

Educator | Program Strategist & Evaluator | Non-profit Leadership

Educational Leader Bringing a wealth and diversity of skills in organizational leadership & development, civic engagement, experiential learning and assessment; eager to equip and empower others to pursue their personal and professional goals.

Education

Ph.D. - Organizational Leadership, University of the Incarnate Word/Dreeben School of Education

Master of Science- Telecommunications Management; Golden Gate University

Bachelor of Science- Business/Supply Chain. Arizona State University

Professional Employment

The Citadel, The Military College of South Carolina

August 2020- present

Adjunct Faculty- Department of Leadership Studies

Help students in the Leadership in Organizations course advance their leadership skills through the application of various leadership theories and skills in personal assessments, experiential activities and case studies.

University of Texas at Dallas, Dallas Texas

February 2015- August 2020

Director- Science and Engineering Education Center

Provided leadership in the development, roll out and monitoring of strategic planning and key initiatives, managed operations for all STEM education outreach programs, and established and maintained key collaboratives, community and educational partnerships.

Key Achievement: Expanded access to and improved the quality of science, technology, engineering, and math outreach programming, successfully building community partners and collaborating to obtain over \$25.5M in grant receipts

STEM Education Program Outreach

- Design, develop, deliver and evaluate innovative STEM programs for learners, that included a mobile library of interactive exhibits and an extensive lending library of kitted educational materials for K-12, improving access and exposure to STEM materials for underserved learners.
- Forging interagency partnerships with other universities, non-profits, and industry; increased participation from 3,000 to 150,000 learners annually, 85% of whom are from demographic groups underrepresented in STEM.
- Creating a network of over 125 community partners throughout the state. Collaborated on grant proposals and administration. Contributed to the growing body of knowledge regarding successful outreach programs.
- Creating Service Learning internships for students, leading to gainful employment upon graduation.

Program Administration and Reporting

- Directed the process of gathering, documenting and reporting progress on strategic and operational outreach initiatives across the entire institution, collaborating with over 25 departments in 5 colleges, in compliance with the requirements of the Southern Association of Colleges and Schools.
- Developed a Professional Development/Continuing Education certification program for educators, both formal and informal.
- Consulted with the Jonsson School of Engineering and Computer Sciences Taskforce on Diversity and Inclusion, the Texas Education Agency's ecosySTEM council, and the New Student Engagement Board on Service Learning.
- Adopted and implementing GivePulse for tracking civic engagement and volunteerism.

Southern Methodist University, Dallas Texas

February 2015- August 2020

Adjunct Faculty- Center on Research in Education (CORE)/ Department of Psychology

Key Achievement: Successfully positioned undergraduate students for advanced coursework and graduate students for career success in the field of organizational leadership/ development.

Teaching

- Taught undergraduate and graduate level courses in topics related to organizational leadership, development, and assessment.
- Instructional modalities included in-person, online, and hybrid classrooms.
- Worked with a high number of students requiring instructional accommodations.

Research and Administration

- Conducted original research on the efficacy of the Headstart program, underscoring the importance of family engagement and teacher training in producing desired outcomes.
- Developed graduate level assessment course for newly offered Master of Science in Organizational Psychology.
- Assisted with Student Support Needs Assessment for online course offerings.

Girl Scouts/ Girl Scout Research Institute, Texas/New York

June 2006 to January 2015

Vice President- Program Strategy and Assessment

Lead the organization in the development and delivery of curricula intended to help every girl reach her full potential, managing all program operations in support of financial literacy, healthy living, STEM, and outdoor education (to include camps).

Key Achievements: Increased program engagement and impact across all segments, with double-digit improvements in at-risk populations. Brought in over \$15.5M in grants. Instituted an operational dashboard to track and trend key performance metrics.

Educational Program Outreach

- Developed strategy to convert an underutilized urban camp into a Center of Excellence for science, technology, engineering and math programming.
- Delivered an online training system and toolkit for program facilitators and mentors, resulting in reductions in training cycle time from 2 years to 2 months.

