

# NAOMI ANN STEPHEN

(818) 606-5699 ♦ nstephen12@gmail.com

## EDUCATION

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### University of California, Los Angeles (UCLA)

Ph.D. in Education: Social Research Methodology *September 2022- Present*

Concentration: Evaluation

Masters in Education: Social Research Methodology *September 2022- June 2023*

Concentration: Evaluation

### University of California, Los Angeles (UCLA)

Bachelor of Arts: International Development *September 2018-June 2021*

Minor: Education Studies

## RESEARCH INTERESTS

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Education evaluation: evaluation theory, K-12 Education, wraparound services, Community Schools, Underrepresented racial minority college students in STEM education

Program Evaluation: asset-based community development, non-profit, Participatory Evaluation, Culturally Responsive Evaluation

Qualitative Methods

## RESEARCH EXPERIENCE

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### Research Analyst

*March 2022- Present*

*Coordination and Evaluation Center, University of California, Los Angeles*

Examine the experiences of underrepresented racial minority (URM) college students in science, technology, engineering, and mathematics (STEM) degree fields participating with an NIH-funded research project through case study research

Evaluate to determine ways to reduce racial/ethnic disparities among STEM faculty, researchers, professionals, and students

Conduct site visits, interviews, and focus groups

Develop relevant conference proposals and presentations

Code and analyze qualitative data using Dedoose

### Research and Administrative Assistant

*November 2020- September 2022*

*Dr. Marvin Alkin's Office, University of California, Los Angeles*

Edit chapters and write portions of the 3rd edition of *Evaluation Roots* (book on evaluation theory)

Organize contact with chapter authors

Manage the office including reviewing academic publications, assisting with emails, and file organization

## TEACHING EXPERIENCE

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### Teaching Assistant, School of Education and Information Studies

*Education Evaluation*

*September 2021-December 2021, September 2022-December 2022, April 2024-June 2024*

Guide students through conducting program evaluation for both current programs and hypothetical scenarios

Grade assignments and meet with students individually to deepen their understanding of material

*Race, Class, and Gender Inequities in U.S. Schools*

*September 2023-December 2023*

*September 2024-December 2024*

Lead discussions, lecture, grade assignments, and guide students individually

Assist students in learning writing mechanics and giving in-depth feedback

### **Intergroup Dialogue Co-Facilitator**

*March 2021-June 2021*

Develop course curriculum and sessions based on the Intergroup Dialogue model from the University of Michigan

Guide students through a process beginning with self-reflection and relationship building to difficult conversations and coalition building across difference

## **PROFESSIONAL EXPERIENCE**

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### **Evaluation Technical Assistant**

*January 2024- present*

*LA County's CEO Office*

Assist departments on conducting program-level evaluations for the over 130 Anti-Racism, Diversity, and Inclusion Initiative

Meet with program leaders to build evaluation capacity skills, including building logic models and reporting metrics

### **US Youth Programs Coordinator**

*November 2020- June 2021*

*HOPE worldwide, Ltd.*

Train leaders on respectful, relational, and sustainable service work, program creation, and fundraising

Conduct evaluation for the non-profit's youth initiatives

Oversee social media accounts for youth initiatives

Direct the HOPEww National Youth Advisory Council, a program with 24 high school and college students engaging in local community work. Plan annual service leadership academy for the program at Door of Faith Orphanage in La Misión, Baja California, Mexico

Direct the HOPEww Campus Clubs, a program where youth leaders are trained and equipped to lead other college students on their campus in volunteer work

### **Hope for Kids**

*Camp Director (June - July 2022), CCLU Camp Miracles Fitness Program Director (July 2020), Leadership*

*Academy Intern (June 2019- August 2019)*

Assist in developing the #HFK25More campaign to raise \$500,000 for the organization. Work on initiative strategy, social media development, and communication with donors

Oversee and direct the staff and camps with over 1,000 people throughout the summer

Create culturally relevant curriculum, organize volunteers, and direct a 5-day program for 50 youth, mentors, and parents. Supported organization directors in conducting grant evaluation

### **GOODdler Student Intern**

*November 2018- June 2020*

*GOODdler, Inc.*

Host and recruit students for the annual GOODdler Social Impact Conference with over 100 students and 30 speakers from around the world  
Support nonprofits in creating a platform for international donors to buy from local businesses to support local community needs internationally

## **PUBLISHED WORKS**

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- Alkin, M. C., **Stephen, N. A.**, & Christie, C. A., (2023). "Theory Influencing Practice" in Alkin M.C. & Christie, C.A. *Evaluation Roots: Theory Influencing Practice* (3rd edition). Guilford Press: New York.
- Alkin, M. C., Christie, C. A., & **Stephen, N. A.** (2021). Choosing an Evaluation Theory: A Supplement to Evaluation Roots (3rd Edition). *Journal of MultiDisciplinary Evaluation*, 17(41), 51–60.

## **PRESENTATIONS**

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- Romero, A. **Stephen, N.** & Cobian, K.P. (2024, April). Program Impact.  
Paper presented at American Educational Research Association. Philadelphia, PA.
- Cobian, K.P., Romero, A. & **Stephen, N.** (2023, April). Synergizing to Support Underrepresented Groups in STEM: Student, Faculty, and Institutional Capacity-Building.  
Paper presented at American Educational Research Association. Chicago, IL.
- Stephen, N.** (2021, May). Early Childhood Education in South Africa and Colombia  
Presentation at UCLA International Institute: Going Global Conference. Los Angeles, CA.
- Stephen, N.** (2021, April). Glass Half Full: Approaching Asset-Based Community Development for Effective, Sustainable Service  
Presented at National Service-Learning Conference.
- Stephen, N.** (2019, October). HOPE *worldwide* Youth Leadership Workshop  
Presentation at HOPE *worldwide* Global Conference. San Diego, CA.

## **INSTITUTIONAL AND PROFESSIONAL SERVICE**

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| <b>Junior Editor</b><br><i>New Directions for Evaluation</i>   | <i>January 2024- present</i> |
| <b>Conference Proposal reviewer</b><br><i>American Evaluation Association</i>  | <i>January 2024- present</i> |
| <b>Student Representative for Faculty Search</b><br><i>School of Education and Information Studies, UCLA</i>                         | <i>August 2024- present</i>  |
| <b>Student Representative</b><br><i>Graduate Student Association Education, UCLA</i>   | <i>June 2024- present</i>    |
| <b>Campus Policy Relations Advisor</b><br><i>USAC (Undergraduate Student Association Council) Financial Service Commission, UCLA</i> | <i>June 2020-June 2021</i>   |

## **PROFESSIONAL AFFILIATIONS**

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| American Educational Research Association (AERA) | <i>2022- present</i> |
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## **SKILLS**

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R-Studio (software package used for statistical analysis)  
Dedoose (research software for managing and analyzing qualitative data)  
Google Suite (Google Docs, Sheets, Slides, Forms, etc.)  
Microsoft Suite (Word, Excel, PowerPoint, etc.)

## **REFERENCES**

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Christina A. Christie, Ph.D.  
Wasserman Dean and Professor  
School of Education and Information Studies  
University of California, Los Angeles  
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Marvin C. Alkin, Ph.D.  
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Sylvia Hurtado, Ph.D.  
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Program Director, Higher Education and Organizational Change  
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