

CURRICULUM VITAE**PERSONAL INFORMATION**

Name **EARLY, SPENCER REED**
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POSITION SOUGHT

RESEARCH AND EVALUATION SPECIALIST RESEARCH, PROJECT MONITORING AND EVALUATION, QUAL/QUANTITATIVE DATA COLLECTION, ANALYSIS, AND REPORTING, PROGRAM EVALUATION, PERFORMANCE INDICATORS, IMPACT MEASURES

EDUCATION

2012 Not for Profit Management. TRMT 312 Vancouver Island University
 1987 Master of Arts. Sociology. University of Victoria, BC.
 1985 BA. Child and Youth Care. University of Victoria, BC.
 1983 Early Childhood Education. North Island College, BC.

CREDENTIALS

2010 Credentialed Evaluator (CE) international – see [list](#)
 1990-2010 Past President Canadian Evaluation Society [BCYukon Chapter](#), past National representative, [Co-Chair CES Conference 2010](#), American Evaluation Association Topical Interest Group member

HIGHLIGHTS

5 yrs at Auditor General of BC selecting, conducting, and reporting on performance audits in, health, social services, and all levels of education
 Expertise with quantitative, qualitative and mixed methods of data gathering, analysis, reporting and presenting
 Accomplished user of Excel, SPSS, Atlas-ti, QDA Miner, and on-line surveying
 Progressive responsibility in research, evaluation, selecting measures and performance indicators

PROFESSIONAL EXPERIENCE

1997 - 2012 SENIOR ASSOCIATE Nexus Consortium (2001) Inc, www.nexus.ca Kelowna BC, Canada.
 Co- founded this consulting group. Played a leading role, including President, over its 15 year successful history.

- ❖ Conducted over 50 evaluations and research projects for government, institutions, business, and community agencies, some multiple years
- ❖ Served a variety of [Clients](#) and produced quantitative and qualitative evaluation [Reports](#) (see examples)
- ❖ Evaluated Southern Interior Forest Extension and Research Partnership (FORREX)
- ❖ Surveyed Grade 12 Graduate Outcomes for School District 23 Career Programs
- ❖ Researched Impact of Labour Market Transformations on Target Groups for Okanagan Social & Community Research Ctr
- ❖ Annually Evaluated Community Action Program for Children for Health Canada - South Okanagan Region

- 2005 - 2010 **PERFORMANCE AUDIT PROJECT MANAGER** Office of the Auditor General of BC. www.bcauditor.com, Victoria, BC, Canada.
Conducted performance/risk audits and audit selection. Reviewed performance reports. Organized and lead professional development workshops. Worked on Committees and fundraising. Selected examples:
- ❖ Conducted the audit of [Working to Improve Access to Surgical Services](#)
 - ❖ Co-Lead the project [Strengthening Accountability in British Columbia: Trends and Opportunities in Performance Reporting](#)
 - ❖ Co-Wrote the audit of [Government's Post-secondary Expansion: 25,000 Seats by 2010](#)
 - ❖ Reviewed performance reports by BC Ministries and Crown Corporations, 2006 and 2007 (see web site for examples)
- 2002 - 2004 **EVALUATION SPECIALIST** Pacific Resources for Education and Learning. www.prel.org Honolulu, Hawaii.
Served as educational evaluation specialist. Conducted evaluations in Hawaii and the American affiliated Pacific.
- ❖ Evaluated statewide Comprehensive School Reform, Hawaii Dept of Education, 2002-04
 - ❖ Evaluated the Native Hawaiian Vocational Education Program, ALU LIKE Inc, 2002-04
 - ❖ Reviewed the Regional Education Laboratory, Pacific CHILD Program, 2002-04
 - ❖ Set up monitoring system for Guam LAGU after-school program
 - ❖ Designed the evaluation of Supplemental Education Services, Hawaii Dept of Education, 2003-04
- 1987 – 2002 **PROFESSOR** – University of BC - Okanagan, Kelowna
Began as sessional instructor in Sociology and over 15 years branched into teaching qual/quantitative research and evaluation in Nursing, Sociology and Social Work. I also did research and evaluation on contracts to UBC-Okanagan.
- ❖ Taught research, 3rd year Social Work Program 2000-02
 - ❖ Taught qual/quantitative data analysis 4th year Nursing B.S. N. Program 1995-2002
 - ❖ Taught Introduction to Sociology; Sex, Gender & Society; Media, Technology & Society, 1987-1993

VOLUNTEER EXPERIENCE

- Oct 2012 **VOLUNTEER ADVISOR** Canadian Executive Service Overseas ceso-saco.com
La Paz, Bolivia.
Selected as advisor to the Municipal Division of Investigation and Information in order to reduce corruption, increase transparency and foster accountability
- ❖ Assisted the Municipality of La Paz with their performance measurement, selection of daily indicators, and instructed them in trending and use of statistics (www.lapaz.bo)
- 2010-2012 **FESTIVAL CHAIR & Artist Transport Coordinator**, Islands Folk Festival, BC
- 1988-2001 **PATROLLER** Canadian Ski Patrol System, Big White, BC.

WORKSHOPS/SEMINARS

- 2001 - 2012 Over 25 workshops delivered on topics:
- ❖ Qualitative Data Analysis for Health Canada Food Safety workers in Ottawa, June 2009
 - ❖ Qualitative Analysis for Risk Auditors for BC Office of the Auditor General, 2007
 - ❖ Selection of Performance Indicators for Community and Government Agencies, CES, Winnipeg, 2007
 - ❖ Program Evaluation: A Resource for Educational Professionals, BC School Personnel Association, Victoria, 2006
 - ❖ Using Atlas-ti Software for Auditors and also for Solicitor General of BC, Police Services (2007)
 - ❖ Audio Data Analysis Using Atlas-ti Software, CES/AEA Conf, 2005
 - ❖ Evaluation and qualitative analysis workshops in Honolulu, Pohnpei (Micronesia), and Rota (CNMI), 2003, 2004
 - ❖ Crossing Currents: Scenarios from Multi-Cultural Evaluations, CES Saskatoon, 2004
 - ❖ Seminar on Implementing Performance Management in the Public Sector, University of Victoria, 2001
 - ❖ Using Knowledge Management to Improve Performance Indicators, CES Banff, 2001
 - ❖ Measurable Outcomes in Grant Proposals for Central Okanagan Interagency Network, 2001

PUBLICATIONS

Early, R, and Hammond, O, (Jan. 2004), "PD and Assessment Support Literacy Gains in Pacific Schools", Pacific Educator, (3)1, Honolulu: PREL.

Bowmar, B., R. Early, and G. Henderson. (2004). "Robson Valley Enhanced Forest Management Pilot Project: Project review (1999-2003) and performance measure development (2003-2008). Forrex-Forest Research Extension Partnership, Kamloops, BC. File Report04-02. [web](#):

Early, R, Bowmar B. and Homer, G. (2000) "A Performance Measurement and Evaluation Framework for Continuing Education". Canadian Journal of Program Evaluation. Special Issue p149-162. [web](#):

Bowmar, B, Early, R. and Homer, G. (1999). Users Manual for Evaluation of Continuing Education and Contract Training. Victoria: Advanced Education Training & Technology. [web](#):

OTHER

- LANGUAGES** English (mother tongue) French (Basic)
- INTERESTS** Skiing, kayaking, sailing, outdoors, travel, computers
- REFERENCES** Norma Glendinning, (former OAGBC Assistant Auditor General) Associate, Berlin Eaton, NGlendinning@berlineaton.com 250.472.3767
- More references on request
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