- Focused operations in the areas of greatest need and opportunity to include leadership, science and math education, and financial literacy.

Program Administration and Reporting

- Aligned delivery systems to client needs; instituted a nationally normed framework linking key performance metrics to client impact.
- Reduced cycle time from 2 years to 2 months for equipping program facilitators/mentors through use of an online Learning Management System and Leadership Toolkit.
- Formed an Advisory Council; and actively engage stakeholders through ongoing discussion of the organization's qualitative and quantitative impact.
- Launched organization's first CRM system (Salesforce).

University of the Incarnate Word, San Antonio Texas

June 2004 to September 2011

Adjunct Faculty Instructor/ Program Manager

Teaching

- Taught graduate level courses in topics related to organizational leadership, change management, and assessment.
- Instructional modalities included in-person, online, and hybrid classrooms.
- Worked to build fundamental skills and student engagement among first-generation college students.

Research and Administration

- Created Service Learning opportunities for graduate and undergrad students
- Tracked expenses and deliverables for several large NSF/NIH grants
- Represented the university at interagency cooperatives to increase collaborations between academia, corporate and governmental entities

Additional Roles

Quality Texas Foundation, Various cities in Texas

Reviewer/ Site Auditor

- Conduct a thorough review of the applications submitted by educational, health care, and for-profit entities. Perform site audits to assess maturity of leadership, strategic planning, and talent management systems. Provide written feedback of findings.

Northwest Vista Community College, San Antonio Texas

Instructor, Workforce Development

- Designed, developed, and delivered continuing education courses in business. Served as liaison between the college and City of San Antonio to identify emerging workforce development needs.

Clarke American (now Harland Clarke), San Antonio Texas

Consultant, Learning and Development

- Designed, developed, and delivered courses in business and leadership fundamentals. Served as an objective reviewer on their Malcolm Baldrige application.
- Assisted with the migration to a fully integrated LMS.

Denver Technical College, Denver Colorado

Instructor, Business

- Designed, developed, and delivered courses in Business Technical Writing and Project Management.

Advanced Micro Devices, Santa Clara California

Manager, Supply Chain Operations

- Managed \$500M spend for information technology hardware and software, desktop, office supplies, network equipment, packaging, telecommunications equipment and services, consulting and temporary services, clean room and circuit boards; Achieved \$53M reduction in Cost of Goods Sold

Pacific Bell/ SBC (now AT&T), San Ramon California

Director- Process and Project Management

Additional Roles: Quality Assurance Manager/Industrial Engineer, Network Services Manager, Contract Manager

- Led organizational efforts to achieve ~\$350M in cost savings through reduced total cost of ownership and employee education and engagement
- Drafted 3 Malcolm Baldrige National Quality Award and served as a Golden State Quality Award Examiner. Taught courses for the Telesis Management Institute.

IBM- Federal Sector Division, Johnson Space Center, Clearlake Texas

Intern – National Aeronautics and Space Administration (NASA)

Dial- Consumer Products Division, Phoenix Arizona

Intern - Logistics Division

Affiliations

- Texas Education Agency ecosySTEM Advisory Board
- Dallas Botanical Garden and Arboretum Educational Board
- Texas Girls' Collaborative Regional Leadership Team
- Quality Texas Foundation
- Association for Research on Non-profit Organizations and Voluntary Action (ARNOVA)
- International Society for Third Sector Research

Certifications

- Adult Education University of the Incarnate Word, 2007
- Total Quality Management, University of California at Berkeley, 1994
- Qualtrics, Silver Level Certified
- Human Subjects Research (IRB); UT Dallas & Southern Methodist University

Grants Received

- State Farm, Systems Priority Grant for “Access: Increasing K-12 computer programming literacy,” June 2016.
- Texas Higher Education Coordinating Board, Engineering Summer Program Grant for “College Journey: Teaming for Tomorrow,” June 2016.
- ExxonMobil, foundation grant for “Contact Science: Educational Programs for the Underrepresented in STEM,” December 2015.
- Texas Workforce Commission, workforce development grant for STEM outreach programs, Summer 2015.
- IEEE, foundation grant for skill development workshops for females, Summer 2015.
- Texas Instruments, community engagement grant, Summer 2015.
- Texas Higher Education Coordinating Board, Engineering Summer Program Grant, 2015, for “College Journey: Teaming for Tomorrow,” Summer 2015.
- Texas Instruments, Community Engagement Grant, Summer 2014.

