

**Krista Brower, B.A (Hons.), B.Ed, M.Ed, CE**  
**780-919-8864**  
**kbrower@ualberta.ca**

---

## EDUCATION

### **PhD in Higher Education: Research, Evaluation and Enhancement (in Progress)**

*Faculty of Educational Research  
University of Lancaster, UK  
Supervisor: Dr. Paul Richard Trowler*

### **Credentialed Evaluator Designation**

*Canadian Evaluation Society*

### **Master of Education in Measurement, Evaluation and Cognition**

*Faculty of Educational Psychology  
University of Alberta, Edmonton, Alberta, Canada  
Supervisor: Dr. Cheryl Poth  
Thesis Title: Promoting Evaluation utilization in Developmental Evaluation: A Case Study Exploring Organizational Conditions*

### **Community-based Research and Evaluation Certificate**

*Faculty of Extension  
University of Alberta, Edmonton, Alberta, Canada*

### **Bachelor of Education with Distinction**

*Faculty of Education  
University of Alberta, Edmonton, Alberta, Canada*

### **Honours Bachelor's Degree (Psychology) with Distinction**

*Faculty of Arts  
Grant MacEwan University, Edmonton, Alberta, Canada  
Supervisor: Dr. Kristine Peace  
Thesis title: Are We 'Plugged-In' To Deception? Verbal Cues to Deception as a Function of Arousal Feedback*

---

## CERTIFICATIONS AND TRAINING

- Credentialed Evaluator (CE) designation through the Canadian Evaluation Society;
- Cognitive Task Analysis (CTA) training and certification;
- Governance training and certification, Alberta Medical Association
- ARECCI Project Ethics Course Facilitator;
- ARECCI Project Ethics Second Opinion Reviewer Certification, A pRoject Ethics Community Consensus Initiative;
- ARECCI Project Ethics Level 1 Course: How to integrate an ethical approach in quality improvement and evaluation projects, A pRoject Ethics Community Consensus Initiative;

- Critical Incident Stress Management Training (Individual Crisis Intervention), University of Maryland;
- Critical Incident Stress Management Training (Group Crisis Intervention), University of Maryland;
- Current Standard First Aid, CPR C & AED;
- Curam for Business Analysts; and,
- Tri-Council Policy Statement and University of Alberta Graduate Ethics training.

---

## ACADEMIC PRESENTATIONS/CONFERENCES AND ACTIVITIES

- Brower, K. (2018). *Optimizing Organizational Conditions for Use of Developmental Evaluation: Implications for Evaluator Practices*. Presentation at the Canadian Evaluation Society Conference, Edmonton, AB, Canada. (May 28, 2018).
- Brower, K., Elnitsky, S., Black, M. (2018). *Co-Creating Evaluation Capacity in Primary Care Networks: A Case Example of Lessons Learned*. Presentation at the Canadian Evaluation Society Conference, Edmonton, AB, Canada. (May 28, 2018).
- Woodman, K. & Brower, K. (2018). *Surveying an Under-Represented Population: What we Learned by Surveying Great-Grandma*. Presentation at the Canadian Evaluation Society Conference, Edmonton, AB, Canada. (May 28, 2018).
- Krajnak, J., Schmitt-Boshnick, M. & Brower, K. (2018). *Collecting Voices, Visions and Views: Transforming the Landscape of Primary Health Care in Alberta*. Presentation at the Canadian Evaluation Society Conference, Edmonton, AB, Canada. (May 29, 2018).
- Brower, K. (2017). *Optimizing Organizational Conditions for Use of Developmental Evaluation: Implications for Evaluator Practices*. Presentation at the American Evaluation Association Conference, Washington, DC, USA. (November 8, 2017).
- Brower, K., Baker, J., Watson, S. & Keenan, L. (2014, October). *YMCA Downtown Housing: A Case Study in Vulnerability & Housing*. Presentation at The Alberta Centre for Child, Family and Community Research Housing and Homelessness research Strategy for Alberta Launch.
- Brower, K., Baker, J., Watson, S. & Keenan, L. (2014, October). *Transitional Housing: Residents and Staff Share Their Perspectives With Students*. Symposium session presented at the Engagement Scholarship Consortium (ESC) Conference hosted by the University of Alberta, Edmonton, Canada.
- Brower, K., Baker, J., Watson, S. & Keenan, L. (2014, April). *People and Their Environment: A YMCA of Northern Alberta Downtown Housing Perspective*. Poster session presented at the Canadian Housing and Renewal Association conference, Edmonton, Canada.
- Brower, K., Baker, J., Watson, S. & Keenan, L. (2014, March). *People and Their Environment: A YMCA of Northern Alberta Downtown Housing Perspective*. Poster session presented at the Alberta Council of Social Workers Conference, Edmonton, Canada.
- Presenter at the National Mentoring Symposium – November 2013, Banff;
- Participation in the Canadian Evaluation Society's student case competition with the University of Alberta, February, 2012;
- Guest lecturer, Social Psychology (PSYC 241, Section OP01) – November 6, 2012, Grant MacEwan University;
- Brower, K., & Vargas, P. (2012, April). *Choose Safety: An evaluation design of an online safety assessment planning tool*. Report produced for A Safe Place Women's Shelter.
- Brower, K., & Vargas, P. (2012, March). *Choose Safety: An evaluation design of an online safety assessment planning tool*. Poster session presented at the Annual G. M. Dunlop Educational Psychology Graduate Student Colloquium, Edmonton, Canada.
- Presentation of experience to the Advanced Senior Seminar of Psychology Honours Program (PSYC 400), October 18, 2011;
- Presentation of experience at Grant MacEwan University's Graduate School Panel, October, 2011;

