

## Faculty Biographies

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### Michelle Derr, PhD, Senior Researcher, Mathematica



Michelle Derr, a senior researcher at Mathematica Policy Research, is well known for her ability to translate research findings effectively to improve public policies and direct practice. Most of her work focuses on quick turnaround research projects used to describe a promising practice or document the implementation of a public policy. She has conducted site visits to welfare agencies and other social service programs in over 100 communities in 30 states and the District of Columbia. She specializes in evaluating employment and training initiatives targeted to public assistance clients, ex-offenders, individuals with disabilities, and other disadvantaged populations. Putting her knowledge into practice, she provides evidence-based technical assistance to states and local communities to help strengthen their performance outcomes. She holds a Ph.D. in social work from the University of Utah.

### Ray Fleming Dinneen, PsyD, Executive Director, CLIMB Wyoming



Ray Fleming Dinneen is the Founder and Executive Director of CLIMB Wyoming, a non-profit organization that trains and places low-income single mothers in higher paying careers. She developed the CLIMB program in Laramie County, Wyoming in 1986 to meet the job and life skills needs of low-income single mothers. In 2004, she expanded the CLIMB program to six additional sites across Wyoming which now serve families in 10 counties.

Dr. Fleming Dinneen has been a long time advocate of Wyoming families. She currently serves on the Supreme Court's created Equal Justice Wyoming Board of Commissioners and on the Board of the Wyoming Children's Society. She has also served on the planning committee for the Governor's initiative to bring the Family and Economic Self-Sufficiency Standard to Wyoming and the United Way of Laramie County's Women's Leadership Council. In 2014 Governor Matt Mead awarded CLIMB the Friend of Department of Family Services Award for its consistent, high-quality services for single moms trying to climb out of poverty. In 2014 The Wyoming Business Alliance also recognized CLIMB for their contributions to the state of Wyoming. In January of 2015 Ray was recognized by Governor Mead and Chief Justice Burke during the opening of the 63rd Legislative Session.

### Ann Doucette, PhD, Research Professor, George Washington University



Ann Doucette is Research Professor of Evaluation and Health Policy at The George Washington University, Washington, DC, where she also serves as the Director of *The Evaluators' Institute*, and Director of the *Midge Smith Center for Evaluation Effectiveness*. She has broad experience in the management, analysis, and evaluation of diverse intervention programs, the development of accountability and outcomes monitoring systems at individual and system levels; research methodology, data collection strategies, psychometric and measurement techniques, and applied statistical analysis, including both quantitative and qualitative approaches.

Dr. Doucette has worked with international, federal and state organizations, universities, community groups, public schools, commercial health plans, and foundations regarding evaluation management and design, analytic modeling, assessment, testing and measurement in the areas of education, health and behavioral health care, school reform, social systems, including fragile environments and social policy. Her expertise includes the development of performance and outcome measurement systems that target accountability, quality monitoring,

outcomes and impact for system and individual program/intervention levels. Her work includes a specialized emphasis on measurement, which she considers fundamentally critical in monitoring and evaluation practice, and emanates from a complex adaptive systems perspective.

### **Maria Flynn, MGA, Vice President, Jobs for the Future**



As senior vice president and the head of Jobs for the Future's (JFF) Building Economic Opportunity Group, Maria Flynn leads work to help low-skilled adults advance to family-supporting careers, while enabling employers to build and sustain a productive workforce. Ms. Flynn also leads JFF's federal policy and advocacy strategies, which are focused on advancing the educational needs of low-skilled Americans and developing a skilled workforce. As a leading expert on issues such as career pathways, employer engagement, and sector strategies, Ms. Flynn guides the activities of several key JFF projects and partnerships, including Accelerating Opportunity, Credentials That Work, and JFF's role as implementation partner for the National Fund for Workforce Solutions. Ms. Flynn is also leading JFF's role as a key partner in JPMorgan Chase's New Skills at Work initiative. Her team provides technical assistance, coaching, documentation, labor market analysis, and evaluation support to a wide range of projects supported by public and private funders.

