

**Nicole R. Bowman-Farrell**  
**Owner, Bowman Performance Consulting, LLC**  
**Ph.D. Candidate, University of WI-Madison**

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**Educational Attainment:**

- 1998 – present: Ph.D. Candidate, Department of Educational Leadership & Policy Analysis, University of Wisconsin-Madison
- 1996: M.Ed., Curriculum and Instruction, Lesley College, Cambridge, MA
- 1993: B.A., Early Childhood & Elementary Education, St. Norbert College, DePere, WI

**Present Responsibilities:**

- 2006 to present: Ph.D. Dissertation Research: Conducting research for UW-Madison within American Indian communities in rural, urban, and Tribal areas to document formal and informal methods and policies for conducting research and evaluation studies
- 2000 to present: Owner, Bowman Performance Consulting, LLC: Business and Educational Consulting Service. Professional services include: Research, development, technical assistance, and evaluation for educational and business organizations. Clientele includes local, Tribal, state, and national organizations from the public and private sector. For more complete information and to view our current projects see: [www.nbowmanconsulting.com](http://www.nbowmanconsulting.com).

**Organizational Certifications for Bowman Performance Consulting, LLC:**

- Certified Federal Evaluator (Experimental/Quasi-Experimental Designs), What Works Clearinghouse of Evaluators, Institute of Educational Sciences, (August 2005)
- Certified Tribal Vendor for Indian Preference Program, YUOK Tribe & numerous other tribes in US (May 2005); complete information available upon request
- Member of the National Association of Youth Service Consultants (May 2005)
- Registered evaluation firm and evaluation consultant with the American Evaluation Association and Western Michigan University's Evaluation Centre (April 2005)
- WI Dept of Public Instruction external audit concluded for NCLB Recertification, audit completed by Kerber, Rose, & Associates CPA Agency (March 2005)
- Certified Reading First National Service Provider, U.S. Department of Education & Interior (Aug 2004)
- 8A Certified Federal Firm (Minority & Disadvantaged), Small Business Administration (Mar 2004)
- Certified No Child Left Behind Service Provider, WI Dept. of Public Instruction (Feb 2005)
- Certified Limited Liability Corporation, WI Department of Administration (Jan 2002)
- Certified State Minority Firm, WI Department of Commerce (Jan 2001)

**Professional & Academic Honors:**

- Guest Speaker for the "All City Graduation" Event at Indian Community School, sponsored by the University of Wisconsin-Milwaukee American Indian Student Services (May 2006)
- Recipient, Arkansas Traveler Award, Governor's Office, State of Arkansas (July 2005)

- Federal Commissioned Paper & Speaker, NCLB and American Indian Early Childhood, National Center for Early Childhood, MS State University & US Department of Education/HHS,(July 2005)
- Technical Advisor, WI State/Tribal Relations Board, Intergovernmental Division (Jan 2005)
- Recipient, National Rising Star Award, Women's Business Network (Oct 2004)
- Recipient, National Contextually/Culturally Responsive Evaluation Institute, National Science Foundation & Howard University, Washington D.C., (June 2004)
- National Student Entrepreneur of the Year, U.S. Department of Commerce (Sept 2003)
- Selected Professional, National Emerging Business Leader (Top 50 in USA), U.S. Department of Commerce (Sept 2003)
- Scholarship Recipient, National Evaluators Institute, National Science Foundation (July 2003)
- American Educational Research Association Mentor Internship for Culturally Relevant Research Strategies for Native Americans, Dr. Sharon Lewis, Council of Great City Schools (Apr 2003)
- Mid-Continent Regional Educational Laboratory (McRel) Research Internship for National Math/Native American Pilot Program working with Dr. Helen Apthorp (PI) funded by OERI and NSF (Feb 2003)
- 1998-2001 University of Wisconsin-Madison Fellowship Recipient (Ph.D.), Educational Administration

#### **Current Professional Committees, Boards, & Memberships:**

- Member, consultant to the science, technology, engineering, and math (STEM) Equity Pipeline Project, National Alliance for Partnerships in Equity (NAPE) (January 2008)
- Member, Consultant Pool, W.K. Kellogg Foundation Lab College of Consultants (January 2008)
- Peer reviewer for American Indian Alaska Native Crime and Justice Research and Criminal Justice Technology Assessment Project (February 2008)
- Member of the Gedakina advisory board, a multigenerational endeavor to strengthen and revitalize the cultural knowledge and identity of Native American People (February 2008)
- Member of the National Indian Association (NIEA) Planning Board for WI Conference (February 2008)
- Member of the National Congress of American Indians (June 2008)
- Agenda Sub-Committee Member, Wisconsin Indian Business Conference,(July 2007)
- Member, Title VII Parent Committee, Shawano School District (June 2007)
- Secretary, American Educational Research Association, Indigenous People of the Americas (Apr 2007-Apr 2008)
- Editorial Board Member, New Directions in Evaluation (November 2006)
- Secretary, American Evaluation Association's Indigenous Peoples in Evaluation Special Interest Group (November 2006)
- Leadership Recruitment Task Force of American Evaluation Association's Nominations and Elections Committee (September 2006 – March 2008)
- Art/Media Reviewer: Indian Summer festival (July 2006)
- Journal Review Board Member, American Journal of Evaluation (June 2006)
- Advisor, Title VII Indian Advisory Group, Green Bay Public Schools (January 2006)

