

## Donna R. Podems

Dr. Podems is a researcher, facilitator, and monitoring and evaluation specialist. She holds a doctorate in interdisciplinary studies focused on Program Evaluation and Organizational Development, and a Masters degree in Public Administration. Dr. Podems has worked at the government (policy) level, grassroots, nongovernmental and donor levels. She has lived and worked in the United States, Botswana, Cameroon, Ghana, Kenya, Madagascar, Malawi, Namibia, Republic of South Africa, Senegal, Somaliland, Swaziland, Uganda, Zambia, Zimbabwe, Bosnia, Guatemala, Panama, Peru, Belize, Nicaragua, India, Indonesia, Pakistan, Sri Lanka, Thailand and Vietnam.

Dr. Podems has experience in researching, evaluating and/or developing M&E systems for projects in gender, women's empowerment, HIV/AIDS, youth interventions, natural resource management, global climate change, education, capacity building, human rights, and community needs at various levels. She has produced training manuals and materials and designed and implemented training courses on indicator development, gender, program monitoring/management, strategic planning, and participatory training and evaluation methods. Her work has been for private and public institutions. Examples include: Bristol Myers Squibb Foundation, Center for Disease Control, DFID, European Union, Firelight Foundation, Greater Good, IDRC, MERG, NORAD, OSCE, Royal Danish Embassy, Shuttleworth Foundation, TRAFFIC, The World Bank, USAID, UNESCAP, UNICEF, UNAIDS, UNIFEM, UNESCAP, University of Zimbabwe, University of Cape Town, and various government and grassroots organizations.

Dr. Podems is an elected Board Member for the South African Evaluation Association and Chairperson for the American Evaluation Association's International Committee.

### EDUCATION

PhD, interdisciplinary studies: evaluation and organizational development, The Union Institute and University, Cincinnati, Ohio, 2004.

**Dissertation advisors:** Michael Quinn Patton and Jennifer Greene

M.P.A, public administration and foreign development, American University, Washington, D.C., 1991.

B.A., political science; double minor in law and society and public administration, American University, Washington, D.C., 1990.

### PROFESSIONAL EXPERIENCE

#### 2006- present

**Technical Director**, Macro International Inc., Senior Evaluation Facilitator and Trainer, 2006–Present; Chief of Party (Director), Lead Trainer, and Curriculum Designer, 2000–2001; Evaluation Specialist, 1999–2000

Dr. Podems develops and implements program evaluations, develops and conducts training in monitoring, evaluation, conducts strategic planning exercises, and facilitates development and use of monitoring and evaluation by providing direct technical assistance. She currently serves on the GAP team and works with PEPFAR partners. She implements qualitative research in Southern and Eastern Africa and Asia. Some examples of Dr. Podems' work include the design and implementation of a cutting edge process that developed into an evaluation workshop that developed a National HIV/AIDS evaluation agenda, and she then took the lead on drafting National Evaluation HIV/AIDS Agenda setting guidelines provided to the UNAIDS/MERG. She has provided technical assistance to Vietnam's National HIV/AIDS commission and provided trainings, lectures and training of trainers for Vietnam. In Namibia, Dr. Podems is responsible for the monitoring and evaluation of Gate's funded project, through the Synergos Institute, that focuses on addressing the National Health Systems challenges through leadership initiatives.

#### 2005- present

**Director**, OtherWISE: Research and Evaluation, Cape Town South Africa. Founder of Otherwise: Research and Evaluation. Serves as the managing director and senior researcher and evaluator. Conducts evaluation training, facilitates development and use of monitoring and evaluation, and implements qualitative research in Southern and Eastern Africa and Asia. **Illustrative** examples include:

- Facilitator and Trainer for strategic planning and reporting. Focused on relating **strategic planning and realistic M&E and reporting**. *Client: Firelight.*
- Team Leader for **impact evaluation**. Focused on the impact of agricultural and small business training in three provinces. Focus on women agricultural interventions. *Client: South African Institute for Entrepreneurship.*
- Team Leader for needs assessment and training of trainers for national roll out of an HIV/AIDS monitoring and evaluation system. *Client: Centre for Disease Control and the Government of Vietnam.*
- Principal Investigator for the US National Academies Health (HIV/AIDS) Initiative funded by the Bill and Melinda Gates Foundation. **Formative and Process evaluation**. The 10 year initiative intends to improve use of evidence-based advice provided by African Science Academies with regards to HIV-AIDS and other social issues. Responsible for methodological approach, six person team and 7 countries. *Client: US National Academy of Sciences.*
- Team Leader for a **theory based evaluation that sought to determine the impact** of a new model for engaging the public and corporate sector with the NGO sector in terms of giving. Using a mixed method approach, the Team determined the impact and lessons learned resulting in the development of a new model currently being evaluated. *Client: Shuttleworth Foundation and Greater Good South Africa.*
- Evaluation specialist. Focused on developing M&E system HIV/AIDS youth and caregiver program. Includes **formative and summative evaluation design and implementation** at the individual and macro level. *Client: Educo Africa.*
- Lead evaluator for the Namibian Women's Network HIV/AIDS consortium. Using Feminist evaluation methodologies conducted an **impact evaluation**. *Client: Bristol Myers Squibb.*
- Lead evaluation trainer and technical assistance provider for environmental programs funded by IDRC/Canada. *Client: IDRC*

