

CHRISTINA E. MITCHELL, PH.D.775.340.6839 • Mitchell.Christina.E@gmail.com**Educator | Researcher | Program Manager**

Passionate researcher, educator, and advocate with a proven record of guiding leaders in designing effective organizational strategies and engaging with their teams. Committed to the advancement of women and underserved populations in global communities through economic, community, and professional development initiatives. Demonstrated ability to leverage qualitative research methods in creating content and planning instructional models support learners in achieving their leadership goals. Experience in global travel and relationship management; focused on optimizing equity in instruction; professional project management competencies.

AREAS OF EXPERTISE

Leadership Coaching | Instructional Design & Best Practices | Educational Equity | Curriculum Development
Global Organizational Development | Community Outreach | Advocacy | Sustainable & Transformative Change
Gender Equality | Diversity, Equity, & Inclusion | Communications | Interdisciplinary Collaboration | Presentations
Qualitative Research | Data Analysis | Program/Project Management | Strategic Planning | Nonprofit Operations
Research Methods | Grant Writing & Administration | Event Planning | Process Improvement | Instructional Technology

EDUCATION

UNIVERSITY OF SAN DIEGO | **Doctor of Philosophy, Nonprofit Leadership** (2016)

Dissertation: When Worlds Collide: Bringing the Native/Indigenous Transnational Nonprofit Leader to the Conversation

UNIVERSITY OF OREGON SCHOOL OF LAW | **Master of Science, Conflict Resolution** (2011)

Thesis: Women in Peacebuilding in DRC: Advocating for An Activist Approach to Conflict Resolution

UNIVERSITY OF OREGON | **Bachelor of Arts, Women's & Gender Studies** (2009)

Concentration in Grassroots Women's Advocacy & Activism; Minor in Political Science

FRONT RANGE COMMUNITY COLLEGE | **Associate of Arts & Sciences** (1991)

PROFESSIONAL DEVELOPMENT

ARNOVA | **Committee on Diversity: Early Scholars Professional Development Workshop Planning Subcommittee** (2016)

WOMEN'S GLOBAL LEADERSHIP INITIATIVE | **Selective Leadership Training Program** (2016)

NONPROFIT LEADERSHIP ALLIANCE | **Certified Nonprofit Professional** (2016)

THE INSTITUTE OF CULTURAL AFFAIRS | **Technology of Participation Facilitation Methods Training** (2010)

UNIVERSITY OF OREGON LAW SCHOOL | **Basic Mediation Training** (2009)

PROFESSIONAL EXPERIENCE

PRINCE GEORGE'S COMMUNITY COLLEGE, Largo, MD

2022 – Present

Senior Facilitator

Develop learning modules, workshops, and programs to help administrators, faculty, and staff learn and sharpen essential workplace and leadership skills. Use interpersonal communication skills as well as creativity to curate specialized team sessions designed to assess and improve the current skill level of employees. Create effective learning materials and deliver effective learning experiences and programs meant to meet the strategic objectives of the College, the operational objectives of the team, and objectives of individual development plans.

Key Achievements:

- Designed well-received custom learning experiences for groups and teams, as needed, utilizing adult learning theory and practices to answer the professional development needs of the College and the individual.
- Lead and performed learning and program redesigns, updates, revisions, and customizations, as necessary, in support of the College's strategic plan.
- Managed learning and development programs by evaluating and revising learning content, creating/revising learning materials, and coordinating necessary information and logistics with other facilitators and staff.
- Provided planning expertise and schedule management, effectively communicating with the project team throughout development, maintenance, and monitoring cycle, resulting in coordinated programs and events.

- Designed and implemented a uniform, multi-level evaluation process providing the unit with comprehensive feedback on the application and integration of received learning.
- Reviewed and analyzed learning evaluations and participant/stakeholder feedback to identify opportunities to improve learning curriculum and effectiveness.
- Pursued and utilized industry-standard training and coaching certifications to deliver learning experiences and programs, customizing material as appropriate to meet learner needs.
- Assigned as a primary HR Business Partner to the College division responsible for academic and student success.
- Oversaw and managed the planning and execution of the college's professional development day of in-service training, the unit's signature annual mini-conference, in collaboration with a college-wide planning team.
- Implemented various standard operating procedures to bring the unit into compliance and streamline operations, moving the unit towards data-backed analysis of organizational and professional development needs.

