

**CURRICULUM VITAE**  
MARITZA CONCHA, Ph.D.  
| [Maritza.concha@ucf.edu](mailto:Maritza.concha@ucf.edu)

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## **EDUCATION**

### **Doctor of Philosophy, Public Affairs, 2011**

University of Central Florida, School of Public Administration, Orlando, FL.  
Dissertation Understanding Collaboration, its Antecedents and Perceived Outcomes in Service Partnerships of Community-Based Organizations. Advisor: Naim Kapucu, Ph.D.

### **Master of Arts, Latin American Studies, 2002**

University of Miami, Department of International Studies, Miami, FL

### **Bachelor of Arts, International Relations, 2000**

Florida International University, Department of International Studies, Miami, FL

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## **ACADEMIC AND ADMINISTRATIVE EXPERIENCE**

2019-Present	Associate Lecturer, School of Public Administration, College of Community Innovation & Education, University of Central Florida
2021-2024	Director, Center for Public and Nonprofit Management, College of Community Innovation & Education, University of Central Florida
2011 – 2019	Adjunct Professor, School of Public Administration, College of Community Innovation & Education, University of Central Florida
2011-2012	Adjunct Professor, Mendoza College of Business, University of Notre Dame.

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## **RESEARCH**

**Research Interests:** community participatory action research, lived experiences of vulnerable populations, acculturation, non-profit capacity building, serious games, and cross-sectoral applied AI training and implementation.

Maritza Concha Google Scholar Profile:

<https://scholar.google.com/citations?user=DSpTw9YAAAAJ&hl=en>

**Peer-Reviewed Publications** (\*indicates publications with students)

12. \*Concha, M & Manna, R. (2024). A Case Study of Venezuelans Migration in Peru: Exploring Causes for Returned Migration to Venezuela. In, Yeo, J. *In Return Migration and Crisis in Non-Western Countries*. Palgrave Macmillan.

11. \*Brianna Y., Entress, R., Huang, X. Akeem Sadiq, A., Miller, J., & **Concha, M.** (2023) Exploring Human Traffickers' Means of Control: What Does Citizenship Got to Do with It? *Victims & Offenders*, DOI: [10.1080/15564886.2023.2233958](https://doi.org/10.1080/15564886.2023.2233958) (Impact factor: 1.8, 2024; Q2)
10. Villar, M., Wendorf Muhamad, J., **Concha, M.**, & Alkowni, A. (2020) Padres Activos (Active Fathers): An Experiential Learning Approach to Obesity Prevention and Health Engagement among Latino Fathers and Their Children. *Journal of Latinos and Education*. <https://www.tandfonline.com/doi/abs/10.1080/15348431.2020.1731691> (Impact factor: 1.1, 2024; Q1)
9. **Concha, M.**, Villar, M. E., Tafur-Salgado, R., Ibanez, S., & Azevedo, L. (2016). Fatherhood Education From a Cultural Perspective: Evolving Roles and Identities After a Fatherhood Intervention for Latinos in South Florida. *Journal of Latinos and Education*. Volume 15, 2016 - Issue 3. <http://dx.doi.org/10.1080/15348431.2015.1099532> (Impact factor: 1.1, 2024; Q1)
8. **Concha, M.** et al (2015). Differences in acculturation and trajectories of anxiety and alcohol consumption among *Latina mothers and daughters in South Florida*. *Journal of Immigrant and Minority Health*, 1-10. <http://link.springer.com/article/10.1007/s10903-015-0277-y> (Impact factor: 1.07; Q1)
7. **Concha, M.**, Villar, M., & Azevedo, L. (2015). The Role of Cultural Competence in the Evaluation of Social Service Programs and Achieving Social Change in Wallace, J. *Social Change: Perspectives, Challenges and Implications for the Future*. Nova Science Publishers: Hauppauge NY (ISBN: 978-1-63483-658-6)
6. Sanchez, M., Dillon, F. R., **Concha, M.**, & De La Rosa, M. (2014). The Impact of Religious Coping on the Acculturative Stress and Alcohol Use of Recent Latino Immigrants. *Journal of religion and health*, 1-19. <http://link.springer.com/article/10.1007/s10943-014-9883-6> (Impact factor: 2.0, 2024; Q1)
5. **Concha, M.** (2014). Exploring Collaboration, Its Antecedents, and Perceived Outcomes in Service Partnerships of Community-Based Organizations. *International Journal of Public Administration*. [http://www.tandfonline.com/doi/abs/10.1080/01900692.2013.809591](https://www.tandfonline.com/doi/abs/10.1080/01900692.2013.809591) (Impact factor: 2.1, 2024; Q1)
4. **Concha, M.**, Sanchez, M., de la Rosa, M., & Villar, ME (2013). A Longitudinal Study of Social Capital and Acculturation Related Stress among Recent Latino Immigrants in South Florida. *Hispanic Journal of Behavioral Sciences*. <http://hjb.sagepub.com/content/early/2013/08/23/0739986313499005.abstract> (Impact factor: 0.4, 2024; Q1)
3. **Concha, M** & Villar, E. (2013). Effective Pluralistic Participation: Case Study of a Community Health Worker Partnership in Miami, Florida. *Journal of Community Practice*.