- 2002-2004 **Monitoring and evaluation specialist**, Cape Town, South Africa. Served as a researcher, evaluation specialist, and monitoring and evaluation trainer for various local and multinational organizations. Focus on qualitative approaches (although quantitative are also used) including focus groups, open-ended interviews, and a range of participatory methods. **Illustrative** examples include:
- Designed and implemented an **evaluation to examine the impact** of pro-poor public private partnerships in Indonesia (electricity), Pakistan (bio-diversity), Sri Lanka (water) and Thailand (Health/HIV/AIDS). Developed methodology and tools, analyzed findings, and wrote final evaluation report. Facilitated final workshop to present and discuss findings with relevant stakeholders (public and private sector) from each country
  - Served as Team Leader for United Nations AIDS (UNAIDS/UNF) **process and impact evaluation** of HIV/AIDS programmes aimed at adolescents school and community-based programmes in Swaziland and Botswana.
- 2000-2001 **Chief of Party (Director)**, Macro International, Performance Monitoring and Evaluation, Pretoria, South Africa. Responsible for overall management of the contract.
- 1999-2000 **Evaluation Specialist**, Macro International, Performance Monitoring and Evaluation, Pretoria, South Africa. Managed and implemented evaluations and assessments for USAID/SA-funded programs including housing, environment, health and education.
- 1994-1998 **Program Evaluation Specialist**, Human Needs, Education, Agriculture and Public Safety, Aguirre International, San Mateo, California. Assisted over 40 U.S. AmeriCorps programs using process and evaluability assessment approaches.
- 1997-1998 **Consultant**, Social Infrastructure/Latin America Specialist, Institute for Public Private Partnerships, Washington, D.C., USA.
- 1997 **Election Supervisor**, United Nations, OSCE, Banja Luka, Bosnia.

- 1996-1997      **Research Assistant**, The World Bank, Consultative Group for International Agriculture, Washington, D.C, USA.
- 1996-1997      **Consultant**, Project Development, Chemonics International, Washington, D.C., USA.
- 1995              **Consultant**, Program Restructuring and Evaluation, Winrock International, Nicaragua.
- 1994              **Assistant Director**, Methodist Women for Progress, Lago Isabel, Guatemala.
- 1992-1994      **Agriculture/Microenterprise Development Volunteer**, United States Peace Corps, Salama, Guatemala.

## **PAPERS**

- "A Case Narrative from Southern Africa." *New Directions in Evaluation*, December 2007.
- "Is it feminist or gender evaluation: What is the difference and does it matter?" Presented at the African Evaluation Association Conference, Cape Town, 2005. (Submitted for publication in the American Journal of Evaluation)
- "International development and evaluation: Whose evaluation is it?" Presented at the American Evaluation Association, Atlanta, 2004.
- "Acknowledging the Influence of the Donor-Nonprofit Relationship on Programs and their Monitoring and Evaluation". Presented at the American Evaluation Association, Reno, 2003.
- "New Training Methodology for Donor-funded NPOs: Welcome to the New Paradigm." Presented at the American Evaluation Association, Reno, 2003.
- "Participatory Evaluation: Practical Theory in South Africa?" Accepted for Presentation, Association for the Study of Evaluation in Education in Southern Africa, Pretoria, 2003.
- "Feminist Evaluation in International Development." Co-written with Michael Bamberger. *New Directions in Evaluation*, December, 2002.
- "Metaevaluation: Participatory Housing Evaluation and its Response to Gender." Presented at the American Evaluation Conference, Hawaii, 2000.
- "Gender and Gender-Sensitive Indicators." Presented at the American Evaluation Conference, Hawaii, 2000.
- "Environmental and Gender Sensitive Housing Programs in South Africa." Presented at UN Sustainable Cities Conference, Nairobi, Kenya, 1998. Published 1999.
- "Public-Private Partnerships in Agriculture." Co-written (as research assistant) with Selcuk Ozgidaz, CGIAR, World Bank.