PRINCE GEORGE'S COMMUNITY COLLEGE, Largo, MD

2022 – Present

Adjunct Professor

Teach within the Department of Humanities in the area of Speech & Public Relations/Journalism. Create comprehensive lesson plans, assignments, and opportunities for practical use of received education. Effectively use technology, strategies, and a variety of teaching styles to provide flexible, reflexive, inclusive learning targeted toward traditional and non-traditional students. Experienced communication trainer and instructor ensuring learning by a diverse, community college student body through innovative learning methods, thorough material delivery, and application of newly learned principles.

Key Achievements:

- Developed and managed syllabus materials in accordance with departmental expectations and guidelines.
- Selected and compiled outline for in-class discussion, exercises, assignments, and assessments, which permit measurement of student performance relative to standardized learning objectives.
- Coordinated Canvas LMS and curriculum with the academic coordinator.
- Implemented OER as the department's standardized text, including participating in collaborative departmental forums to modify and improve the digital text.
- Facilitated class instruction in accordance with learning objectives and planned session outlines as specified by the department.
- Evaluated student performance based on course deliverables and course rubrics.

CITY OF BAINBRIDGE ISLAND, Bainbridge Island, WA

2016 – 2022

Administrative Specialist

Build relationships with internal stakeholders, community members, and partners to nurture strategic vision for City. Collaborate with multidisciplinary teams on daily operations, including database administration, information sharing, reporting and recordkeeping, and public relations. Write and edit a variety of communications on behalf of City, including technical reports and employee manuals. Coordinate meeting and event logistics. Guide members of the community in reporting compliance issues. Update and maintain websites as only web developer in department.

Key Achievements:

- Led Green Team and earned formal recognition as a City-supported committee, as well as wrote monthly digital newsletters to advocate for environmental sustainability initiatives throughout City operations
- Spearheaded transition to remote processes and operations during COVID-19, including expanding remote payment options and communications tools for constituents and community members
- Collaborated on City-wide energy audit and introduced strategies for minimizing carbon footprint, including championing public transportation opportunities for staff
- Served as Subject Matter Expert (SME) on business and occupation tax regulation, which included attending quarterly meetings hosted by Regional Tax Manager and communicating changes and information to team
- Managed redesign of lobby for City's municipal office, securing funding for installation of slat wall to house communications materials for visitors and establishing partnership with local history museum for lobby exhibits
- Secured partnership with Department of Revenue's Business Licensing Service, which increased compliance and introduced specialized, cloud-based technology solution that improved timeliness of licensing
- Contributed to interview process for recruiting new civil service employees, partnering with EOC Administrator on ensuring adherence to organizational standards for diversity and inclusion

- Drafted correspondence on behalf of multiple citizens' committees to ensure open lines of communication between City and community members

CE MITCHELL CONSULTING, Remote Office

2016 – 2020

Certified Nonprofit Professional & Consultant

Launched consulting service for nonprofit organizations and leaders within the community, providing insights and research design guidance. Edited theses and dissertations for leaders in graduate and continuing education programs.

Key Achievements:

- Met with visionaries and leaders at Free2luv grassroots nonprofit, advising them on funding sources and grant writing strategies to support initiatives and program mission
- Maintained relationship with National Community College Hispanic Council nurtured during doctoral studies and continued to expand membership and awareness of nonprofit's services

NATIONAL COMMUNITY COLLEGE HISPANIC COUNCIL, San Diego, CA

2015 – 2016

Certified Nonprofit Professional & Consultant

Drove membership relations and program expansion while completing research on Central and Latin American cultures and communities. Identified program mission and coordinated events, including conferences, to improve advocacy and outreach. Served as liaison to key stakeholders. Maintained records and administered budget, as well as paid invoices.

