

KAYING VANG

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Stevens Point, WI

EDUCATION

University of Minnesota – Twin Cities

Doctor of Philosophy (PhD), Evaluation Studies (in progress) Anticipated Graduation 2024

Certificate, Business Process Improvement 2016

Master of Development Practice (MDP), International Development 2012

- Capstone Project: Assessment of Irrigation Ponds in the High Valleys of Bolivia

University of Wisconsin – Stout

Bachelor of Science (BS), Apparel and Design Development 2007

RESEARCH AND EVALUATION INTERESTS

- Evaluative culture
- Learning organizations
- Systems thinking and complexity science
- Philanthropic evaluation

EVALUATION EXPERIENCE

Innovation Data + Design Studio

CEO and Principal Consultant

Sep 2017 – current

- Evaluation project management along with data collection, analysis, visualization, and presentation.

Community Foundation of Central Wisconsin

Community Storyteller

Jan 2023 – present

- Create compelling content, including written articles, podcasts, videos, and social media posts, to share community stories with a wider audience.

Hamline University – School of Business

Program Evaluation Instructor

Aug 2021 – present

- Redesigned and modernized the course to engage mid-career professional students in a primarily online environment.
- Developed and implemented full-day workshops for students, using a combination of lecture and interactive exercise to achieve course objectives.

University of Minnesota

Research Assistant

Sep 2018 – Jan 2022

- Provide evaluation capacity building, research, and analysis on agricultural projects and programming spanning 12 countries.
- Support strategic learning efforts, including leading on an analysis and presentation of the learning system.

Margaret A. Cargill Philanthropies (MACP)

Evaluation Intern

Jun 2018 – Dec 2018

- Conducted a qualitative analysis of the international disaster program and contributed literature for the MACP evaluative practice guide.

Mano a Mano International

Evaluation Consultant

Nov 2010 – May 2012

- Findings helped the organization secure nearly \$100,000 in grants within a year, created a basis for the organization's monitoring and evaluation efforts, and influenced the decision to construct a training center in 2012.
- <http://manoamano.org/blog/demonstration-and-training-center-in-el-abra>

ADDITIONAL PROFESSIONAL EXPERIENCE

The McKnight Foundation

International Program Administrator

May 2013 – Jun 2018

- Collaborated with McKnight staff, 30+ international consultants, grantees, and partners to meet annual goals in an \$11 million program.

Humphrey School of Public Affairs

Program Associate

Sep 2011 – May 2013

- Led the coordination and implementation of special initiatives for the Humphrey School Office of the Dean, the Global Policy Area, the International Fellows Program, and Roy Wilkins Center for Social Justice.

Peace Corps – Guatemala

Secondary School Educator and Teacher Trainer

Apr 2008 – Jul 2010

- Launched a youth development program across five middle schools in the La Reforma municipality, working with 700 community members and students.

ACADEMIC PUBLICATIONS

- **Vang, K.**, Moore, M., & Nicklin, C. (2021). Applying a systems and complexity lens to building evaluation capacity: Learning from a multicountry donor's experience. In E. F. Gates, M. Walton, & P. Vidueira (Eds.), *Systems and Complexity-Informed Evaluation: Insights from Practice. New Directions for Evaluation*, 2021, 101– 111. <https://doi.org/10.1002/ev.20463>

WHITE PAPERS AND BLOG POSTS

- **Knowledge Sharing Action Team**, Camarena, J., Halverstadt, A. (2020). *Knowledge Sharing is a Mission Imperative: Why We Cannot Afford to Keep Evaluation Findings to Ourselves and How We Can Do Better* [White Paper] Funder and Evaluator Affinity Network. <https://fdnweb.org/fean/call-to-action/knowledge-sharing/>
- **Vang, K.** (2019, April 11). Making room at the table. *Young Nonprofit Professionals Network of the Twin Cities*. http://www.ynpntwincities.org/making_room_at_the_table