- United Way of Metropolitan Dallas, Education Panel Grant for Underrepresented Populations, 2013-2016.
- United Way of Metropolitan Dallas, Education Panel grant for Underrepresented Populations in Science, Technology, Engineering and Math Skill, 2013-2016.
- ExxonMobil, foundation grant for a longitudinal study of the impact of STEM educational programming on girls ages 14-18, 2012-17.
- Boone Foundation, grant for a study of the impact of Girl Scouting on college and career choices, 2012.
- United Way of Bexar County, education panel grant to increase the academic engagement among girls, 2009-2012.

Articles with Authorship

- Connolly, lolani. "How the Girl Scouts are trying to bridge the gap between smart girls and STEM careers," Dallas Knight, K.B. (forthcoming) *Fashioning Makers and Counterpublics: Critical Making and Public Humanities*. Under contract with the Humanities and Public Life book series at the University of Iowa Press. Chapter contributor.
- Connolly, lolani. "How the Girl Scouts are trying to bridge the gap between smart girls and STEM careers," Dallas Morning News, July 22, 2018.
- Connolly, I. "An analysis of the relationship between participation in Girl Scouts of Northeast Texas (GSNETX) programming and girls' attitudes and intent in science, technology, engineering and mathematics: A longitudinal study funded by the ExxonMobil Foundation conducted 2013-2017," White Paper, available online at www.gsnetx.org/content/dam/NE_Texas/documents/research_stem.pdf.
- Jacobus, M. (2017) *Insights and Inspirations: Real Life Stories from Camp Staff*, Healthy Learning, Chapter contributor.
- Chengyuan, L., McMahan, R.P., Kitigawa, M., and Connolly, I. "Geometry explorer: Facilitating geometry education with virtual reality," from book *Virtual, Augmented and Mixed Reality: 8th International Conference, VAMR 2016*, Held as Part of HCI International 2016, Toronto, Canada, July 17-22, 2016. Proceedings (pp.702-713).
- Connolly, I. "Powerful learning experiences outside the classroom." July, 31, 2015. Available at <https://talkstem.org/2015/07/31/powerful-learning-experiences-outside-the-classroom/>.
- Connolly, lolani. "Uninvested Leadership: A Quantitative Analysis of Leader Perceptions in Relation to Turnover Intentions in the Girl Scouts of Southwest Texas." Ph.D. diss., University of the Incarnate Word, 2009.

Articles by Others Citing or Documenting Work

- Siegfried, A. "STEM projects you can do at home," UTDallas Magazine, May 13, 2020. Available online at <https://www.utdallas.edu/magazine/13112/stem-projects-you-can-do-at-home/>.
- Albelbaisi, L. "UT Dallas aims to teach younger students, too," PeopleNewspapers, January 24, 2020. Available online at <https://www.peoplenewspapers.com/2020/01/24/ut-dallas-aims-to-teach-younger-students-too/>.
- Edgar, O. "Christmas gift ideas for kids to stimulate learning," The Perryton Herald, December 16, 2018. Available online at <https://www.perrytonherald.com/articles/2018/12/16/christmas-gift-ideas-kids-stimulate-learning>.

