, and students. Presented lectures on health concerns among minority populations. Coordinated campus wide events health promoting occasions.

Summer 1992
Research Assistant

Institute for Medical Research
Kuala Lumpur, Malaysia

Assisted in translating a questionnaire from English into Mandarin Chinese for a cancer project. Also conducted a literature review of the prevalence of nasopharyngeal cancer among Chinese Malaysians.

PUBLICATIONS

Lee, K. (2009). Culturally competent capacity builders: What will it take? *OD Practitioner*, 41 (2), pp. 18-23.

The Colorado Trust. (2008). *Lessons Learned for Supporting Immigrant Integration in Colorado*. Denver, CO: The Colorado Trust. [co-author]

The Colorado Trust. (2007). *The Importance of Culture in Evaluation*. Denver, CO: The Colorado Trust. [primary author]

Lee, K. & Calvin, J. (2006). Stronger relationships, stronger communities; Lessons from a regional intergroup grant initiative. *American Journal of Community Psychology*. 37 (3/4), 275-282.

Grantmakers Concerned with Immigrants and Refugees (GCIR). (2006). *Investing in Our Communities: Strategies for Immigrant Integration*. Sebastopol, CA: GCIR. [Lead author for evaluation section]

Lee, K. (2003). *Building inclusive communities*. In Community Tool Box [On-line]. Available: <http://ctb.lsi.ukans.edu>.

Lee, K. (2003). *Understanding culture, social organization, and leadership to enhance engagement*. In Community Tool Box [On-line]. Available: <http://ctb.lsi.ukans.edu>.

- Lee, K. (2003). *Transforming conflicts in diverse communities*. In Community Tool Box [On-line]. Available: <http://ctb.lsi.ukans.edu>.
- Lee, K. (2003). *Creating opportunities for members of groups to identify their similarities, differences, and assets*. In Community Tool Box [On-line]. Available: <http://ctb.lsi.ukans.edu>.
- Hampton, C. & Lee, K. (2003). *Strategies and activities for reducing racial prejudice and racism*. In Community Tool Box [On-line]. Available: <http://ctb.lsi.ukans.edu>.
- Lee, K. (2002). Building intergroup relations after September 11. *Analyses of Social Issues and Public Policy*, 131-141.
- Lee, K. (2002). The Association for the Study and Development of Community: Creating a Place for Community Research and Practice within a Diverse Context. *The Community Psychologist*, 34 (3), 35-36.
- Chavis, D., Lee, K., & Jones, E. (2001). *Principles for Evaluating Comprehensive Community Initiatives*. Washington, DC: National Funding Collaborative on Violence Prevention.

SELECTED TECHNICAL REPORTS

- Interim Evaluation Report for the Supporting Immigrants and Refugee Families Initiative's Immigrant Integration Strategy*. (2006, 2007, and 2008). Written for The Colorado Trust. [Principal Author]
- Interim Evaluation Report for the Equality in Health Initiative, Cycle 1*. (2008). Written for The Colorado Trust. [Co-Author]
- Howard County's Foreign-Born Population: Dimensions, Growth, and Implications*. (2005). Written for FIRN, Inc. and Howard County Department of Citizen Services. [Principal Author]
- Annual Cross-site Process Evaluation Report*. (2005). Written for the Office of Juvenile Justice and Delinquency Prevention. [Contributing Author]
- Critique of Evaluation Primers*. (2003). Written for the Robert Wood Johnson Foundation. [Principal Author]
- Culturally Diverse Families in Montgomery County: Issues, Concerns, and Challenges*. (2003). Written for the Montgomery County Collaboration Council on Children, Youth, and Families. [Principal Author]
- 9-11: Impact on Immigrant Communities in Greater Washington*. (2003). Written for The Community Foundation for the National Capital Region. [Principal Author]
- Strengthening Relations in Diverse Communities*. (2003). Written for the Initiative to Strengthen Neighborhood Intergroup Assets. [Principal Author]
- Headstart Community Assessment*. (2003). Prepared for the Montgomery County Department of Health and Human Services. Rockville, Maryland. [Contributing Author]
- A Community Learning Process: Understanding the Impact of Day Labor on Our Families and*