Ms. Flynn has over 20 years of experience in the workforce development field. Prior to joining JFF in 2007, she was a member of the federal government's Senior Executive Service and was the Administrator of the Office of Policy Development and Research in the U.S. Department of Labor's Employment and Training Administration. In that role, she oversaw development of employment and training policies, managed the agency's research and evaluation strategy, and supported agency budget and appropriations activities. Ms. Flynn also coordinated the agency's legislative, regulatory, and international affairs agendas and outreach to philanthropic organizations. Within the Employment and Training Administration, Ms. Flynn previously led the Division of One-Stop Operations, where she developed the policy and technical assistance framework necessary to enable states and local communities to establish comprehensive One-Stop delivery systems designed to provide quality services to jobseekers, workers, and employers. She also served as team leader for the interagency policy group charged with implementing the Workforce Investment Act of 1998. In the 1990s, Ms. Flynn played key roles in the National School-to-Work initiative and in the launch of the Secretary's Commission on Achieving Necessary Skills (SCANS) Initiative. Ms. Flynn earned her Bachelors degree in international relations and economics at Saint Joseph's University in Philadelphia and a Masters degree in Government Administration at the University of Pennsylvania. She is the proud mom of two young daughters.

### **Olivia Golden, PhD, Executive Director, CLASP**



Olivia Golden is CLASP's executive director. An expert in child and family programs at the federal, state, and local levels, she has a track record of delivering results for low-income children and families in the nonprofit sector and at all levels of government. During the eight years she served as Commissioner for Children, Youth, and Families and then as Assistant Secretary for Children and Families at the U.S. Department of Health and Human Services (1993-2001), Ms. Golden was a key player in expanding and improving Head Start and creating Early Head Start, implementing landmark welfare reform, tripling the level of funding for child care, and doubling adoptions from foster care. As an Institute fellow at the Urban Institute from 2008 to 2013, Ms. Golden spoke, wrote, and led major initiatives on poverty and the safety net, families' economic security and children's well-being. She brings to CLASP the leadership role in a major multi-state initiative, Work Support Strategies, which provides six states with the opportunity to design, test, and implement reforms to improve low-income working families' access to health reform, nutrition assistance, and child care subsidies.

### **Jeanette Hercik, PhD, Senior Vice President, ICF International**



Jeanette Hercik is an expert in anti-poverty research, welfare and employment, community development, family supports and strengthening, and the reengineering of U.S. federal and state public sector systems. For more than 17 years, Dr. Hercik has managed a welfare-to-work portfolio of technical assistance and training and research and evaluation projects, including the Welfare Peer Technical Assistance Network (Welfare Peer TA), which has involved cross-agency initiatives such as addressing mental health and substance abuse, housing, transportation, child care, and issues specific to urban and rural populations. She manages the Self-Sufficiency Research Clearinghouse (SSRC) and oversees the National Responsible Fatherhood Clearinghouse (NRFC) and the National Resource Center for Healthy Marriage and Families. Prior to joining ICF, Dr. Hercik directed the State of Michigan Department of Commerce Research and Evaluation Agency on jobs and the economy, with specific focus on plant closings, manufacturing modifications, and economic development in communities. Dr. Hercik has a Masters degree in Public Administration from Columbia University and a Ph.D. from Michigan State University.

### **Jodie Sue Kelly, MS, Co-Founder, Cygnet Associates**



In over three decades of work in this field, Jodie Sue Kelly has won wide recognition for her innovative, practical and entertaining workshops and webinars. As an employment and training program provider, she doubled enrollments in an award winning program she directed for dropout youth. She co-founded Cygnet Associates in 1984 to help agencies devise more effective strategies for recruitment, placement, advertising, retention and motivation. In 2004, she was awarded the NAWDP Professional Development Award for Advancement in the Profession. In 2013, she was recognized with the Commitment in Action Award by the Oregon Employment and Training Association. She is a frequent speaker at NAWDP, Southeast Employment Training Association, and other regional and national conferences.