<http://www.tandfonline.com/doi/abs/10.1080/10705422.2013.788329#.U0MEcfldVQg>  
(Impact factor: 1.2, 2024; Q.2)

2. Villar, ME & **Concha, M.** (2012). Sex Education and Cultural Values: Experiences and Attitudes of Latina Immigrant Women. *Sex Education* <http://www.tandfonline.com/doi/abs/10.1080/14681811.2011.627733> (Impact factor: 1.9, 2024; Q.2)
1. Villar, ME & **Concha, M.** (2012). Health Beliefs and Attitudes of Latino Immigrants: Rethinking Acculturation as a Constant. *Journal of Immigrant and Minority Health* <http://www.springerlink.com/content/b7641k3617002166/abstract/> (Impact factor: 1.07; Q1)

### Other publications

3. **Concha, M.**, Villar, M.E., & Azevedo, L, (2014) Health Attitudes and Beliefs Tool Kit, Technical Assistance Network for Children's Behavioral Health, University of Maryland, Baltimore, MD. [http://cfs.cbcs.usf.edu/projects-research/\\_docs/2015-01HealthBeliefToolkit.pdf](http://cfs.cbcs.usf.edu/projects-research/_docs/2015-01HealthBeliefToolkit.pdf)
2. Villar, M.E., **Concha, M.** & Azevedo,L. (2014) Language Assistance Tool Kit. Technical Assistance Network for Children's Behavioral Health, University of Maryland, Baltimore, MD. [http://cfs.cbcs.usf.edu/projects-research/\\_docs/2015-01LanguageToolkit.pdf](http://cfs.cbcs.usf.edu/projects-research/_docs/2015-01LanguageToolkit.pdf)
1. **Concha, M** et al (2007).Establishing Best Practices: Assessment of Communication and Participation within a Community Partnership to Support Community Health Workers in The Communication Initiative, Food and Agriculture Organization of the United Nations and the World Bank. *World Congress on Communication for Development: Lessons, Challenges, and the Way Forward*. Library of Congress Cataloging-in-Publication Data. [http://www.fao.org/nr/com/abst/com\\_071001\\_en.htm](http://www.fao.org/nr/com/abst/com_071001_en.htm)

### Under review publications with students

4. Kessa, R., Ilesanmi, I., Sokolowski, S., Concha, M., & Lee, Y. (2025) Nonprofit Capacity Building Programs: Student Perspectives on Service Learning. Submitted to the *Journal of Nonprofit Education and Leadership*.
3. Villar, M.E., **Concha, M.** Wendorf, J., Rodriguez, J., & Ford, S. (2025). Participatory Action Research Methodology to Co-Create Cho!ces: An Interactive Game to Raise Awareness about Sexual Assault Bystander Intervention among Youth. *Submitted to Children and Youth Services Review*.
2. **Concha, M.**, et al. (2025). Transformative Learning: Enhancing Program Evaluation Education Through Podcasting and Experiential Approaches. *Submitted to the Journal of Scholarship of Teaching and Learning*.

1. Manna, R., **Concha, M.**, & Watson, M. (2025). Navigating the Storm: An Intersectional Analysis of Hurricane Impacts on Low-Income Renters in Florida. To be submitted to the *Continuity and Resilience Review*.

