
Joy Amulya, Ed.D.

Senior Associate

SUMMARY OF EXPERIENCE

Joy Amulya, Ed.D., Senior Associate is an evaluation, learning, and technical writing specialist with 20 years of domestic and international experience managing evaluation and capacity building projects. She is committed to systemic change in underserved communities and improvement of health, welfare, and empowerment for vulnerable children and families. Her expertise includes program monitoring and evaluation, participatory approaches, capacity building, project management, learning partnerships, and community engagement. She has worked in domestic and international settings in the areas of health, women's development, vulnerable children, HIV/AIDS, education, immigrant and refugee support, community building, intercultural learning, technology innovation, and microfinance. Through pioneering research at the Center for Reflective Community Practice at MIT, she developed tools for learning from practice that have been widely implemented. Before joining Community Science, Dr. Amulya was President of Learning for Innovation, a consulting practice integrating learning and program evaluation in support of innovative community practice.

- In-depth experience in project management, client management, participatory approaches, evaluation design and implementation, community needs assessment, organizational capacity building, learning partnerships, and community engagement.
- Proven success in proposal writing and copy-editing for initiatives funded through the U.S. Government and private foundations.
- Expertise in multi-method research design, evaluation planning, program monitoring and evaluation, statistical analysis, qualitative research, data management, sampling, and utilization/translation of research results into practice.

EDUCATION

Ed.D. Harvard University

Graduate School of Education, Human Development and Psychology, 1998

A.M. Harvard University

Graduate School of Arts & Sciences, Statistics, 1992

Ed.M. Harvard University

Graduate School of Education, Human Development and Psychology, 1988

B.A. University of California at San Diego

Psychology and Linguistics, Honors Thesis (Child Development), 1983

EMPLOYMENT HISTORY

COMMUNITY SCIENCE, GAITHERSBURG, MD (COLORADO OFFICE)

2009-Current

Senior Associate:

- Develop, lead and support evaluation and other technical assistance efforts in support of community systems change.
- Project management including supervision of staff, conducting work within project timelines and budgets, and resource management.
- Lead teams in writing proposals for contracts and grants.
- Write and produce reports and presentations for practitioners, scientists, and the general public.
- Mentor other staff and contributing to leadership, management and other organizational capacities.

LEARNING FOR INNOVATION, INC., Fort Collins, CO

2005-Current

President and Consultant:

- Evaluation of domestic and international programs and initiatives aimed at advancing community change, health (including HIV/AIDS), education, women's issues, and child development (<http://learningforinnovation.com>).
- Proposal development, technical writing, and program planning and management for development and community initiatives, including U.S. Government-funded programs.
- Design monitoring tools for tracking program results and quality improvement.
- Provide leadership to teams and organizations in application of evaluation findings to program practice.
- Toolkits for organizations and community groups to capture local knowledge and learning from everyday practice, and for engaging community members in evaluation and program improvement.
- Expertise in research design; evaluation planning; quantitative, qualitative and multi-method research; program monitoring and evaluation; data management; sampling; and utilization/translation of research results into practice.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Cambridge, MA

2000-2005

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

- Oversaw programs in community learning, practitioner knowledge, and practitioner-engaged evaluation.
- Worked nationally with community organizations to document, share, and advance innovative community practice.
- Designed and led fellowship programs for community practitioners from across the US.
- Designed and led training programs for community practitioners in work-based learning.
- Developed and wrote funding proposals and grant reports for major national foundations (Rockefeller, Annie E. Casey, Kellogg, Ford).

RESEARCH SCIENTIST, CENTER FOR REFLECTIVE COMMUNITY PRACTICE (2001-2005)

- Designed and led the Center's research and evaluation activities.
- Developed reflective learning approach to documentation of learning from community practice.
- Workshops on community-based research methods.
- Lead author on conference presentations and publications.
- Directed student research projects and theses, including Fulbright fellowship in Zambia.

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

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

INDEPENDENT CONTRACTOR, Cambridge, MA

1989-2000

Research Consultant:

- Research and evaluation for clients in education, social services, business, public policy, and science/engineering.
- Needs assessment; sampling/data collection; database design/management; multivariate statistical analysis (multivariate regression, principal components/factor analysis, discrete time survival analysis, categorical analysis); multi-method research; technical/non-technical reporting; utilization of results.