### **Elizabeth Lower-Basch, MPP, Policy Coordinator & Director, Income and Work Supports, CLASP**



Elizabeth Lower-Basch is CLASP's policy coordinator and director of the income and work supports team. Her expertise is federal and state welfare (TANF) policy, other supports for low-income working families (such as refundable tax credits), systems integration, and job quality. From 1996 to 2006, Ms. Lower-Basch worked for the Office of the Assistant Secretary for Planning and Evaluation at the U.S. Department of Health and Human Services. In this position, she was a lead welfare policy analyst, supporting legislative and regulatory processes and managing research projects. Ms. Lower-Basch received a Masters in Public Policy from the Kennedy School of Government at Harvard University.

### **Dominic Modicamore, MUP, Senior Technical Specialist, ICF International**



Mr. Modicamore is an economist with 16 years of experience in program evaluation, workforce development, economic analysis, labor market economics, economic impact modeling and analysis, and economic and community development. Mr. Modicamore has led a number of program evaluations, including rigorous experimental, quasi-experimental, non-experimental, and mixed methods designs. Mr. Modicamore has also conducted numerous labor market and economic development, and impact studies at the national, regional, and local levels. He also has extensive experience measuring program performance by analyzing participant outcomes and conducting Return on Investment (ROI) and cost-benefit analysis studies.

## **LaDonna Pavetti, PhD, Vice President for Family Income Support Policy, Center on Budget and Policy Priorities**



LaDonna Pavetti is the Vice President for Family Income Support Policy at the Center on Budget and Policy Priorities. In this capacity, she oversees the Center's work analyzing poverty trends and assessing the nation's income support programs, including the Temporary Assistance for Needy Families (TANF) program. Before joining the Center in 2009, Dr. Pavetti spent 12 years as a researcher at Mathematica Policy Research, Inc., where she directed numerous research projects examining various aspects of TANF implementation and strategies to address the needs of the hard-to-employ. She has also served as a researcher at the Urban Institute, a consultant to the U.S. Department of Health and Human Services on welfare reform issues, and a policy analyst for the District of Columbia's Commission on Social Services. In addition, for several years she was a social worker in Chicago and Washington, DC. Dr. Pavetti has a Master of Arts in social work from the University of Chicago and a Ph.D. in public policy from Harvard University's Kennedy School of Government.

## **Rachel Pollock, JD, Policy Analyst, Ascend, Aspen Institute**



Rachel Pollock serves as the Policy Analyst for Ascend at the Aspen Institute, where she oversees Ascend's work to elevate and advance two-generation policy solutions at the local, state, and federal level. Rachel also leads Ascend's work with partners focused on policy, human services, and housing. Prior to joining the Aspen Institute, Rachel spent eight years at the Office of Management and Budget, where she coordinated the President's legislative agenda on a range of domestic policy issues relating to early childhood education, housing, employment pathways, and economic security. In 2013, she was selected to participate in the President's Management Council program, during which time she worked closely with the White House, the Department of Labor, and the Center for American Progress to develop the Obama Administration's policy strategy for the White House Summit on Working Families.

Rachel previously held positions with former Senator Kerry, the Senate Committee on the Judiciary Committee, and the Senate Committee on Health, Education, Labor, and Pensions. She holds a law degree from American University and an undergraduate degree in United States History from the University of California at Berkeley. Rachel lives in Washington, DC with her husband and daughter.

## **Janet Reilly, BA, Senior Trainer, Independent Consultant**



Janet Reilly is a Senior Trainer and Project Director with over 25 years of experience in systems improvement and organizational transformation. She leads Policy Change and Business Process Reengineering (BPR) projects in Health & Human Service programs such as Medicaid, SNAP, WIC and TANF, utilizing Lean and Six Sigma tools such as Value Stream Mapping (VSM), Plan Do Study Act (PDSA) testing, and a unique collaborative coaching model. She also provides technical assistance in the acquisition of resources to support large scale government, community and business transformation initiatives.