- Technical / Scientific Reviewer, WI Advisory Board, Institute of Women's Policy Research (October 2005)
- Leadership Advisory Board, East-West University, Keshena, WI (September 2005)
- Book Reviewer, Center for Indigenous Nations Studies, University of Kansas, (July 2005)
- Journal Review Board Member, Editorial Board, Journal of American Indian Education (June 2005)
- Project Advisor, Center for Indigenous Nations Studies, University of Kansas (May 2005)
- Appointee, Governor's WI Women's Council, State of WI (January 2005)
- Project Advisor, Menominee Language and Culture Commission, Menominee Indian Tribe of WI (January 2005)
- Editorial Board, Journal of Multidisciplinary Evaluation (with Dr. Jane Davidson & Dr. Michael Scriven, Co-Founders/Co-Chairs), International Journal (Nov 2004)
- Board Member, Diversity Council, Northeast WI Technical College (Aug 2004)
- Chair, Quality Assurance, WI Interagency Collaborative Council (Aug 2004-Oct. 2008)
- Appointee, Gov's Interagency Collaborative Council, State of WI (May 2004)
- Member, Lt. Gov's Educational Achievement Task Force, State of WI (Dec 2003)
- Advisor, WI Minority Business Opportunity Council, US Dept. of Commerce (Nov 2003)
- Advisory Group Member, Pacific Institute for Research & Evaluation (Oct 2003)
- Board Member & Chair of Indigenous Education Committee, WI American Indian Chamber of Commerce (May 2003)
- Secretary, American Educational Research Association, Indigenous People of the Americas (Apr 2003-Apr 2006)

### **Selected Publications & Presentations:**

- Panelist: *The Role of the Leadership Recruitment Task Force to Foster Organizational Learning Within the American Evaluation Association*, American Evaluation Association (November 2008)
- Panelist Chair: *Measuring Cultural Issues in Multiethnic Evaluations*, American Evaluation Association (November 2008)
- Presentation: *Using Traditional Knowledge to Promote Health and Reduce Diabetes in Indigenous Communities & Schools*, National Indian Education Association (October 2008)
- Presentation: *Intergovernmental Intersections: How Indian Government and the Power of Tribal Sovereignty is Impacting Educational Research, Policy and Practice*, National Indian Education Association (October 2007)
- Panelist: *Indigenizing Evaluation: New Tools and Techniques Grounded in Time Honored Traditions*, Native American Studies University of Oklahoma (May 2007)
- Panelist: *Mapping 'Common Ground' Through Interactive Dialogue: Fostering Cross-Cultural Research Collaborations Between Native Educational Research and Research in the Larger Field of Education*, American Educational Research Association (April 2007)
- Presentation: *Preliminary Results and Discussion on the Minnesota Mapping Project*, Native Philanthropy Institute & Emerging leaders Summit (April 2007)
- Presentation: *Culture, Context and Evaluation with Real Impact*, Nonprofit Center of Milwaukee Winter 2007 training program (March 2007)

- Presentation: *Demystifying Accountability: Empowering Evaluation Strategies to Create Shared Responsibility for Student Achievement*, Wisconsin Association of School Boards (Jan 2007)
- Presentation: *Indigenizing Evaluation: New Tools and Techniques Grounded in Time Honored Traditions*, American Evaluation Association (Nov 2006)
- Workshop Panelist: *Basic Elements of Program Evaluation*, Nonprofit Center of Milwaukee Annual Conference (Oct 2006)
- Presentation: *Disproportionate Minority Contact: Native American Data Collection Project*, WI Office of Justice Assistance Conference (October 2006)
- Guest Speaker: "All City Graduation" Event at Indian Community School, sponsored by the University of Wisconsin-Milwaukee American Indian Student Services (May 2006)
- Presentation: *Tribal Sovereignty and Self-Determination through Evaluation*, NCAI Mid-Year Session: Tribal Leader/Scholar Forum (June 2006)
- Presentation: *Indigenizing Education & Publishing Strategies for Educators*, University of WI Milwaukee (April 2006)
- Presentation: *Philanthropy as a Tool for Sovereignty & Self-Determination*, Native Philanthropy Institute Evaluation (April 2006)
- Book Review Publication: James W. Oberly, *A Nation of Statesman: The Political Culture of the Stockbridge-Munsee Mohicans, 1815-1972* (Norman: University of Oklahoma Press, 2005) in the Double Issue of *Journal of Indigenous Nations Studies*, vol 5, no. 2/vol 6, no. 1 (Fall 2005/Spring 2006)
- Publication: *Many Trails to Entrepreneurship*, Winds of Change Magazine (Autumn 2005)
- Presentation: *Government to Government Evaluation: Issues and Strategies for Conducting Evaluation with Tribal Governments*, American Evaluation Association (Oct 2005)
- Presentation: *Utilizing Program Evaluation to Build Local Assets in Indian Communities*, American Evaluation Association (Oct 2005)
- Presentation: *On the Inside: Building a Profile of Women Inmates in Wisconsin State Prisons*, 20<sup>th</sup> Annual Women & Poverty Conference: Sharing Experiences...Building a Future (Oct 2005)
- Presentation: *A Critical, Cultural, and Contextual Analysis of NCLB: What are the Impacts on Indian Country?*, National Indian Education Association (Oct 2005)
- Commissioned Paper and Keynote: *Federal Initiatives: NCLB and American Indian Early Childhood*, National Center for Early Childhood, MS State University & US Department of Education/HHS, Clinton National Library, Little Rock, AR (July 2005)
- NCLB Testimonial, National Congress of the American Indians (June 2005)
- Presentation: *Case Studies of Evaluation in American Indian Contexts*, American Educational Research Association Convention (Apr 2005)
- Presentation: *Empirical Evidence of WI's Best Indian Programs*, WI Indian Education Association (April 2005)
- Keynote: *Entrepreneurial "Injiniuity": Successful Business Principles for Native American Entrepreneurs*, Wolf River Chamber of Commerce, Menominee Indian Nation (Feb 2005)
- Presentation: *Culturally Relevant Research & Evaluation: Leaving No Child Behind in Indian Country*, National Indian Education Association (Oct 2004)

