



CNM Connect Names New Director of Outcomes and Evaluation Consulting Services

DALLAS – Oct. 5, 2017 – [CNM Connect](#) (CNM) has named Nora E. Douglas, Ph.D., as the organization’s director of outcomes and evaluation consulting services (OE). Nora brings more than 13 years of evaluation consulting experience to the organization.

As director, Nora is responsible for the strategic direction of the department and management of the organization’s OE team of consultants and data specialists. She will continue to provide evaluation consulting services and facilitate the onboarding of clients to CNM-pact®, CNM’s data analytics and visualization system. CNM’s clients include nonprofits, corporations and foundations.

Nora joined CNM in May 2017 as a senior consultant on the OE team where she provided clients with quantitative, qualitative and mixed methods evaluation design and implementation, evaluation capacity building and third-party evaluations. She also facilitated the development, design and implementation of CNM-pact data visualization portals.

“In Nora’s time with CNM she has demonstrated strong leadership skills making her a perfect choice to lead our rapidly expanding OE team,” said Tina K. Weinfurther, president and CEO of CNM Connect. “Nora’s many years of program evaluation and management experience across a wide range of specialty areas helps provide our clients with the knowledge and support they need to develop a strong program evaluation practice and seamlessly onboard to our CNM-pact technology.”

Prior to joining CNM, Nora served as a manager and evaluator for the Dallas Independent School District (Dallas ISD), Evaluation and Accountability department. While at Dallas ISD she was responsible for directing program evaluations focused on districtwide strategic initiatives, including leading a team of evaluation analysts to collect and analyze quantitative and qualitative data and prepare evaluation reports. Some of her projects with Dallas ISD included evaluations of the Teacher Excellence Initiative (TEI), the Imagine 2020 districtwide initiative, College and Career Readiness Initiatives including the College Access program, the Gang Prevention and Intervention program and the Patton Academic Center for over-age and under-credited high school students.

Nora has also held positions with Vital Research; Adult Protective Services with the Texas Department of Family and Protective Services; The Texas Center for Nursing Workforce Studies with the Texas Department of State Health Services; and Greenlights for Nonprofit Success (now Mission Capital). She has been published in numerous publications and has presented at several industry conferences including The American Evaluation Association, of which she is a member.

Nora holds a Doctor of Philosophy degree in Sociology and a Master of Arts degree in Sociology from the University of Texas at Austin, and an Honor’s Bachelor of Arts degree in Sociology from the University of Texas at Arlington.

About CNM Connect

Founded in 1980, CNM Connect (previously Center for Nonprofit Management) strengthens communities by connecting and engaging nonprofits and other stakeholders through thought leadership, management expertise and outcomes technology. In addition to providing executive recruiting, seminars, certificate programs, and consulting services, CNM is continually strengthening its capabilities to meet the needs of today’s nonprofit. To learn more, visit cnmconnect.org or call 214-826-3470.

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