

Aaron W. Kates, Ph.D., LMSW  
Curriculum Vitae

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## Education

I possess a unique blend of methodological and theoretical perspectives, with expertise in social and natural sciences.

### **Interdisciplinary PhD in Evaluation**

Western Michigan University: 2016 – 2021

- Coursework in Evaluation Theory and Methods, Quantitative and Qualitative Analysis, Reporting and Data Visualization, Meta-Analysis, Sampling, and Survey Design
- GPA: 4.0
- Doctoral Associate
- Editor, Journal of MultiDisciplinary Evaluation
- Thesis: A discipline in search of a voice: A corpus linguistic investigation of evaluation scholarship

### **Master of Social Work**

Grand Valley State University: 2014

- Coursework in Families & Children, Individuals, Groups, Research Methods, Psychopathology, Community Planning, Social Policy, Grant Writing
- GPA: 3.90
- Dept. of Social Work Student of the Year, 2013

### **B.S. in Geography**

Frederik Meijer Honors College, Grand Valley State University: 2011

- Coursework in Physical Geography, Biogeography, Cultural Geography, African Studies, Geospatial Methods, Forestry, Agriculture
  - GPA: 3.92
  - Department of Geography and Planning Outstanding Student Award, 2011
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## Work History

As a program evaluator and researcher, I help nonprofits define success for their organizations. Once my clients have a vision for what their best program could look like, I drive the design of measurement, monitoring, and evaluation tools to help them chart a course to that success. I use my specialized toolkits such as GIS, qualitative

and quantitative analysis, and data visualization to generate and present learnings tailored to audience needs.

As a mental health therapist, I provide therapeutic services for families, children, and adults. I guide my clients using evidence-based therapies to find solutions to trauma, depression, and anxiety. I use my skills as a negotiator to allow people in conflict to hear one another and find common ground.

### **Evaluation Associate**

Effect X: 2022 - Present

- Evaluation Design
- Survey Design and Implementation
- Quantitative and Qualitative Data Analysis
- Focus groups, Interviews, Community Fora
- Report Writing
- Data Visualization

### **Diagnostician**

ADHD Center of West Michigan: 2021 - Present

- Assessment for ADHD and other mental health disorders for adults, adolescents and children
- Community referrals
- Psychotherapy and psychoeducation with adults, families and children

### **Outpatient Therapist**

Counseling Center of West Michigan: 2019 – Present

- Psychosocial Assessment
- Psychotherapy with adults, families and children

### **Evaluation Associate**

PROPOSERS, LLC: 2018 – 2020

- Evaluation Design
- Quantitative and Qualitative Data Analysis
- Focus groups, Interviews, Community Fora
- Report Writing
- Data Visualization

### **Doctoral Associate**

Western Michigan University: 2016 – 2020

- Research Project Management
- Survey Design
- Survey Administration
- Data Visualization

## **Associate Editor**

Journal of Multidisciplinary Evaluation: 2016 - 2020

- Copy Editing
- Formatting
- Peer Reviews
- Submission Management
- Data Visualization
- Technical Support
- Website Maintenance

## **Residential Therapist**

Bethany Christian Services: 2014 – 2016

- CBT and DBT Therapy with Refugee Youths
- Individual & Group Therapy in Spanish and English
- Mental Health Assessment
- Political Advocacy
- Interim Supervisor, Residential Unit 04/2015 – 06/2015

## **Refugee Case Management Intern**

Bethany Christian Services: 2013 – 2014

- Case Management for Refugee New Arrivals
- Fostering Supportive Partnerships with Local Volunteers
- Connecting Refugees with Local Resources
- Accessing Medical Resources for Clients
- Accessing ESL and Other Educational Opportunities for Clients
- Coordinating Fair Housing
- Federal Immigration Policy Advocacy in the US Senate with Church World Service and Other Faith-Based Partners

## **Graduate Assistant**

Johnson Center for Philanthropy: 2012 – 2014

- Survey Design & Administration
- Focus Groups & Interviews
- Literature Reviews
- Qualitative and Quantitative Analysis
- Grantee Technical Assistance
- Cartography & Map Design
- Evaluation of W. K. Kellogg Foundation Grand Rapids Portfolio
- Evaluation of Fair Food Network's Double Up Food Bucks Program
- Evaluation of Believe 2 Become Initiative

## **Research Assistant**

Johnson Center for Philanthropy: 04/2011 – 12/2011

- Cartography & Map Design

- Data Mining & Management
- Quantitative Data Analysis
- Evaluation Focus Groups and Interviews
- Evaluation of Network 180 Community Family Partnership

