

VITA

Janiece Upshaw, PhD

Educational History:

PhD: Public Affairs, University of Texas at Dallas, 2013

Dissertation: Volunteerism as a Community Response to Acts of Public Violence: Case Studies of the Oklahoma City Bombing and the Tucson, Arizona Mass Shooting

Member, Pi Alpha Alpha Honor Society for Public Affairs and Administration

Master of Science in Social Work, Administration and Community Planning

University of Texas at Arlington, 1993

Thesis: Primary Prevention of Child Abuse and Neglect:

Parent Education within a Comprehensive Family Program

Bachelor of Arts in Social Work, Baylor University, 1983

Teacher Certification in Life and Earth Science, Secondary Education

University of Texas at Dallas (40 hours +12 additional graduate hours of science education)

Areas of Expertise & Experience:

Expertise - (1) Nonprofit Management (2) Organizational Effectiveness (3) Organizational Sustainability (4) Change Management (5) Leadership Development (6) Increasing Social Capital

Experience (1) Twenty years of nonprofit management experience (2) 10 years of public education experience –Life/Earth & Secondary Sciences

Employment History:

NONPROFIT CONSULTANT

Dallas Afterschool, February 2016 – June 2016

The only nonprofit in North Texas improving the quality and availability of afterschool and summer programs.

- Developing five training modules on organizational effectiveness
 - Role of Leader to Support Staff through Best Practices
 - Develop a Long-term Plan for Sustainability
 - Create Measurable Program Goals
 - Assess Program Activity and Student Engagement
 - Collect the Right Data to Measure Progress and Outcomes
- Will present trainings and strategic oversight to CEOs/Directors of 29 partner agencies

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YWCA OF METROPOLITAN DALLAS

A nonprofit charitable organization dedicated to empowering women by removing barriers to self-sufficiency.

Senior Vice President of Organizational Advancement, July 2015 – February 2016

- Provided strategic direction to implement new organizational advancement department
- Recruited, hired, and developed performance goals for development and marketing staff
- Executed new donor awareness events, direct mail program, special events, and grants management program to support fundraising for \$4.6M annual campaign and \$8.2M capital campaign

VOLUNTEERS OF AMERICA TEXAS

One of the state's largest nonprofit providers of programs serving over 8,000 individuals annually.

Vice President of Organizational Advancement, April 2014 – July 2015

Consultant/Regional Director of Programs, November 2010 – April 2014

- Planned strategic growth of organization as part of five person executive team of statewide agency with 300 staff and 34 locations across Texas
- Developed and implemented fundraising/marketing program for \$18M agency
- Developed performance goals and accountability measures for program and staff
- Wrote/submitted federal and local grants ranging from \$25,000 - \$6M
- Built relationships with key funding agencies and community organizations to build trust
- Instituted change management and facilitative leadership during transitional period for Houston office of statewide organization
- Increased staff morale and directed operations to achieve quality service delivery
- Developed remediation plan for agency which met 100% of state required objectives
- Provided technical assistance to increase programmatic outcomes
- Built relationships and partnerships with outside agencies
- Identified and acquired additional revenue from diverse funding sources
- Strategized with staff to develop robust state-wide volunteer framework

NONPROFIT CONSULTANT, September 2010– November 2013

Specialized in Organizational Effectiveness, Change Management, and Increasing Social Capital

Dallas Afterschool Network, Professional Solutions Group, Volunteers of America Texas

- Identified strategies for growth and introduced plans to achieve agreed upon goals
- Facilitated strategic planning with boards, committees, staff, and community focus groups
- Oversaw transition of large agency; developed program outcomes, hired/trained staff; communicated policies; developed sustainable funding; and transitioned new team
- Strategized with staff and community agencies to identify gaps and develop volunteer frameworks for Dallas Ft. Worth metroplex and for state of Texas
- Placed professionals with nonprofit boards; provided leadership and board training
- Developed framework to recruit 400 runners 25 sponsors, and 50 volunteers for Annual 5K Run

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BIG THOUGHT

Organization that helps parents and their children imagine better futures for themselves and their communities

Director of Out of School Time, August 2009 – August 2010

- Administered \$3M annual budget to support after-school programs for 4,000 students from 30 Dallas ISD schools, as well as over 200 staff and contract workers.
- Collaborated with development team to secure multi-year government grants totaling \$10M
- Partnered with Dallas ISD to develop and implement innovative educational program by combining financial and operational assets to expand from \$2M to \$7M program
- Built relationships with Texas Education Agency, Dallas ISD, Dallas After-School, and other agencies.
- Implemented the expansion of 30 out of school time programs in Dallas ISD; including risk assessment, staff training; measurement and assessment; and safety standards
- Created plan to introduce innovative summer learning program integrating creative arts and academic subjects
- Supervised the 3 day training of more than 300 Dallas ISD teachers and community artists to prepare for newly designed full day summer school for Dallas ISD elementary students

DALLAS/RICHARDSON INDEPENDENT SCHOOL DISTRICTS

Science Specialist, August 2004 – August 2009

Math & Science Teacher, January 2000 – August 2004

- Designed bilingual educational science program for school serving 700 students
- Strategized with school leadership team to develop policies and practices
- Instituted coaching program with 45 teachers to develop curriculum and evaluate practices
- Raised testing scores from 24% passing to 88% passing in Richardson ISD most at-risk elementary school
- Taught 8th grade Science, DISD; taught 6th grade Science and Math at magnet school in RISD

YWCA OF METROPOLITAN DALLAS

Director of Child Care Services, January 1994 – January 1999

Social Work Consultant, December 1992 – January 1994

- Implemented and managed \$2.5M (of \$6M budget) to direct program operations at 24 sites which served 1200 children (infants through teens) daily
- Supervised staff of 12 managers and 150 direct-service personnel; coordinated all professional development
- Directed measurement and evaluation of programs
- Interacted with community to establish partnerships with schools, businesses, and public agencies
- Acquired, implemented, and evaluated \$750,000 state grant for comprehensive family program

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THE ALZHEIMER'S ASSOCIATION, GREATER DALLAS CHAPTER

Nonprofit organization dedicated to providing support and assistance to families affected by Alzheimer's disease

Director of Development and Public Relations, January 1990 – August 1991

- Designed and implemented agency's development and marketing strategy which tripled the annual budget within 18 months and gained name recognition and support for new agency
- Developed strategy to raise donor awareness, and increase community knowledge of association
- Created and supervised all fundraising campaigns
- Implemented successful golf tournament and first year of Memory Walk raising more than \$100,000
- Created agency recognition through TV ads, newsletters, collateral materials and educational videos

Volunteer Activities:

- Chair – Senior Reunion Hamilton Park Pacesetter
- Proyecto Abrigo in Juarez, Mexico
- Sponsor – National Jr. Beta Club
- Coach - Odyssey of the Mind Team
- DISD – Sub-Committee on Teenage Pregnancy
- RISD – Youth Services Council
- Chair – City of Richardson Swim Team Silent Auction
- Delegate - State Political Convention
- Big Sister
- Literacy Volunteer - Robert E. Lee Elementary School
- Chair – Weeklong special event involving luncheons, dinners, and seminars with more than 2000 attendees, Baylor University
- Board – Highland Meadows Gardeners' Group