- Keynote: *Youth Entrepreneurship, Education, and Empowerment*, College of Menominee Nation (Aug 2004)
- Publication: *Cultural Differences of Teaching & Learning: A Native American Perspective on Participating in Educational Systems & Organizations*, American Indian Quarterly, Volume 27, Number 1 & 2 (Apr 2004)
- Presentation: *Ethnomathematics: Culturally Relevant Research & Evaluation*, American Indian Science & Engineering Society (Nov 2003)
- Presentation: *Effective Strategies for Meeting the Requirements of the No Child Left Behind Act of 2001 in Indian Country*, National Indian Education Association (Nov 2003)
- Publication: *Native American Achievement in WI Public Schools: Much More Than Just Meeting the Requirements of No Child Left Behind*, WI School News and Association of School Boards (Jan 2003)
- Presentation: *Funding Opportunities & Evaluation Considerations in Diverse Contexts*, National Multi-Jurisdictional Conference for Law Enforcement and Community Leaders (Nov 2003)
- Presentation: *Research Findings of Native American Achievement in WI Educational Systems*, WI Indian Education Association (Apr 2003)
- Published Article: *“Leaving No Child Behind”*: Examining the Need to Redefine K-12 Research Strategies, Society for the Advancement of Chicanos and Native Americans in Science (Spring 2003) & American Educational Research Association, Wholistic Newsletter (Winter 2003)
- Presentation: *The Impact of Cultural difference in Western Education Systems on Native American Communities and Learners*, University of Michigan at Ann Arbor (Feb 2003) and the WI Indian Educational Association’s Annual Conference (Apr 2003)
- Published Article: *Support or Fix? Conceptualizing and Implementing Effective Remediation Strategies*, WI Association for Supervision and Curriculum Development (Fall 2001)

### **Other Professional Experience:**

- 2005-present: Online Course Instructor/Facilitator at Educational Options, Incorporated (VA)
- 2002-2003 Academic Year: Adjunct Professor at the University of WI-Green Bay in the Humanistic Studies Department
- 2000 to 2002: Adjunct Professor at Viterbo University in the Educational Outreach Department
- 1999-2001: Administrator of the Professional Development Department in the WI regional education office (Cooperative Educational Service Agency #8) which provided professional development training, grant administration, and school improvement planning for 26 school districts in WI
- 1996-1998: Administrator of the Multicultural Pre-College Program at the University of WI-Oshkosh
- 1992-1996: Educator at Oneida Nation Tribal School and Little Chute Elementary School in WI

### **References:**

- Dr. Colleen Capper, University of Wisconsin-Madison, (608) 263-6784

- Dr. Candace Peterson, Dane County Department of Human Services, (608) 242-6488
- Dr. Richard Shope, Jet Propulsion Laboratory (NASA) and Shope Performance Group, (562) 201-7889
- Dr. Nicole Thompson, Mississippi State University, (662) 325-4867
- Mr. Mike Derr, Cooperative Educational Agency #6, (920) 885-7431 x140
- Ms. Marge Hebring, University of Wisconsin-Eau Claire, (715) 836-5826
- Mr. Bob Kovar, Great Lakes Intertribal Council, Incorporated, (715) 588-3324 x167
- Ms. Joy Persall, Native Americans in Philanthropy, (612) 724-8798 x1#
- Ms. Aina Vilumsons, Director of the Wisconsin Institute/WPI, (414) 270-3600