## Proceedings

2. **Concha, M.**, Villar, M.E., Aboitiz-Earle, M., Porcelain, S. (2007). Communication and Participation within a Community Partnership to Support Community Health Workers. Proceedings of the 1st World Congress on Communication for Development. Rome, Italy: FAO.
1. **Concha, M.**, Villar, M.E., Duresky, D., & Diaz, M. (2007). An applied cultural competence assessment in a system of care. In 20th Annual Conference Proceedings – A System of Care for Children’s Mental Health: Expanding the Research Base. Chapter 2: Implementing and Evaluating Evidence-based Practices.

## Reports or Monographs

3. \***Concha, M.**, Manna, R. & Watson, M. (2024). Renters’ Needs Report. <https://docs.google.com/document/d/15gwxING6TnhIhNKytORwXueJZNpfGWY9/edit?usp=sharing&ouid=102295426958561006339&rtpof=true&sd=true>
2. **Concha, M.** (2018). An Analysis of Focus Group Findings before the Yo Te Apoyo Campaign. Available at: [https://drive.google.com/file/d/18\\_d8KjUEXXtWUT1dyBsmxWUxkymgNMBg/view?usp=sharing](https://drive.google.com/file/d/18_d8KjUEXXtWUT1dyBsmxWUxkymgNMBg/view?usp=sharing)
1. **Concha, M.** et al. (2017). Customer Survey Evaluation Report for Refugee Services in Osceola, Seminole, and Orange Counties, Florida (2017). Available at: [https://drive.google.com/file/d/1Z6Lm163o3dO4SruroO6KZl9P\\_ayOV7kw/view?usp=sharing](https://drive.google.com/file/d/1Z6Lm163o3dO4SruroO6KZl9P_ayOV7kw/view?usp=sharing)

## Creative research products

4. Developed a serious game to assess a youth intervention program focused on exploring youth perspectives on civic infrastructure for resilience hubs (Product developed in 2025).
3. Designed a puzzle to share findings from a disaster renters’ outcomes study with community members and students (Product developed in 2025).
2. Directed the creation of a financial management assessment game for a capacity-building program (Product developed in 2024).
1. Created a graphic novel to raise awareness about educating farmworkers on what to do before, during, and after a hurricane for a HUD grant (Product developed in 2024).

## ORAL AND POSTER PRESENTATIONS

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29. Villar, M., Wendorf, J., & **Concha, M.** Collaborative visual design for community-based crisis intervention. Presented at the National Communication Association in November 2025.

28. Villar, M., Wendorf, J., & **Concha, M.** Play! Cho!ces tabletop game: a tool for discussion and application of course concepts. Presented at the National Communication Association in November 2025.

27. Mear, Fred, **Concha, M.**, Henley, T. Beyond surveys and assessments: Using a serious game to evaluate non-profit financial management skills. Presented at the British Accounting and Financial Association Annual Conference, May 2025.

26. **Concha, M.** Using AI as a tool for community participatory action research. Presented at Teaching and Learning with AI, May 2025.

25. **Concha, M.** The Elevate Evaluate Podcast as a learning tool created for and by students. Presented at the 2024 SoTL Summit in September 2024.

24. Adams, A., Suthers, S., **Concha, M.**, et al. A Stepping Stone for Participatory Design of an Artificial Intelligent Digital Assistant to Improve Shared Decision Making for African American Men Diagnosed with Localized Prostate Cancer. Presented at 15<sup>th</sup> American Association of Cancer Research (AACR) Conference in April 2022.

23. **Concha, M.** Service Learning in the Nonprofit Management Master Program: Graduate Program Evaluation Case Study. Presented at National Association of Student Personnel Administrators (NASPAA) in October 2022.

22. **Concha, M.**, Ocampo, Ada., Garcia, O., & Rodriguez-Billela, P. Working Towards the Sustainable Development Goals Through Participatory Research and Evaluation: Empowering the Latin American and Caribbean Community. Participatory Action Research and Evaluation Conference (PAREC) in April 2022.

21. **Concha, M.** Choices: A Participatory and Empowering Sexual Violence Prevention Board Game. Canadian Evaluation Society Conference in May 2020

20. **Concha, M.** Evaluación participativa y de empoderamiento en el desarrollo de un juego de mesa para cambio social. GLOCAL Evaluation Week in June 2020.

19. **Concha, M.** & Villar, M.E. Feedback Research with Pace Center for Girls. Presented at Feedback Labs' Feedback+New York in October 2019.