- Communities.* (2002). Written for the Fairfax County Department of Systems Management for Human Services, Virginia. [Principal Author]
- Lessons Learned About Civic Participation Among Immigrants.* (2002). Written for the Washington Area Partnership for Immigrants. [Principal Author]
- Annual Report of The Valuing Diversity Project.* (2001 and 2002). Prepared for The American Psychological Association. [Principal Author]
- Principles for A Successful Intergroup Project.* (2001). Gaithersburg, MD: Association for the Study and Development of Community. [Contributing Author]
- Community Foundations Building Bridges and Capacity to Strengthen Immigrant Race Relations.* (2001). Prepared for the Ford and Mott Foundations. [Principal Author]
- Annual Evaluation Report for the National Coalition Building Institute (NCBI).* (2001). Written for NCBI. [Principal Author]
- Annual Evaluation Report of the Washington Area Partnership for New Citizens.* (2001). Written for the Community Foundation for the National Capital Region. [Principal Author]
- The Initiative to Strengthen Neighborhood Intergroup Assets: Summary of Accomplishments and Lessons Learned, 1998-2000.* (2001). Written for the Eugene & Agnes E. Meyer Foundation. [Principal Author]
- Community Foundations/Intergroup Relations Program Annual Report.* (2001). Written for The Ford and the Mott Foundations. [Principal Author]
- Roundtable on Challenges Facing National Supporters of Collaboratives: Summary report.* (1998). Written for the National Funding Collaborative on Violence Prevention, Washington, DC. [Contributing Author]
- Annual Report for the National Cross-site Evaluation of the Community Building Initiative.* (1997). Written for the Local Initiatives Support Corporation. [Contributing Author]

RECENT PRESENTATIONS, SYMPOSIA, AND WORKSHOPS

- Immigrant and Refugee Elder Civic Engagement: Implications for Policy and Practice.* Community Treasures Forum, The National Press Club, February 2, 2009. [Keynote Speaker]
- Maximizing Impact: Helping Funders Get Smart About Evaluation.* Maine Philanthropy Center, Portland, Maine. October 8, 2008. (Invited)
- Immigrant Integration: Readiness, Fit, and Reciprocity.* Paper presented at the 2nd International Conference on Community Psychology, Lisboa, Portugal. June 4-6, 2008.
- Immigrant Communities.* Martini Associati. Pistoia, Italy. May 14, 2008. (Invited)

- Engaging Second Generation Youth in Community Building.* Immigrati e comunità: la 2^a GenerAzione, Provincia di Milano, Italy. May 15, 2008. (Invited)
- Learning from an Evaluation Report: How to Reflect, Process, and Communicate Results.* The Art & Science of Health Grantmaking Conference, Chicago, Illinois. October 10-11, 2007. (with Tina Trent) (Invited)
- Immigrant Integration in the United States.* European Immigrant Integration Seminar, Seville, Spain. September 19-21, 2007. (with Sonia Arteaga)
- Cross-Cultural Competency: What Is It and How to Achieve It?* Society for Community Research and Action Biennial Conference, Los Angeles, California. June 6-9, 2007. (Invited)
- Conversation.* Vision Howard County Spring Issues Forum on Everyone Counts: Diversity, Inclusiveness and Civility as Community-Building Strategies, Columbia, Maryland. May 3, 2007. (Conversation Participant) (Invited)
- Managing for Quality: Perspectives of An Evaluator in the Private Sector.* American Evaluation Association Annual Conference, Portland, Oregon. November 2-5, 2006. (with Mary Hyde)
- New Americans: Using Documentary to Influence Immigrant-Related Issues.* Paper presented the 1st International Conference on Community Psychology: Shared Agendas in Diversity. June 2006. San Juan, Puerto Rico.
- Roundtable on Diversity Stories in Community Research and Action: Towards Developing Principles for Community Psychology.* First International Conference on Community Psychology: Shared Agendas in Diversity. June 2006. San Juan, Puerto Rico. [discussant]
- Integration, Assimilation, and Acculturation: What do They Really Mean?* Paper presented at the 1st International Conference on Community Psychology: Shared Agendas in Diversity, June 2006, San Juan, Puerto Rico.
- Evaluation of The Colorado Trust's Immigrant Integration Strategy: Opportunities and Challenges.* American Evaluation Association, Toronto, Canada. October 2005.
- Researching Civic Participation within a Diverse Context: Conceptual and Methodological Opportunities and Challenges.* Presentation at the RC33 6th International Conference on Social Science Methodology, Amsterdam, The Netherlands, August 16-20, 2004.
- Immigrant Communities in the Washington Metropolitan Region.* Presentation at the District of Columbia Public Library's workshop on Improving Library Services to the Immigrant and Refugee Community, Washington, DC. July 21, 2004. (Invited)
- Engaging the Social Capital of Immigrants to Build Sustainable Communities.* Paper presented at the 1st Sustainable Communities Conference, Burlington, Vermont. July 14-18, 2004. (with Varsha Venugopal)
- Are You Ready for Evaluation.* Workshop at the 5th Annual Public-Private Conference, Washington, DC. October 21, 2003. (Invited)

Working with Multicultural Communities: Esperienze di lavoro sul campo. Presentations at the Citta' di Torino, Italy. January 27, 2003; Istituzione Gian Franco Minguzzi, Bologna, Italy, January 29, 2003; Associazione Servizi per il Volontariato, Modena, Italy, January 29, 2003. (Invited)

Evaluation And Systems Change During Challenging Times, Panel presentation at the American Evaluation Association Annual Conference, Washington, DC. November 9, 2002.