### **Wilderness Monitoring Intern**

Inyo National Forest: 06/2010 – 08/2010

- Geospatial Data Collection
- Spatial Modeling
- Geodatabase Management
- Cartography & Map Design

## **Evaluation Projects**

### **Community Family Partnership (2011 – 2012)**

Evaluation of a community mental health wraparound initiative for children in Kent County, Michigan

- Designed interview and focus group protocols
- Conducted interviews and focus groups with children and parents

### **Believe 2 Become Initiative (2011 – 2012)**

Evaluation of a Doug and Maria DeVos Foundation Initiative promoting early childhood education in Grand Rapids, Michigan

- Designed interview and focus group protocols
- Conducted interviews and focus groups with children and parents

### **W. K. Kellogg Foundation (2012 – 2014)**

Grand Rapids Cluster Evaluation, an effort to assess the collective impact of the foundation's grantmaking with over forty grantees in the city

- Provided technical assistance to all grantees
- Provided external evaluation services to larger grantees including design and administration of data collection instruments, data analysis, and reporting
- Designed program-specific logic models feeding into monitoring and evaluation of the foundation's broader goals and objectives in the city

### **Double Up Food Bucks (2014)**

Evaluation of a Fair Food Network program to increase SNAP recipients' purchasing power at farm markets in Michigan

- Designed evaluation framework
- Designed observation and interview protocols
- Administered observation and interview protocols
- Conducted data analysis and reporting

### **Kalamazoo Institute of Arts (2018)**

Exploratory arts-based evaluation of the “My Hero” exhibit

- Designed evaluation framework
- Designed interactive data collection tools
- Conducted qualitative and quantitative analysis
- Designed innovative visual arts-based data presentation products

### **Urban Roots (2018)**

Evaluation of a community-based urban agriculture nonprofit in Grand Rapids, Michigan

- Designed evaluation
- Conducted interviews with staff and volunteers
- Analyzed qualitative data

### **Kalamazoo Symphony Orchestra (2017)**

Evaluation of the Kalamazoo Kids in Tune, an initiative to leverage music as a tool for advancing education and racial equity in school-age children

- Designed evaluation framework
- Designed interview protocols
- Designed surveys
- Administered interviews
- Administered and collected surveys
- Conducted data analysis
- Reported evaluation results and findings

### **Habitat for Humanity of Kent County (2018 – 2020)**

Evaluation of the design and development of Plaza Roosevelt, a multi-use development established in the Roosevelt Park Neighborhood, Grand Rapids, Michigan

- Designed evaluation framework
- Designed surveys, focus group and interview protocols
- Data collection and analysis
- Reporting
- Facilitation of community listening and learning sessions

### **LINC UP Community Revitalization (2017 – 2020)**

Evaluation of an organization providing workforce development, racial equity, and fair housing assistance to residents of Grand Rapids, Michigan

- Designed evaluation framework
- Provided technical assistance for data structure and collection
- Designed data collection instruments and systems
- Conducted data collection activities including surveys, interviews, and focus groups
- Data analysis and reporting

### **Western Michigan University College of Fine Arts (2018)**

Design and administration of a climate assessment survey

- Identified key outcomes for the CFA program
- Designed and administered survey

### **Grand Rapids Urban League (2018)**

Evaluation of SONS, a program developed to mentor young Black men in Grand Rapids, Michigan

- Implementation of interview and focus group protocols
- Analysis and reporting of qualitative data

### **Family Outreach Center (2018)**

Evaluation of a novel implementation of Seeking Safety, an evidence-based trauma intervention, with young Black men in Grand Rapids, Michigan

- Implementation of interview and focus group protocols
- Analysis and reporting of qualitative data

### **Kalamazoo Institute of Arts (2019)**

Design of a community engagement process

- Developed a spatial sample using GIS to identify underserved areas of Kalamazoo, Michigan for targeted data collection and engagement

### **State of Michigan Department of Energy (2019 – 2020)**

Upper Peninsula Housing Baseline Study, a study to estimate household energy expenditures and carbon emissions in Michigan's rural Upper Peninsula

- Developed representative sampling frame
- Conducted phone surveys
- Provided data to the Michigan Department of Energy

### **The Colossian Forum (2022)**

Evaluation of the implementation of the Colossian Way discussion curriculum at Calvin University

- Designed data collection instruments including surveys and interview protocols
- Conducted interviews with faculty and staff at Calvin University
- Analysis of quantitative and qualitative data
- Data visualization and reporting