18. **Concha, M.** & Alkowni, A. M & E in the context of victims of human trafficking in South Florida. Presented at the American Evaluation Association Conference in November 2018

17. **Concha, M.**, L. Culturally informed participatory evaluation. Presented at the ARNOVA Conference in November 2017.

16. **Concha, M.** & Asmar, L. Culturally informed participatory evaluation. Presented at RELAC Conference in Guanajuato, Mexico December 2017.

15. **Concha, M.** & Azevedo, L. Culturally informed participatory evaluation. Presented at the American Evaluation Association in October 2016.

14. Sanchez, M., Dillon, F., **Concha, M.**, De La Rosa. The impact of religious coping on the acculturative stress and alcohol use of recent Latino immigrants. Presented at American Public Health Association in November, 2013.

13. **Concha, M.** & Salgado Tafur. Cultural Factors of Latino Fathers and their Influence on How Information is Disseminated. Presented at the Annual Meeting of Healthy Marriage and Responsible Fatherhood Grantees in May 2011

12. **Concha, M.** Understanding Collaboration, its Antecedents and Perceived Outcomes in Service Partnerships of Community Based Organizations. Presented at the ARNOVA Conference in November 2010.

11. **Concha, M.** and Tafur, R. Results and Impact of a Culturally Appropriate Evaluation for Hispanics and Haitians' Fatherhood Participants. Presented at the Office of Family Assistance Annual Meeting of Healthy Marriage and Responsible Fatherhood Grantees in August 2009.

10. **Concha, M.** and Villar M. Cultural Needs and Attitudes of Diverse U.S. Latino Populations on Two Health Issues: Implications in Mass Media and Public Policy. Presented at LASA 2009 Congress, Rio de Janeiro, Brazil in June 2009

9. Campbell, K, **Concha, M.**, Allaf, Bakiev, E, Karaca, H, Uryan, Y, Sahin, I, Sayed Ahmed, T. Ethical Perspective and Dilemmas in Public Administration. Presented at the American Association for Public Administration in March 2009

8. Villar ME, Lemard G, **Concha M.**, Arroyave J. Health and Development Communication: Integrating new technologies and interpersonal encounters to address health issues in communities. Presented at Global Health and Innovation Summit at Yale University, New Haven, Connecticut in April 2009

7. **Concha, M.** and Villar M. How does social capital takes place? The Case of Miami's Community Health Workers Partnership. Presented at the Second Annual Public Administration Conference at University of Central Florida in March 2008.

6. **Concha, M.**, Villar, M & Aboitiz-Earle, M. Participatory communication, community health, and social change - The story of a Community Health Workers Initiative in Miami. Presented at the American Public Health Association 135<sup>th</sup> Annual Meeting in November 2027

5. **Concha, M** & Villar. Evaluation of a county-wide initiative to empower community health workers. M. Presented at the American Public Health Association 135<sup>th</sup> Annual Meeting in November 2007.
4. **Concha, M**, Villar, M, Duresky, D & Diaz, M. An Applied Cultural Competence Assessment in a System of Care: Hearing the Voices of Frontline Staff. Presented at the 20th Annual Research Conference—A System of Care for Children’s Mental Health in March 2007.
3. Villar, M & **Concha, M**. Evaluating Stakeholder Inclusion and Participation in a Community Health Partnership. Presented at the 10th International Public Relations Conference in March 2007.
2. **Concha, M**, Villar, M, Aboitiz, M, Porcelain, S. Establishing Best Practices: Assessment of Communication and Participation within a Community Partnership to Support Community Health Workers. Presented at the World Congress on Communication for Development, Italy, in October 2006.
1. **Concha, M**, Reyna, S, Villar, M. How do we Follow up with DV Clients after Discharge,. Presented at the 2005 International Domestic Violence, Sexual Assault and Stalking Conference in September 2005.

### **Oral and poster presentations with students**

7. Brown, J., **Concha, M.**, Dones, K., & Manna, R. The use of games as a versatile evaluation tools. Presented at the American Evaluation Association in November 2025.
6. **Concha, M.**, Watson, M., & Manna, R. Understanding renter needs and their recovery experiences after disasters. Presented at the Natural Hazards Center in July 2025.
5. Brown, J., & **Concha, M.** The Use of Ethical Standards and Sensitive Approaches in the Evaluation of a Sexual Assault Prevention Intervention. Presented at the American Evaluation Association in October 2024.
4. **Concha, M.** & Brown, J. Evaluation of a Capacity Building Program. Presented at the American Evaluation Association in October 2024.
3. **Concha, M.**, et al. Capacity Building Seminar as a Service-Learning Experience. Presented at SECOPA in September 2024.
2. **Concha, M.**, et al. Capacity Building Seminar as a Service-Learning Experience. Presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) in November 2023.
1. **Concha, M.**, et al. From community participatory action research to empowerment evaluation: The creation of youth-adult partnerships to improve system of care outcomes for children and families in Broward County. Presented at the American Evaluation Association in November 2019.

