

EDUCATION

Ph.D. in Leadership Studies, University of San Diego (expected) 2020
M.A. in Nonprofit Leadership and Management, University of San Diego 2007
B.S. in Human Service Studies, Social Work Certificate, Cornell University 2000
Relevant Coursework: Quantitative and Qualitative Research Methods; Advanced Qualitative Research Methods; Program Evaluation; Leadership Theories; Research Methods, Program Design and Evaluation; Organizational Theory and Change

PROFESSIONAL EXPERIENCE

Senior Evaluation Analyst, Center for Creative Leadership March 2019-current

Mission: To advance the understanding, practice and development of leadership for the benefit of society worldwide.

- Support custom evaluation work for clients through the development and execution of evaluation plans
- Co-lead overall Point of View (POV) project on the impact CCL's leadership development programs on individual leaders, their teams and their organizations
- Provide enterprise-wide survey design and distribution support
- Analyzes existing evaluation datasets to inform program design and uncover insights about impact

Community Research

2015-2019

Doctoral Research Assistantship, University of San Diego

(Full Tuition Awarded)

Caster Family Center for Nonprofit and Philanthropic Research, The Nonprofit Institute, University of San Diego

Mission: to provide research, evaluation and consulting services that help build the capacity of nonprofit and philanthropic organizations

- Lead/co-lead quantitative and qualitative applied research projects for San Diego-based nonprofits including the development of literature reviews, logic models, research designs, asset maps, data collection instruments (interview and focus group protocol, survey development), and Institutional Review Board (IRB) approvals
- Conduct qualitative and quantitative data analysis (data cleaning, coding, statistical analysis) and synthesize to determine trends, outcomes and gaps
- Serve as lead or co-lead on report-writing and presentations for nonprofit clients, academia and the general public
- Project manage key internal and external deliverables to ensure outcomes met on-time

Executive Director, Natural High

2004-2015

Mission: to inspire and empower youth to find their 'Natural High' and develop skills and courage to live life well.

- Expanded annual resources from 1 to 7 staff, from 15 to 50 celebrity messengers and revenue base from \$250,000 to \$1 million at a program cost of under \$0.15/youth

- Developed a network of 20,000 educators across the US to reach 7 million youth
- Developed and executed on the organization's first strategic plan and first annual giving program
- Used research-informed process to strengthened programs to improve effectiveness and utilization of curriculum by educators
- Adapted messaging and curriculum to respond to shifting federal and state mandates related to school-based drug prevention, including addition of school climate, bullying and character development as components within curriculum
- Founding member of statewide Red Ribbon Coalition of education, nonprofit, and government agencies collaborating to develop targeted, consistent drug-prevention campaigns targeted to youth around the Natural High theme
- Presented Natural High program to and solicited feedback from key federal stakeholders included: Office of National Drug Control Policy, National Institute of Drug Abuse and the Substance Abuse and Mental Health Services Association
- Led organization through significant technological, operational and mission-related transitions

Family Services Director, Beaches Habitat for Humanity, Jacksonville, FL 2000-2004

Mission: to eliminate substandard housing in the Jacksonville Beaches, guide our partner families through home ownership and provide educational opportunities to build brighter futures for themselves and their children

- Established afterschool program for children of Habitat for Humanity homeowners in partnership with the City of Jacksonville to promote college readiness
- Launched and developed complementary education programs: youth book clubs, computer club, individual tutoring, community service and academic recognition events
- Built the Scheidel Scholarship program, enabling youth and adults living in Habitat homes to pursue 4-year, 2-year or certificate education for free
- Grew education funding by 200%, enabling the hiring of education staff
- Formalized Family Services Department by developing indicators for homeowner selection, resulting in 100% increase in homeowner applicants
- Established first-time homeowner support program that resulted in reduction of repairs by 300% and reduced mortgage delinquency by 75%
- Directed supervisor for two AmeriCorps Family Services members

TEACHING AND PUBLICATIONS: ACADEMIC AND APPLIED RESEARCH

- Teaching Assistant, LEAD 500. (Fall 2018). Research Methods, Program Design and Evaluation, University of San Diego
- Schneider (formerly Ahearne), M. (November 2018). Paper Presentation: *Becoming a Leader on the Job: Examining How Internal Interim Leaders Build Leadership Capacity*, 47th Annual Conference Association for Research on Nonprofit Organizations (ARNOVA), Austin, TX.
- Ahearne, M. (October 2017). *Current Trends and Unintended Consequences of Your Own Workforce Development Policies*. A panel presentation at the State of Nonprofits and Philanthropy Conference, Nonprofit Institute, University of San Diego, San Diego, CA.