### **Disruption Advisors (2022)**

Development of the S Curve 2.0 Diagnostic, a tool for coaching executives and professionals

- Literature review and conceptual research
- Data analysis
- Questionnaire development
- Developed interview protocols
- Conducted interviews

## Research Interests

As a researcher, I am passionate about a wide range of topics related to evaluation practice and social justice. My publications include a wide range of topics from sociolinguistics in the community of evaluation scholars, to GIS technology use among evaluators, to the effects of smartphone use on students' learning. My article, "The effects of mobile phone use on academic performance: A meta-analysis", was published in *Computers and Education*, the #2 journal in Google Scholar's social science metric. Future research interests include:

- Immigration, Refugees, & Conflict
- Survey Research Methods
- Integration of Geospatial Methods & Evaluation
- Evaluation Ethics
- Sociolinguistics & Evaluation
- Technology & Mental Health
- Technology & Education

## Skills

- Foreign Languages: Spanish (Fluent), German (Intermediate)
- Evidence-Based Therapeutic Interventions with Families, Children and Adults
- Qualitative Analysis: MaxQDA, DeDoose, and Quirkle
- Geographic Information Systems: ArcGIS and QGIS
- Remote Sensing: ERDAS Imagine and Taiga
- Statistical Analysis: SAS, R, SPSS
- Meta-Analysis: Comprehensive Meta-Analysis Software
- Survey Design
- Focus Groups
- Interviews

## Writing

### Dissertation

Kates, A. (2021) A discipline in search of a voice: A corpus linguistic investigation of evaluation scholarship. Western Michigan University. Kalamazoo, Michigan.

## Professional Reports

- Abu-Obaid, R., Frontiera, A., Kates, A., Lightner, T., Yaeger, L., & Zheng, Y. (2017). *An evaluation of parental involvement in Kalamazoo Kids in Tune*. Western Michigan University, Kalamazoo: MI.
- Clements, P., Arthur-Yeboah, D., Dam, T., Dhuol, M., Holtzen, H., Kates, A., ... Moonde, M. (2017). *Kalamazoo climate action plan*. Retrieved from <https://www.kalamazoocity.org/plans/2297-kalamazoo-climate-action-plan-volume-one-draft/file>
- Hunter, O., Kates, A., Hillman, J., Abu-Obaid, R., Harnar, M., Coryn, C. (2018). *My hero: An exploratory study for the Kalamazoo Institute of Arts*. Western Michigan University, Kalamazoo: MI.
- Kates, A. Faulkner, W., Haensley, S., & Hillmand, K. (2017). Energy Wise Alliance context blueprint. New Orleans, LA: Flux Research, Monitoring and Evaluation Retrieved from [http://www.fluxrme.com/s/ContextBlueprintEnergyWise\\_Final\\_v4.pdf](http://www.fluxrme.com/s/ContextBlueprintEnergyWise_Final_v4.pdf)

## Published Works

- Coryn, C. L., Kates, A. W., Greenman, G. D., Jersild, A. C., & Tilton, Z. D. (2022). *American Journal of Evaluation*. Forthcoming.
- Kates, A. W., Wu, H., & Coryn, C. L. (2018). The effects of mobile phone use on academic performance: A meta-analysis. *Computers & Education*, 127, 107-112.
- Kates, A.W., & Coryn, C.L. (2021). Use of geographic information systems by American Evaluation Association Members in their Professional Practice. *Journal of MultiDisciplinary Evaluation*, 17(38), 33-49.

## Unpublished Academic Works

- Kates, A. (2011) Eastward expansion: An analysis of the effects of environmental factors on the movement and prevalence of the western bean cutworm. Grand Valley State University. Allendale, Michigan.
- Kates, A. (2012). *Undocumented immigrants and access to resources in west Michigan*. Grand Valley State University. Grand Rapids, Michigan.

## Presentations

- Kates, A., Maack, S., & Hopkins, A. (2018). *GIS applications in evaluation*. Presentation at AEA Summer Evaluation Institute. Atlanta, GA.
- Kates, A. (2018). *GIS in evaluation*. Presentation for Eval Café at Western Michigan University. Kalamazoo, MI.
- Kates, A. (2020). *Technology and Mental Health: Implications for Children and Families*. Presentation for the Michigan Interprofessional Practice, Education and Research Center at Grand Valley State University.



## **Posters**

Kates, A. (2019). *GIS in evaluation practice: A cross-sectional study of American Evaluation Association members*. Poster presented for oral competency examinations for the Interdisciplinary PhD in Evaluation Program, Western Michigan University, Kalamazoo, MI.