## **Invited Lectures & Presentations**

16. AI for evaluation practitioners with the International Development Evaluation Association, December 2025.
15. Career experiences with Women in Business (UCF students' organization), November 2025.
14. AI for nonprofit organizations workshop with the Hispanic Federation, May 2025.
13. Capacity building presentations to nonprofit organizations in the Latin American Region, March-April 2025.
12. International Visitor Leadership Program (VLP)-Addressing the Needs of Underserved and At-Risk Youth Workshop, February 2025.
11. Nonprofit Funding Forum Panel member, January 2025
10. Transformar desde la Evaluacion (Transforming from Evaluation) Panel member, EvalParticipativa Forum, November 2024.
9. UCF Public Policy Event: The Role of Immigration in Florida's Economy and Society, Panel Member, November 2024.
8. Community-based research presentation to doctoral students in October 2024
7. International Visitor Leadership Program (VLP)-Human Rights Across America, Strategic Planning Presentation, October 2024.
6. The Role of Program Evaluation in Federal Grants. Summer Research Institute, May 2024.
5. Cumbre Hispana de Violencia Domestica Panel Member. Nuevo Sendero, April 2024.
4. Career in Research Panel, presented at the Students Research Week, hosted by the Office of Undergraduate Research, March 2023.
3. Advocacy and Fundraising Workshop presented to international representatives from the International Visitor Leadership Program, July 2023.
2. Nonprofit organizations targeting Hispanics in Central Florida. Presented at the Asociacion de Puertorriqueños en Marcha (APM), hosted by UCF Global, September 2023
1. Refugees in Central Florida presented at the Transatlantic Conversation: Managing Migration in Florida & Cairo, hosted by UCF Global, March 2022.

## Media Interviews

6. WFTV 9, July 7th, 2023. Topic: Nonprofits undergo training to boost community resource availability. <https://www.wftv.com/news/local/nonprofits-undergo-training-boost-community-resource-availability/SY7YGMGTRDFTIRXQCPT4E7IN4/>

5. WESH 2, July 7th, 2023. Orange County invests money to teach nonprofits how to make a bigger impact. <https://www.wesh.com/article/orange-county-nonprofits-seminar/44478627>

4. Orlando Sentinel, August 23, 2023. Osceola nonprofits denied tourist tax funding for annual events over reporting issues. <https://www.orlandosentinel.com/2023/08/23/osceola-nonprofits-denied-tourist-tax-funding-for-annual-events-over-reporting-issues/>

3. Nonprofit Enthusiast, October 27th, 2022. Topic: Fund Development and Year End Planning <https://www.youtube.com/watch?v=1QlrF2DRIAc>

2. Orlando Business Journal, July 9<sup>th</sup>, 2015. How a trip to Zambia led this woman to start a business in Orlando. <https://www.bizjournals.com/orlando/blog/2015/07/how-a-trip-to-zambia-led-this-woman-to-start-a.html>

1. Orlando Sentinel, September 18<sup>th</sup>, 2014. People on move.  
<https://www.orlandosentinel.com/2014/09/18/0919-people-on-move/>

## FUNDED RESEARCH

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### Research grants (Total amount awarded: \$399,946)

- US Department of Housing and Urban Development (Co-PI) (Amount requested: \$ 379,946. Awarded in 2023)
- Central Florida Pharmacy Council (Participatory action researcher) (Amount requested \$20,000- Awarded in 2022)

### Technical assistance and creative work grants (Total amount awarded: \$1,835,937)

- Orange Citizens' Commission for Children - Technical Assistance AI Capacity Building Program (PI) Amount requested: \$600,627 (Awarded in 2025)
- Florida International University: Cybersecurity training (PI) Amount requested: \$183,757 (Awarded in 2024) and renewed in 2025 (\$150,000)