CONSULTING EXPERIENCE

COMMUNITY DEVELOPMENT SECTOR:

ECHOING GREEN FOUNDATION, New York, NY

2009

Evaluation Planning:

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

PITON FOUNDATION, Denver, CO

2006-2008

Community of Practice Learning Consultant:

- Developed reflective learning approach for the Denver Social Network Partners community of practice (14 community development organizations).
- Designed reflective learning component for in-depth learning immersions aimed at supporting development of social networks practices by local and national partners.
- Facilitated sessions to capture organizational learning and assess needs for organizational development; wrote reports to summarize the process and outcomes.
- Member of national and local evaluation teams; engaged Denver-based organizations in the design and implementation of the evaluation plan.

Organizational Learning Consultant:

- Assessed needs and designed strategy for internal reflection on practice by senior officers to improve strategic integration across program areas.
- Facilitated monthly sessions and periodic retreats focused on reflection on practice issues and collaborative analysis of those issues.
- Quarterly briefings with foundation president.

UNIVERSITY OF COLORADO AT DENVER AND HEALTH SCIENCES, Denver, CO

2005-2007

Participatory Evaluation and Community Engagement

- Designed and led evaluation process for three-year study funded by Centers for Disease Control to examine how collective efficacy and improved neighborhood health are generated

through participation in urban community gardens (Gardens for Growing Healthy Communities project, www.gghcdenver.org).

- Developed and implemented community engagement strategy for a citywide community gardener network to inform neighborhood health research and interventions.
- Trained research staff in community-based research methods (survey/interview)

EDUCATION SECTOR:

SOLIYA CONNECT PROGRAM, New York, NY

2006-present

Program Evaluation:

- Evaluation of student development and university impacts of a social change program using online facilitated dialogue sessions (via video conferencing technology) with mixed groups of university students from the US and predominantly Muslim Countries in the Middle East (<http://soliya.net>).
- Analysis of interview and survey data to describe students' transformative learning process and its components (intercultural learning, questioning assumptions and stereotypes, gaining complex understanding of political dynamics between West and Arab World); collaborate on deriving implications for practice.
- Development of evaluation tools to support future advances in program practice.
- Preparation of technical and general reports for internal and external audiences.

MAS BIOENERGY PROGRAM, COLORADO STATE UNIVERSITY, CO

2007-PRESENT

PROGRAM EVALUATION

- Designed evaluation plan and assessment procedures for doctoral program in Multidisciplinary Approaches to Sustainable Bioenergy, a multi-year grant awarded by NSF's Integrated Graduate Education and Research Training (IGERT) program (<http://bioenergy-igert.colostate.edu/>).
- Extensive literature review to develop research instruments for assessing interdisciplinary development in teamwork, conceptions of research, and communication.
- Preparation of application for human subjects review
- Analysis of longitudinal data and contribution to annual reports.

CAMBRIDGE COLLEGE, CAMBRIDGE, MA

1996-2000

DIRECTOR AND PRINCIPAL INVESTIGATOR, RESEARCH AND EVALUATION PROJECT

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

INTERNATIONAL DEVELOPMENT SECTOR:

ELIZABETH GLASER PEDIATRIC AIDS FOUNDATION, WASHINGTON, DC

2009

TECHNICAL WRITER/EDITOR

- Prepare global narrative and individual country narratives for five African countries (Cote D'Ivoire, Mozambique, South Africa, Tanzania, Zambia) synthesizing content from HIV care and treatment and prevention of mother-to-child transmission reports, culminating in a report on current activities for the Project HEART Project Year 7 reapplication to the CDC.

PATHFINDER INTERNATIONAL, BOSTON, MA

ACTIVE ROSTER

PROPOSAL DEVELOPMENT

- Team member responsible for co-developing and writing funding proposals to USAID, PEPFAR and cooperative agreement partners for HIV/AIDS-related and other development projects.
- Designed/refined monitoring and evaluation performance measures and systems.

GLOBAL FAMILY VILLAGE, OAKLAND, CA

2007-CURRENT

PROGRAM DEVELOPMENT

- Develop program concept and strategy for de-institutionalized care of orphans and vulnerable children in Nepal.
- Develop and write funding proposals to USAID and private foundations.
- Design monitoring and evaluation system.