- Smith, B. "Beat the summer slump with fun learning activities," The Gilmer Mirror, July 5, 2018. Available online at <http://gilmermirror.com/bookmark/27581965/article--Beat-the-Summer-Slump-with-Fun-Learning-Activities>.
- Office of Media Relations, University of Texas at Dallas. "Senior builds career designing interactive science exhibits," UTDallas Magazine, May 3, 2018. Available online at <https://www.utdallas.edu/news/students-teaching/senior-builds-career-designing-interactive-science/>.
- Saba, J., Ta, S., Nguyen, T., Chilson, C., Hansen, J., Hussnain, Al, and Lee, J. "Why CI?" Poster prepared for cochlear implant project completed within UTD Department of Bioengineering, Spring 2015. Available online at <https://utdesign.utdallas.edu/wp-content/uploads/2017/11/Humonics-PosterSP15-1.pdf>.
- Brumett, Joshua. "Girl Scouts' programs foster love of math and science," Herald Democrat, June 19, 2014. Available online at <https://www.heralddemocrat.com/article/20140619/NEWS/306199906>.
- Whitbourne, S. K. "Is it time to ban the "B" word?" Psychology Today, March 11, 2014. Available online at <https://www.psychologytoday.com/us/blog/fulfillment-any-age/201403/is-it-time-ban-the-b-word>.
- Office of Media Relations, University of Texas at Dallas. "Middle school girls to get taste of science at STEM academy," January 25, 2013. Available online at <https://www.utdallas.edu/news/campus-community/middle-school-girls-to-get-taste-of-science-at-ste/>.
- Abril, D. "Girl Scouts get a taste of college life, math-science careers at UT-Dallas program," Dallas Morning News, July 16, 2012. Available online at <https://www.dallasnews.com/news/2012/07/17/girl-scouts-get-a-taste-of-college-life-math-science-careers-at-ut-dallas-program/>.

Presentations

- Connolly, I. Interactives and their role in shaping individual and public perception, Public Interactives Research Laboratories Conference, Dallas, Texas. January, 2020.
- Connolly, I. Expanding the ecosystem to drive real change, Texas Education Agency ecosySTEM Conference, Austin, Texas. September, 2019.
- Connolly, I. Libraries in a new era of literacy, Texas Library Association Annual Conference, Austin, Texas. June, 2018.
- Connolly, I. The role of youth-serving non profits in building the confidence to lead, BOOST (Best of Out-of-School Time) Conference, Dallas, Texas. April, 2018.
- Connolly, I. Aligning ERGs (Employee Resource Groups) with community needs, Conference for Employee Engagement for the Federal Reserve Bank, Dallas, Texas. May, 2017.
- Connolly, I. Towards the development of a more constructive tool measuring engagement in community based programs. International Society for Third Sector Research, Stockholm, Sweden. July, 2016.
- Connolly, I., Hansen, J., Hoffman, J. Inspiring minds want to know: Expanding horizons. Congressional Event for Education in conjunction with the support staff and astronauts of the International Space Station, Dallas. April, 2016.
- Lai, Chenguyan, McMahan, R.P., Kitigawa, M. and Connolly, I. Geometry explorer: Facilitating geometry education with virtual reality. Human Computer Interaction International Conference, Toronto. July, 2016.
- Hulse, R.A., and Connolly, I. Thinking about thinking: The role of learner led learning in critical thinking and problem-solving, Conference for Informal Science Education, Princeton, NJ. May, 2016.
- Connolly, I. Changing the equation: What works well and what doesn't in educational outreach. Regional Championship BEST Robotics Inc, Dallas, Texas. December, 2015.

- Connolly, I. Methods for building capacity in a workforce with high turnover. International Society for Third Sector Research Conference, Muenster, Germany. July, 2014.
- Connolly, I. Working together towards a greater good: Models of construction community engagement. Joint taskforce meeting of the Drug Enforcement Agency and the Federal Bureau of Investigation, Dallas, Texas. May, 2013.
- Hulse, R.A., and Connolly, I. From Nobel to Neighborhoods: Empowering and Equipping the Next Generation, Center for Science Education Research's Seminar Series. April, 2012.
- Connolly, I. Helping girls grow: Factors influencing initial and continued involvement in Girl Scouts. International Society for Third Sector Research Conference, Istanbul, Turkey. July, 2010.