- Orange Citizens' Commission for Children – Capacity Building (PI) (Amount requested: \$ 205,803- Awarded from 2022-2024)
- Orange Citizens' Commission for Children – Financial Management (PI) (Amount requested: \$ 525,000- Awarded from 2023-2025)
- Osceola County-Capacity Building (PI) (Amount requested: \$130,000-Awarded from 2023-2024)
- City of Orlando Community Investment grant (PI) (Amount requested: \$40,000- Awarded in 2023)
- Brinson Foundation (PI) (Amount requested: \$750 awarded)

### **Unfunded research**

- Boys & Girls Clubs of the Peninsula: Outcome Research Study) (PI) (amount requested: \$50,000-Rejected)
- NSF-REU Community Participatory Action Research Training (PI) (Amount requested: \$326,714-Rejected)
- Health Literacy to Enhance Equitable Community Resources to COVID-19 (C0-PI) (Amount requested: \$330,000-rejected)
- NSF-Disrupting Human Trafficking Supply Networks Operations Through Multidisciplinary Research, Capacity Building and Public-Private Partnership (Senior investigator) (Amount requested: \$250,000- rejected)
- UCF Downtown AmeriCorps Program (CO-PI) (Amount requested: \$877,000; rejected)

### **Grants and Contracts for Consulting**

- Planned Parenthood 5-year contract (Amount awarded for evaluation: \$250,000)
- Children's Trust (Amount awarded: \$88,000)
- Osceola County Cultural Competence Wraparound (amount awarded: \$13,000)
- Children Trust Partnership Family Violence Prevention (amount awarded: \$630,000)
- Latino Institute for Reproductive Health (amount awarded: \$155,000)
- Customer Survey Evaluation of Comprehensive Refugee Services (2013) grant awarded by the Department of Children and Families (amount awarded: \$379,848)

- Community Collaborative Response (2013) grant program, awarded by the Florida Coalition against Domestic Violence (amount awarded: \$149,000)
- enFamilia Art Summer Camp (2012) grant awarded by the Ronald McDonald House of Charities (amount awarded: \$15,000)

## TEACHING HIGHLIGHTS

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### Graduate Courses Taught

- PAD 5186 Policy Advocacy for Social Justice
- PAD 6053 Public Administrators in the Governance Process
- PAD 6037 Public Organization Management
- PAD 6142 Nonprofit Organizations
- PAD 6149 Nonprofit Administration
- PAD6327 Public Program Evaluation Techniques
- PAD 6700 Research Methods for Public Administration
- PAD 6908 Direct Independent Studies

### Undergraduate Courses Taught

- PAD4147 Resource Development for Nonprofits
- PAD 4325 Program Evaluation for Public and Non-Profit Organizations
- PAD 4720 Survey Research in Public Administration
- PAD 4912 Directed Independent Research
- PAD 4903H Honors in the Major

### Courses approved to be taught in the 2026-2027 academic year (Course developer and instructor)

- PAD 3093 AI for the Workplace
- PAD 5095 AI in the Nonprofit and Public Sector

## Non-Credit Certificates

- Supervised development and execution of the Nonprofit Professional Program with Continuing Education. <https://www.ce.ucf.edu/ucf/course/course.aspx?catId=81>
- Launched the AI for Nonprofit Certificate with Continuing Education as part of the new OCCC grant in AI Technical Assistance.  
<https://www.ce.ucf.edu/ucf/course/course.aspx?C=1533&pc=26&mc=0&sc=0>

## Mentorship

- Kessa, Ruth, Doctoral Student. School of Public Administration, University of Central Florida. Faculty mentor for the Summer Institute in Latino Humanities Studies Methodologies and Theories. Academic year 2022-2023.
- Tiffany Chinwuba, BA. School of Public Administration, University of Central Florida. Undergraduate Honors Thesis: *Exploring the Effects of COVID-19 on Central Florida Nonprofit*. Chair. Defended July 2021.
- Supervised and mentored at least 10 graduate students for the Orange County and Osceola County Capacity Building Trainings from 2021 to present.
- Created and hosted the Elevate-Evaluate podcast with students from an undergraduate course in program evaluation in 2021. <https://www.elevateevaluepodcast.com/podcast>

## OTHER PROFESSIONAL ACTIVITIES AND PUBLIC SERVICE

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### Applied AI Innovation Initiative (2025-Present), Lead