Key Achievement:

- Completed transformative research in the nonprofit sector for Guatemalan communities following conflicts, which was compiled for manuscripts in review through University of San Diego

UNIVERSITY OF SAN DIEGO, San Diego, CA

2013 – 2016

Graduate Professional

Partnered with team members within Development Office on fundraising strategy, event coordination, donor cultivation, and alumni outreach. Identified alumni contacts for outreach efforts to capture engaging stories that would create enthusiasm for donors.

Key Achievement:

- Provided guidance, oversight, and support to Professors Zachary Green and Steven Gelb, assisting with course content and student engagement for courses in nonprofit leadership and research

CASTER CENTER FOR NONPROFIT & PHILANTHROPIC RESEARCH, San Diego, CA

2012 – 2014

Research Assistant

Consulted with nonprofit leaders on publications and presentations that would enhance community understanding of global issues. Developed contact lists and nurtured partnerships with community agencies to support organizational mission. Engaged with members of the community and assessed their needs to define short- and long-term project goals for Caster Center. Designed surveys and other research tools to capture insights into community needs.

Key Achievements:

- Prepared annual report on state of nonprofit services in San Diego area
- Managed annual and charitable giving programs, including securing sponsorships with banks and businesses

SOUTHERN AFRICAN MEDIA & GENDER INSTITUTE, Cape Town, South Africa

2010 – 2011

Project Coordinator

Managed project planning for Racism and Xenophobia study, including submitting and administering grant funding. Designed research methods and project vision, as well as identified resource allocation strategies to optimize results.

Key Achievement:

- Nurtured relationships with project partners for international project focused on improving dialogue between diverse communities in Southern Africa

ACADEMIC APPOINTMENTS

UNIVERSITY OF SAN DIEGO, San Diego, CA

Graduate Teaching Assistant to Professor Zachary Green: Leadership & Organization Change

2015

Graduate Teaching Assistant to Professor Steven Gelb: Leadership, Inquiry, & Research

2014

UNIVERSITY OF OREGON, Eugene, OR

Guest Lecturer for Professor Courtney Smith: Politics of Africa

2009

HONORS & AWARDS

ARNOVA

Diversity Scholar

Unanimous Winner of Best Research Poster

UNIVERSITY OF SAN DIEGO

Diversity Scholar

Dean's Merit Scholar

UNIVERSITY OF OREGON

Center for Study of Women in Society Roads Scholar

Abbie Jane Bakony & Baker Family Foundation Scholarship Recipient

Dean's List

RESEARCH & PUBLICATIONS

"Reconstitute Women & Leadership Theory: A Post-pandemic Position"

Mitchell, C. E. 2021. Revise and resubmit.

"Using Photovoice to Inspire Leadership in Middle-Aged Women: An Exploratory Heuristic Narrative Exercise"

Mitchell, C.E. & Murphy-Zive, M. 2021. Submitted for publication.

"Negotiated Relevance: Post-conflict Indigenous Success"

Mitchell, C. E. *Peacebuilding Post*, Online. Washington, DC: Alliance for Peacebuilding. Spring 2016.

"Being Guatemalan: Transformative Research on Positionality and the Nonprofit Sector"

Mitchell, C. E., Ochoa, I., & Villela, E. 2016.

"Granito de Arena: Case Study Research on the Role of an Indigenous Nonprofit Org. in Post-Conflict Guatemala"

McDonald, M. B., Mitchell, C. E., & Elliott, E. San Diego, CA: University of San Diego. 2015.

"Advocacy Borderlands: A Theoretical Exploration of the Intersection of Advocacy and Positionality of Guatemalan Transnational Nonprofit Leaders in North America"

Mitchell, C. E. Manuscript in process. San Diego, CA: University of San Diego. 2015.

Book Review: "Our Roots Run Deep as Ironweed: Appalachian Women & The Right for Environmental Justice."
Bell, S.E.

Advocacy Borderlands: A Theoretical Exploration of the Intersection of Advocacy and Positionality of Guatemalan

Mitchell, C. E. *Peace & Change: A Journal of Peace Research*, 40(3), 427-429. Hoboken, NJ: Wiley/Blackwell. 2015.

"A New Face in the Transnational Nonprofit Community"

Mitchell, C. E. *Peacebuilding Post*, Online. Washington, DC: Alliance for Peacebuilding. Fall 2015.