Assessing Your Community's Inclusiveness. Panel presentation at the Fund for An Open Society Annual Conference. Cleveland, OH. November 7, 2002. (Invited Speaker)

Valuing Diversity: Communities Helping Communities. Panel presentation at the American Psychological Association Annual Conference. Chicago, IL. August 23, 2002.

Principles for Building Intergroup Relations. Panel presentation at the Technical Assistance Resource Center Retreat, Annie Casey Foundation. Baltimore, MD. June 2002. (Invited Speaker)

Welcoming the Stranger: Techniques for Integrating Socially Isolated or Disenfranchised Populations into the Life of Their Communities. Panel presentation at the National Community Building Network Conference. Seattle, Washington. May 29-June 1, 2002.

Ethics, Evaluation, and Technology in Grantmaking. Plenary panel, Washington Regional Association of Grantmakers 1st Annual Conference. Washington, DC. May 22, 2002. (Invited speaker)

Putting VALUE Back Into Evaluation. Washington Regional Association of Grantmakers 1st Annual Conference. Washington, DC. May 22, 2002. (Invited Speaker)

From Theories of Change to Habits of Mind: Building the Evaluation Toolkit. Washington Regional Association of Grantmakers 1st Annual Conference. Washington, DC. May 22, 2002. (Invited Speaker)

Measure for Measure: Getting the Most Out of Evaluations. Washington Regional Association of Grantmakers 1st Annual Conference. Washington, DC. May 22, 2002. (Invited Speaker)

Lee, K. & Chavis, D. *Using Evaluation to Build Capacity: Helping Organizations Develop and Use Information.* Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action 30th Annual Conference. Miami, FL. December 2001. (Invited Paper)

New Opportunities, New Places, Better Programs. American Evaluation Association, St. Louis, MO. November 2001. (with Johanna Birckmayer and Theresa Singleton)

Community Responses to September 11 and Its Aftermath. Capital Area Social Psychological Association Fall 2001 Meeting, Washington, DC, November 3, 2001 (with Suzan Stafford and Anne Anderson).

Building Bridges Across Diversities: Stories from the Front Lines (discussant), 8th Biennial Conference of the Society for Community Research and Action. Atlanta, GA. June 2001.

Participatory Evaluation within A Multicultural Context, Panel on Program Evaluation and Measurement Program, Grant Managers Network Meeting, Washington, DC, June 8, 2001. (Invited Speaker)

Principles for Evaluating Comprehensive Community Initiatives (think-tank session). American Evaluation Association, Waikiki, HI. November 2000.

Evaluating Collaboratives that Build Community In Diverse Settings: What Works? American Evaluation Association, Orlando, FL. November 1999.

Research to Action and Building the Capacity to Strengthen Intergroup Relations, 7th Biennial Conference of the Society of Community Research and Action, New Haven, CT. June 1999.

Encounters Within the Adult Community: Young People's Dilemma as They Search for A Place to Belong, 7th Biennial Conference of the Society of Community Research and Action, New Haven, CT. June 1999.

Roundtable on Evaluating Capacity Building Initiatives for Prevention and Health Promotion: Working in Reality, American Evaluation Association, Chicago, IL. November 1998.

Colloquium on Evaluating and Building the Capacity of Intergroup Initiatives, University of Rhode Island, October 1998. (Invited speaker)

Evaluation of Community Initiatives. Associazione per lo Studio e lo Sviluppo della Comunità, Milan, Italy. April, 1998.

OTHER RELATED ACCOMPLISHMENTS AND VOLUNTEER EXPERIENCES

Volunteer Reviewer for *Community Treasures: Recognizing the Contributions of Older Immigrants and Refugees*. Published by the Center for Intergenerational Learning, Temple University, 2008.

U.S. Collaborator, European Immigrant Integration Seminar, 2007

Advisory Board Member, American Evaluation Association/Duquesne University's Internship Program for Students of Color, 2004-present

Communication Subcommittee Chair, Multiethnic Issues Topical Interest Group, American Evaluation Association, 2004-2007

Advisory Committee Member, People of Color Affinity's Structural Racism Initiative, Alliance for Nonprofit Management, 2004-2005

Advisory Board Member, Philanthropic Initiative for Racial Equity, Leadership Conference for Civil Rights, 2003-present

2002 Outstanding Evaluation of the Year, American Evaluation Association (with David Chavis)

Ad Hoc Reviewer for the American Journal of Evaluation and the American Journal of Community Psychology

PROFESSIONAL MEMBERSHIPS

American Evaluation Association
Society for Community Research and Action

Grantmakers Concerned with Immigrants and Refugees
Alliance for Nonprofit Management