

KaYing Vang

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Stevens Point, WI

SUMMARY

Evaluation and learning professional with over a decade of experience in philanthropic, nonprofit, and academic settings. Provided transformative nonprofit leadership at both the board and executive leadership levels, resulting in improved organizational culture, a more inclusive community, and increased revenue.

WORK EXPERIENCE

CEO and Principal Consultant September 2017 – Present
Innovative Data + Design Studio (IDDS) Stevens Point, WI

- Data Visualization and Communications: Developed communications products that provided an executive summary of 50+ page reports.
- Collaborative Research and Evaluation Services: Worked with stakeholders to develop research tools and uncover outcome data to support their decision-making; Wrote reports and summaries of key findings.

Community Storyteller January 2023 – Present
Community Foundation of Central Wisconsin Stevens Point, WI

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

Program Evaluation and Assessment Instructor August 2021 – Present
Hamline University School of Business Saint Paul, Minnesota

- Course Development: Redesigned and modernized evaluation course to engage mid-career professional students.
- Adult Participatory Learning: Developed and implemented full-day workshops (in-person) and weekly learning labs (virtual) for students to learn and practice evaluation.

Research Assistant August 2018 – January 2022
University of Minnesota-Twin Cities | Collaborative Crop Research Program Minneapolis, Minnesota

- Learning Systems Evaluation: Managed and presented findings that provided data to affirm existing ideas on learning processes as well as challenge perceptions on power dynamics.
- Analysis of Grantee Theories of Change (ToCs): Provided a systematic review of grant projects ToCs, resulting in a revision of ToC guidelines and creation of webinars to discuss new perspectives.

Evaluation Intern June 2018 – December 2018
Margaret A. Cargill Philanthropies (MACP) Eden Prairie, Minnesota

- Environmental Scan: Curated philanthropic and evaluation resources suitable for Evaluative Practice Guide at MACP.
- Program Evaluation: Analyzed and presented findings regarding the Disaster, Relief, and Recovery Program to the program and board of directors.

International Program Administrator June 2013 – June 2018
The McKnight Foundation Minneapolis, Minnesota

- Learning/Innovation: Spearheaded a two-year multifaceted project to identify problems and introduce more effective grant management strategies. Resulted in a more transparent and

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streamlined system that improved communications, reduced errors, and minimized unnecessary redundancies for both the foundation and grantees.

- **Program/Operations Support:** Coordinated with McKnight staff, 30+ international consultants, 100+ grantees, and other partners to meet program objectives in a fast-paced environment with an annual program budget of over \$11 million across 12 countries.
- **Grantmaking:** Annually reviewed 100+ grant proposals, reports, and financials, ensuring compliance with McKnight Foundation and Internal Revenue Service standards.

Program Associate, Research and Special Projects

September 2011 – May 2013

Humphrey School of Public Affairs

Minneapolis, Minnesota

- **Collaboration:** Led the coordination, implementation, and management 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.
- **Communications:** Analyzed, condensed, and fact-checked information into briefing memos to inform the Dean's speeches, published writing, and meetings with senior-level stakeholders.

VOLUNTEER AND LEADERSHIP EXPERIENCE

- **Funder and Evaluator Affinity Network:** 2019-2020 knowledge sharing action team member
- **Minnesota International NGO Network:** 2018 board president, 2017-2019 board member, 2017 conference chair, 2016 conference volunteer
- **American Evaluation Association:** 2019-2021 reviewer for conference proposals
- **Emerging Practitioners in Philanthropy:** 2016-2017 MN chapter leader; 2013-2018 member
- **EPIP YNPN Leadership Institute:** 2015-2016 participant, 2016-2017 planning team
- **Humphrey School of Public Affairs:** 2012, 2015, 2017 mentor
- **Hmong American Education Fund:** 2012-2016 volunteer
- **Peace Corps Guatemala:** 2008-2010 youth development volunteer

EDUCATION

University of Minnesota-Twin Cities

Ph.D. student in Evaluation Studies

In Progress

Certificate in Business Process Improvement

2015

Master of Development Practice in International Development

2012

University of Wisconsin-Stout

Bachelor of Science, Apparel Design and Development

2007

SKILLS

- **Monitoring, Evaluation, and Learning:** Experienced in creating evaluation plans, conducting evaluations, analyzing data, writing reports, and delivering presentations. Trained in ToP Facilitation Methods and ToP Strategic Planning.
- **Community Building:** Gathered and incorporated community feedback to inform organizational change. Successfully built more inclusive organizations and communities through structural changes.
- **Leadership:** Successfully oversaw teams of consultants and volunteers (30+), developed leadership pathways and support systems, provided mentorship and team building, and led organizational development efforts to increase income by 47%.
- **Languages:** Spanish (conversational proficiency) and Hmong (native speaker).