"Annual Report: State of Nonprofits in San Diego"

Schumann, M.J., Jones, J. A., Hunt, K., Mitchell, C. E., & Krasynska, S. Caster Family Center for Nonprofit and Philanthropic Research. San Diego, CA: University of San Diego. 2014.

"CA's Lanterman Act 45 Years Later: A Study of Service Recipients' and Providers' Experiences with the Law's Legacies"

Donmyer, R. & Mitchell, C. E. Caster Family Center for Nonprofit and Philanthropic Research. San Diego, CA: University of San Diego. 2014.

"Out of Sight, Out of Mind: A Conversation with Grassroots Women in the DRC" (Peer-Reviewed)

Mitchell, C. E. *Peace Studies Journal*, 5(2), 4-21, Online. 2012.

"Congolese Women: We're Not Just Victims"

Mitchell, C. E. *Peace X Peace: Raise Women's Voices*, Build Cultures of Peace, Online. January 2012.

PRESENTATIONS

“How to Achieve Work/Life Balance”

Webinar; Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Early Scholars Section; Co-Presenter with Aliza Sherman, Dr. Jennifer Wade-Berg, & Dr. Joanna Woronkowitz, Online at ARNOVA.org. (2016)

“How to Be a Productive Early Scholar: Summer Edition”

Webinar; Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Early Scholars Section; Co-Presenter with Dr. Peter Frumkin, Dr. Chao Guo, & Dr. Joanna Woronkowitz, Online at ARNOVA.org. (2016)

“Advocacy Borderlands: A Theoretical Exploration of the Intersection of Advocacy and Positionality of Guatemalan Transnational Nonprofit Leaders in North America”

Paper Presentation; Beyond Boomerang: Transnational Activism by Southern CSOs without Northern Partners Panel. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. (2015)

“Being Guatemalan: Transformative Research on Positionality and the Nonprofit Sector”

Paper Presentation; International Society of Third Sector Research Annual Latin America-Caribbean Regional Meeting. (2015)

“How Do We Bridge the Research-Practice Gap? Reflections on an Unusual Collaborative Action Research Project”

Panel with Dr. Robert Donmoyer & Nancy Batterman. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference. (2014)

“How Do We Bridge the Research-Practice Gap? Reflections on an Unusual Collaborative Action Research Project”

Presentation; Co-Presenter with Dr. Robert Donmoyer & Nancy Batterman. West Coast Data Annual Conference. (2014)

“After Courageous Presence: California’s Lanterman Act Forty-Six Years Later”

Panel with Dr. Laura Dietrick & Nancy Batterman. Peace and Justice Studies Association Annual Conference. (2014)

PROGRAMS

“Emerging Leaders” Leadership Development Program

Collaborative redesign of 8-10 week program, grounded in best-practice guidance on adult learning, coaching, and leadership development to reflect the intersections of the American Association of Community Colleges core leadership competencies and the college strategic plan, fostering in-house leadership development amongst non-supervisory employees. Prince George’s Community College, Professional & Organization Development (2023).

PROFESSIONAL AFFILIATIONS

Invited Peer Reviewer, TEXAS A&M UNIVERSITY, (2021-Present)

Invited Peer Reviewer, CASE WESTERN UNIVERSITY (2017-Present)

Elected Section Chair, ARNOVA EARLY SCHOLARS SECTION (2015–2017)

Nominated Member-at-Large, ARNOVA BOARD OF DIRECTORS (2016)

Member, AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION (2016)

Member, ALLIANCE FOR PEACEBUILDING (2015-2016)

Member, ASSOCIATION FOR RESEARCH ON NONPROFIT ORGANIZATIONS & VOLUNTARY ACTION (ARNOVA) (2014-2016)

Member, NONPROFIT LEADERSHIP ALLIANCE (2014-2016)

VOLUNTEER EXPERIENCE

Board Member, BAINBRIDGE ISLAND HISTORICAL MUSEUM (2020–2021)

Docent, BAINBRIDGE ISLAND HISTORICAL MUSEUM (2017–2021)

Volunteer Transcriptionist, LIBRARY OF CONGRESS, By the People Campaign (2022–Present)