USAID, MINISTRY OF EDUCATION, Windhoek, Namibia

2006-2008

Monitoring and Evaluation System

- Developed monitoring and evaluation system to assess effectiveness of school-based AIDS orphan support programs for 75,000 children in six regions in northern Namibia.
- Conducted in-country situational analysis to inform monitoring system design.
- Developed monitoring tools. Built in continuous learning and quality improvement component to support innovation in the response to community needs.
- Engaged community stakeholders in participatory development of monitoring plan.
- Published report with complete set of tools and specifications for national and international stakeholders (<http://learningforinnovation.com/toolsresources.php>)

MATERO CARE CENTER, Lusaka, Zambia

2005-2007

Program Development and Program Evaluation

- Managed development, operation, and refinement of community-based program for care of HIV-infected children (funded by small NGO, <http://poweroflove.org>).
- Developed and managed microfinance program for HIV/AIDS caregivers; developed training curriculum, program implementation, monitoring, evaluation, and collaborative management of program functions.
- Capacity building for Zambian team including program planning, trouble-shooting, monitoring, and evaluation to adapt the program to changing community needs.
- Established partnerships with funders, local and regional NGOs, and other local leaders in support of microfinance and pediatric HIV caregiving programs.
- Fund development for community strengthening models and programs, including pediatric HIV care, prevention of mother-to-child transmission (PMTCT), and microfinance adapted to the HIV/AIDS context.
- Program monitoring and evaluation aimed at program improvement and supporting the replication of program models.

TECHNOLOGY AND BUSINESS SECTOR:

HP LABS, Bangalore, India

2007

User Preference Study

- Led technology development team in design and implementation of user preference study for an emerging computing innovation; results used to inform significant technology investment decision.
- Developed design specifications; oversaw data collection efforts; analysis of quantitative and qualitative data.
- Presentation and report of research results; supported external dissemination.

DUBLIN INSTITUTE OF TECHNOLOGY, Dublin, Ireland

2006

Work-Based Learning Consultant

- Designed and facilitated training sessions for Ph.D. Management students in theoretical frameworks for work-based learning and practice-oriented inquiry tools for research in management settings.

TEACHING EXPERIENCE

UNIVERSITY OF COLORADO AT DENVER AND HEALTH SCIENCES CENTER, Denver, CO

2006-2007

Lecturer, College of Architecture and Planning

- Community and Neighborhood Planning (undergraduate course integrating partnerships with community organizations and community development agencies)
- Research Tools, Strategies and Methods (graduate research methods)

UNIVERSITY OF COLORADO AT DENVER AND HEALTH SCIENCES CENTER, Denver, CO

2005

Lecturer, School of Education and Human Development

- Research for Teachers (graduate course)

MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Cambridge, MA

2002-2005

Lecturer, Department of Urban Studies and Planning

- Graduate seminars on Community Engagement, Reflective Practice in Community Development, Community-Based Research, Participatory Research Methods, Community Leadership and Doctoral Research.
- Advisor for graduate student theses and independent studies in community engagement and field-based projects.
- Department team member for curriculum revision and requirements for field-based practicum courses.
- Faculty on record for Center's Undergraduate Research Opportunity Program; maintained collaboration with Public Service Office.
- Workshops and consultation for faculty in facilitating student reflective learning from community experience in practicum courses.
- Published faculty handbook: *Integrating Reflection into Field-Based Courses* (<http://learningforinnovation.com/toolsresources.php>).

HARVARD UNIVERSITY, Cambridge, MA **1989-1994**
Graduate Teaching Fellow, Graduate School of Education

- Graduate courses including *Program Evaluation, Intermediate and Advanced Data Analysis, Cognitive and Emotional Development, Understanding Community* (February 1989-May 1994)

BOSTON UNIVERSITY, Boston, MA **1992**
Adjunct Professor, School of Education, Boston College

- Human Development in Social Context: Family, community, and society (Undergraduate course)

HARVARD UNIVERSITY, Cambridge, MA **1990**
Course Development Consultant, Graduate School of Education

- Integrating Qualitative and Quantitative Research Methods (Graduate course)

RESEARCH AFFILIATIONS

UNIVERSITY OF COLORADO AT DENVER AND HEALTH SCIENCES CENTER, **2005-Current**
Denver, CO

- Children, Youth and Environments (CYE) Center for Research and Design, College of Architecture and Planning (2005-Current) (<http://thunder1.cudenver.edu/cye>)
- Department of Preventive Medicine and Biometrics, School of Medicine (2005-2007)

UNIVERSITY OF COLORADO AT BOULDER, Boulder, CO **2005-2007**

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

MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Cambridge, MA **2005-Current**

- Community Innovators Lab (<http://web.mit.edu/colab/>; formerly the Center for Reflective Community Practice)

SERVICE

- Ally, Fourth World Movement (worldwide anti-poverty organization)
- *Pro bono* consulting for startup grassroots programs (Zambia, Nepal)
- Board Member, Global Family Village Nepal
- Board Member, Empowering Dalit Women of Nepal
- Alumni Mentor, Harvard Graduate School of Education
- Colorado Interviewer, Harvard University Admissions
- Leadership, Coalition for Nepal Orphans