PEER-REVIEWED PRESENTATIONS

- **Vang, K.**, Sarode, T., Dighe, S., (2019, November 21 – 23). *Going 'beyond' impact, outcomes and accountability: A vision for transformative philanthropy*. [Paper presentation]. Association for Research on Nonprofit Organizations and Voluntary Action conference, San Diego, CA.
- **Vang, K.**, (2019, November 21 – 23). *Making Sense of Complexity: Evaluating Learning in the Collaborative Crop Research Program*. [Poster session]. Association for Research on Nonprofit Organizations and Voluntary Action conference, San Diego, CA.
- **Vang, K.**, (2019, November 21 – 23). *Connecting theory to practice in the McKnight Foundation's international program: An analysis of theories of change across 12 countries*. [Poster session]. Association for Research on Nonprofit Organizations and Voluntary Action conference, San Diego, CA.
- **Vang, K.**, (2019, November 11 – 16). *Deepening impact beyond learning: Integrating grantee evaluation and feedback into philanthropic action*. [Paper presentation]. American Evaluation Association conference, Minneapolis, MN.
- Murray, J., Thompson, C., Jones, A., **Vang, K.**, Matthias, C. (2019, November 11 – 16). *Utilizing Complexity in Evaluation: Persistent Challenges and Opportunities*. [Conference roundtable]. American Evaluation Association conference, Minneapolis, MN.

- **Vang, K.** (2019, November 11 – 16). *Evaluation Capacity Building in Complex Systems*. Talk given at the International Development and Equity & Inclusion Research Symposium, Minneapolis, MN.
- Patton, M., Page, G., Vidueira, P., **Vang, K.**, Nicklin, C., Moore, M. (2018, October 29 – November 3). *Blue Marble Evaluation: Capturing and Speaking Global Truths*. [Conference presentation]. American Evaluation Association conference, Cleveland, OH.

FACILITATED WORKSHOPS AND PRACTITIONER CONFERENCES

- **Vang, K.**, Eaton, A., McKay, C., Crumrine, S. (2019, August 29). *Evaluation When You have No Staff and No Budget*. [Workshop presentation]. Minnesota International NGO Network and the Young Nonprofit Professionals Network event, Minneapolis, MN.
- **Vang, K.** (2019, June 19). *Interviewing for Success*. [Workshop presentation]. Lutheran Volunteer Corps, Minneapolis, MN.
- **Vang, K.** (2019, April 10). *LinkedIn for International Development Professionals*. [Workshop presentation]. Social Sector Career Development event, Minneapolis, MN.
- **Vang, K.** (2019, January 21). *LinkedIn for International Development Professionals*. [Workshop presentation]. Minnesota International NGO Network event, Minneapolis, MN. <https://www.minnesotangos.org/news/leveraging-linkedin-work-you>
- Hamburg, R., **Vang, K.**, Scott, A., Brownlee, N. (2019, March 7). *Communications Through an Assets Lens*. [Workshop presentation]. MCN Nonprofit Communications and Technology Conference, Minneapolis, MN. <https://www.minnesotangos.org/news/shifting-communications-assets-lens>
- Nedrebø, N., **Vang, K.**, Kedir, R. (2018, September 13 – 15). *International Development for a Peaceful World*. Panel [Workshop presentation]. Nobel Peace Prize Forum, Minneapolis, MN.

SKILLS

Evaluation: Evaluation planning, project management, qualitative methods, coding, and analysis.

Data analysis: NVivo, Excel.

Data visualization: Canva, Powerpoint, Excel.

Trainings: ToP Facilitation Methods, ToP Strategic Planning.

LANGUAGES

English: native language

Hmong: native language

Spanish: conversant in speaking, reading, and writing from three years working in Latin America

AWARDS

Mary Corcoran Endowed Fellowship in Evaluation and Policy Studies	2021
Educational Evaluation and Policy Studies Fellowship	2020
Minnesota Evaluation Association Scholarship	2019
Organizational Leadership, Policy, and Development Travel Grant	2019
ARNOVA Graduate Diversity Scholars and Leaders Award	2019
Interdisciplinary Center for the Study of Global Change Fellowship	2010 – 2012
Diversity of Views and Experiences Fellowship	2010 – 2012

LEADERSHIP AND SERVICE

Funder and Evaluator Affinity Network

Knowledge Sharing Action Team 2019 – 2021

American Evaluation Association: Conference Review Committee

Systems in Evaluation Topical Interest Group 2020 – 2021

Organizational Learning & Evaluation Capacity Building Topical Interest Group 2019 – 2020

Internal Evaluation Topical Interest Group 2019

Minnesota International NGO Network

Board Member	2017 – 2019
President	2018
IDEA Summit Conference Chair	2017
IDEA Summit Conference Speakers Committee	2016

Emerging Practitioners in Philanthropy – Minnesota

Steering Committee	2016 – 2017
Member	2013 – 2018

MEMBERSHIPS

American Evaluation Association
Minnesota Evaluation Association
Minnesota International NGO Network