- Secured a grant for a Technical Assistance AI Capacity Building Program (PI) for \$600,627
- Designed and implemented the Technical Assistance AI Capacity Building Program (PI) by hiring five students and two senior consultants. This program will provide technical assistance in AI for up to 30 Orange County-funded organizations
- Developed a certificate in AI for Nonprofits. This course is now open for enrollment in December 2025.
- Utilized AI in creative works such as graphic novels and serious games.
- Developed AI apps that include dashboards and interactive games to enhance evaluation skills

**Center for Public and Nonprofit Management (CPNM) Director Appointment, University of Central Florida 2021-2024**

- Successfully managed an academic center and was responsible for increasing profit by over \$1.2 million, at least 8 times more than in 2021.
- Executed an agreement with Continuing Education, launched and managed the Nonprofit Certificate Program at the end of the summer of 2022, with more than 18 students in the last two years.
- Organized and facilitated the capacity-building summer series, impacting over 100 nonprofit organizations in Central Florida.
- Supervised more than 15 students in service learning and community-engaged projects.
- Responsible for overseeing financials for CPNM and granted contracts.
- Responsible for organizing an international conference on participatory evaluation and performance measures with Latin American universities, reaching over 250 participants.
- Organized the Public Administration Research Conference, engaging over 300 participants from academic scholars, students, and public servants.
- Led the nonprofit conference for over two years, targeting nonprofit organizations in Central Florida with an audience of more than 300 participants.
- Established MOUs with Hands on Orlando and Nuevo Sendero to formalize partnerships with the lead local organizations in Central Florida that target issues related to the CPNM mission.
- Engaged and supported the United Nations Eval for Action Campaign
- Established collaboration with United Nations Development Program (UNDP) by securing the UNDP Director of Evaluations as part of the keynote speakers panel for the Participatory Action Research and Evaluation Conference (PAREC), organized by CPNM in 2022.
- Coordinated the first international conference for CPNM in collaboration with practitioners and academics from Universidad de Puerto Rico, Universidad de Chile, Universidad de San Juan, and Universidad Autonoma Metropolitana.
- Led successful implementation of all funded projects for the Center, including negotiation of contracts, hiring, supervision, IRB approvals, and execution.
- Increased staff capacity by hiring two additional full-time positions, grant-based.
- Worked with UCF Foundation to identify donors for CPNM.

- Led coordination and monthly meetings with the faculty advisory board for CPNM.

### **University Services Related to Teaching and Mentorship**

- Undergraduate Research Student Grants Reviewer (from 2021-present)
- Member of Undergraduate Research Council (from 2020-present)
- Nonprofit Management Program Liaison (2019-present)
- Global Learning Designation Committee Member (2022)

### **Other University Services**

- Public Service Recognition Week Committee Chair (2025)
- AI Professor Search Committee member (2025)
- Strategic Planning Committee Member for the College of Community and Innovation and Education (2023)
- Committee Member for the Public Administration Research Conference (2021-present)
- Nonprofit Advisory Board Member (2019-present)
- Committee Member for the Participatory Action Research and Evaluation Conference (2022)
- Human Trafficking Initiative Member (2020-2021)
- Committee Member for the Nonprofit Partners Conference (2019-2021)
- Public Service Leadership Committee Member (2020)

### **Professional Development**

- Currently enrolled in the Applied Agentic AI for Organizational Transformation Certificate from MIT, to be completed in January 2026.
- Certificate of Completion in Applied Generative AI Specialization from Purdue University (2025)

- Certificates of Achievement for: AGS Python Basics, AGS Essentials of Generative AI, Prompt Engineering & ChatGPT, AGS Advanced Generative AI: Models and Architecture, and AGS Advanced Generative AI: Building LLM Applications from SimpleLearn (2025)
- UCF AI Fundamental for Faculty Members (2025)
- Arts in Evaluation Training (2025)
- Photovoice Training with Photovoice Worldwide (2024)
- Enrolled in AI Essentials Faculty Course (2024)
- Participated at the Yellowdig Spring Faculty Info-Session (2024)
- Summer Faculty Development Course (2021)
- Global Learning Course Designation Workgroup (2021)
- Teaching and Learning Day Workshop (2020)
- TOP KIT Workshop (2020)
- Completion of IDL 6543 (2020)

### **Editorial Services**

- Reviewer for the Community Health Partnerships: Research, Education, and Action
- Reviewer for the Journal of Immigrant and Minority Health
- Reviewer for the Journal of Latinos and Education
- Founding member of Encuentros: Caribbean-American Planning and Public Policy Review

### **CONSULTING PROJECTS**

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2023-2024      Evaluation of Planning Common Days led by American Institutes of Research

2023- 2025      Evaluation of a teen pregnancy program led by Planned Parenthood, funded by the U.S. Department of Health and Human Services.