- Trull, C., Hunt, K. & Ahearne, M. (November 2016). Poster Presentation: *Exploring Donor Behavior in an Election Year: The 2016 Presidential Election and Its Impact on Charitable Giving and Volunteerism*, 45th Annual Conference Association for Research on Nonprofit Organizations (ARNOVA), Washington, DC.
- Deitrick, L. and Ahearne, M. (April 2016). *Nonprofit Sabbatical Programs as a Human Capital Investment Strategy for Organizational Sustainability*, 14th Annual West Coast Nonprofit Data Conference, Las Vegas, NV.
- Ahearne, M., Tinkler, T. & Schumann, M.J. (2017). *The Fieldstone Learning Group Effect: Leadership Development as Capacity Building. A Five-Year Examination of the Fieldstone Leadership Group Program*. San Diego, CA: Caster Family Center for Nonprofit and Philanthropic Research, University of San Diego.
- Ahearne, M., Tinkler, T., & Schumann, M.J. (2017). *The Nonprofit Sabbatical as a Catalyst for Capacity Building: An Evaluation of the Fieldstone Leadership Network's Clare Rose Sabbatical Program Year 2 Evaluation Report*. San Diego, CA: Caster Family Center for Nonprofit and Philanthropic Research, University of San Diego.
- Ahearne, M., Tinkler, T., & Schumann, M.J. (2016). *Evaluation of the Fieldstone Foundation Learning Group Program*. San Diego, CA: Caster Family Center for Nonprofit and Philanthropic Research, University of San Diego.
- Ahearne, M., Tinkler, T., & Schumann, M.J., (2016). *Fieldstone Leadership Network's Clare Rose Foundation Sabbatical Program: Year 1 Evaluation Report*. San Diego, CA: Caster Family Center for Nonprofit and Philanthropic Research, University of San Diego.
- Ahearne, M., Davari, A., Tinkler, T., & Schumann, M.J. (2016). *Food, Friends, and Health: An Evaluation of North County Senior Connections Thyme Together Food Truck Lunch Program*. San Diego, CA: Caster Family Center for Nonprofit and Philanthropic Research, University of San Diego.
- Schumann, M.J., Ahearne, M., Hennessy, L., & Trull, C. (2015). *Fieldstone Leadership Network's Clare Rose Foundation Sabbatical Program: Year 1 Evaluation Report*. San Diego, CA: Caster Family Center for Nonprofit and Philanthropic Research, University of San Diego.

CONSULTING AND CONTRACTED POSITIONS

Imaginal Leadership Coaching & Consulting, San Diego, CA	2017-current
<ul style="list-style-type: none"> • Provide developmental in-person and distance coaching to individuals in transition and nonprofit leaders 	
Group Relations International, San Diego, CA	
<ul style="list-style-type: none"> • Conducted in-depth interviews with key stakeholders as part of needs assessment, resulting in recommendations regarding clarifying the organization's work and scaling its reach 	
Outside the Lens, San Diego, CA	2017
<ul style="list-style-type: none"> • Conducted evaluability assessment of Cameras in the Classroom program 	
Artists Building Communities, San Diego, CA	2017
<ul style="list-style-type: none"> • Advised founders on funding prospects for inaugural Mosaics, Dueling Identities event 	
Project CAPS, Merrill Palmer Skillman Institute, Wayne State University, Detroit, MI	2017
<ul style="list-style-type: none"> • Served as a Research Assistant, administering an attachment research protocol to military families throughout southern California 	

- Creating First Impressions, San Diego, CA 2015
- Worked with leadership to incorporate as a 501(c)(3) nonprofit organization, develop mission and vision statement, program design, logic model and annual operating plan

- Workforce Development Planning Project, Vista Community Clinic, Vista, CA 2007-2008
- Conducted needs assessment, gap analysis, asset mapping, literature review, program implementation and community forums
 - Presented research findings and recommendations to staff, resulting in preliminary actions to start building a pathway to help at-risk youth obtain entry level employment at the clinic and to help entry level staff advance to higher skilled positions

CERTIFICATIONS AND TRAININGS

- Leadership Coaching Certificate University of San Diego 2015-2018
- Certified Nonprofit Professional (CNP) credential, Nonprofit Leadership Alliance 2017
- Embodied Wisdom Teacher Training, Shakti Rising 2015
- Courage to Lead, Nonprofit Leader Retreat, Fieldstone Leadership Network 2012, 2015
- Not-For-Profit Program, Harvard Business School Club San Diego 2013
- Certificate in Fundraising Management (CFRM), The Fundraising School at the Center on Philanthropy, Indiana University 2007
- National Substance Abuse Specialist Training, University of Nevada, Reno Center for the Application of Substance Abuse Technologies 2005

SERVICE & AWARDS

- Poll Worker, San Diego County Registrar of Voters 2018
- Co-Founder, N O U R I S H, Group Relations International, San Diego 2017 – current
- Advisory Board, Natural High, San Diego 2017 – current
- Co-Founder, Nonprofit Research Group, University of San Diego 2015-2017
- Selection Committee, Hansen Global Scholars, University of San Diego 2016-2019
- Global Social Innovation Challenge, University of San Diego 2016-2018
- Big Sister, Big Brothers Big Sisters, San Diego 2010-2016
- University of San Diego, Nonprofit and Education Research Advisory Board 2007-2010
- Co-President, Board Member of Board, Shakti Rising 2007-2009
- Outstanding Advocate Award for LINK San Diego Advocacy Campaign to increase linkage fees to provide funding for affordable housing needs created from low-wage jobs created from business, San Diego Housing Federation 2005-2007

MEMBERSHIPS & TECHNICAL SKILLS

- Member, Association for Research on Nonprofit Organizations and Voluntary Associations (ARNOVA)
- Member, American Evaluation Association (AEA)
- Member, American Management Association (AMA)
- Technical Skills: SPSS, Dedoose, Qualtrics

PERSONAL INTERESTS

- Volunteering; travel; mindfulness; Japanese culture; live music; paper crafts