2022-2021      Feedback and outcome researcher for Pace Center for Girls, funded by Funds for Shared Insights.

2021-2021	Needs assessment, affordable housing study for and funded by Lincoln Capital Avenue.
2020-2022	Evaluator for the Evidence 2 Success program for Key Biscayne Community Foundation, funded by the Annie E. Casey Foundation.
2019-2020	Games for Social Change: Board game to promote bystander reporting of child and youth sexual assault. Collaborative project funded by The Children's Trust.
2018-2019	Disaster prevention study targeting farmworkers led and funded by World Churches Services.
2018-2019	Community participatory action research to assess systematic injustices targeting vulnerable youth led and funded by Children's Services Council of Broward County.
2017-2018	<i>Yo Te Apoyo</i> (I support You), pre-testing and evaluation of campaign messaging with National Latina Institute for Reproductive Health.
2016-2018	<i>Padres Activos</i> , Pilot Project from Hampton University Minority Men's Health Initiative.
2015-2016	MUJER/AVON Foundation for Women grant to raise awareness of domestic violence rights and services among Latinas.
2015-2016	From cradle to career program evaluator led by EnFamilia and funded by Hirman Brown Charitable Trust
2014-2015	Cultural Competence program for Osceola County School District funded by SAHMSA.
2014-2017	Evaluator of an NSF STEM program for Florida Memorial University and funded by National Science Foundation
2014-2016	Tool kits as demonstration of Cultural Linguistic Appropriate Services (CLAS) standards for behavioral health agencies funded by SAHMSA.
2013-2017	Economic self-sufficiency of refugees in Central Florida led and funded by Florida Department of Children and Families.
2012 – 2019	Evaluation of a human trafficking prevention program led by International Rescue Committee and funded by U.S. Department of Justice.
2012-2014	Public Awareness, Prevention & Advocacy Committee for Miami-Dade DVSAC (Domestic Violence and Sexual Assault Council).

2012-2015 Manuscripts for publications related issues affecting Latinx community in South Florida led and funded by CRUSADA Center, Florida International University.

2008-2009 Family violence prevention network evaluator led by MUJER, Inc and funded by the Children's Trust.

2007 – 2008 Planned Parenthood of Greater Miami, Palm Beach and Treasure Coast, focus groups to assess issues of reproductive and sexual health among recent Latina immigrants

2006-2011 Fatherhood program evaluator for EnFamilia and funded by U.S. Department of Health and Human Services.

2005 – 2007 Collins Center for Public Policy- Community Health Worker pilot program, conducted pilot evaluation of Community Health Worker Certificate program and feasibility study of CHW Clearinghouse Center.

2004 – 2006 We Care of South Dade, Evaluation of Summer and After School Programs

2003 – 2007 Legal Aid of Greater Miami, Evaluation of service partnership to serve victims of domestic violence

2003 – 2004 MUJER, Inc. Development of an evaluation protocol for social services

## **AWARDS & RECOGNITIONS**

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- Active member of the Scientific Committee of the *Revista Mexicana de Evaluación* (REMEVAL), which belongs to the *Academia Nacional de Evaluadores de México* (Aceval A.C.), for the period from January 1, 2025, to December 31, 2025.
- Promoted to Associate Lecturer, effective in Fall 2025.
- UCF Teaching Incentive Awards 2024
- The top student video on measuring goals and objectives was presented at the American Evaluation Association in 2019.
- Founding member of the Advancing Culturally Responsive and Equitable (ACE) Evaluation Network (2015-present)
- Appointed member to the National Alliance for Hispanic Families Solution Task Force 2014.
- McKnight Doctoral Fellowship 2008-2011
- Full graduate tuition scholarship from the Department of International Studies at the University of Miami, 2001

- University of Michigan Population Fellows Program, 2001
- Certificate of Commendation for outstanding academic achievement, 1995-96
- College Incentive Award, 1994-1997