- Presentation of “Is Truth Stranger than Fiction?: Bizarre Details, Fantasy Proneness, and Credibility Assessment” at the Society for Research in Memory and Cognition (SARMAC) conference, New York, NY, June 2011 (second author);
- Presentation of thesis poster and results at the Banff Annual Seminar In Cognitive Science (BASICS), May 2010;
- Presentation of thesis and results at Grant MacEwan University’s In-House Conference, April 2010;
- Poster presentation on thesis proposal at Grant MacEwan University’s In-House Conference, April 2009.

---

## ACADEMIC PUBLICATIONS/GREY LITERATURE PUBLICATIONS

- Brower, K. (2016). Promoting Evaluation utilization in Developmental Evaluation: A Case Study Exploring Organizational Conditions. Master’s Thesis: University of Alberta.
- Brower, K., Baker, J., Watson, S. & Keenan, L. (2015). *YMCA of Northern Alberta: Downtown Housing Pilot Study Research and Evaluation Report*. YMCA of Northern Alberta, Edmonton, Canada.
- Peace, K. A., Brower, K. L., & Rocchio, A. (2014). Is truth stranger than fiction? Bizarre details and credibility assessment. *Journal of Police and Criminal Psychology*, 30, 38-49
- Brower, K. L. (2013). Best Practices: Services and Supports for Street-Involved Pregnant and Parenting Women: A Review of the Literature. Report prepared by Charis Management Consulting for the Alberta Centre for Child, Family and Community Research, Calgary, AB.
- Peace, K. A., Brower, K. L., & Shudra, R. D. (2012). Fact or fiction?: Discriminating true and false allegations of victimization. In A. N. Hutcherson (Ed.), *Psychology of victimization* (pp. 1-79). Hauppauge, NY: Nova Science Publishers.

---

## EMPLOYMENT HISTORY

*Edmonton Oliver Primary Care Network*

*April 2019 – Present*

### **Director, Evaluation and Quality Improvement**

- Supervision of evaluation and QI teams across the PCN;
- Develop, implement and deliver on the evaluation strategy for the PCN;
- Implement provincial and systems level evaluation and quality initiatives and integrate these activities into the operations of the EOPCN;
- Support the evaluation of the PCN and of all programs;
- Support the PCNs’ continuous quality improvement, determine effective methods of data collection, participate in benchmarking development, and provide integrated statistical data analysis and trends to support evidence-based decision-making;
- Build capacity evaluation capacity across the PCN in governance, leadership, programs and in member clinics in all areas of evaluation including the development of evaluation plans and frameworks, logic models, data collection and analysis as well as reporting;
- Participate in zone and provincial working groups focused on evaluation in primary health care in the province; and,
- Work collaboratively with all of the provincial PCN evaluators, as well as other key stakeholders engaged in provincial evaluation, measurement and quality initiatives in primary care, including AH, AHS, and the AMA.

**Manager, Evaluation & Quality**

- Supervision of four direct reports and five members of the Evaluation team in addition to collaboration and leadership of projects across the AMA programs;
- Implement provincial and systems level evaluation and quality initiatives and integrate these activities into the operations of the PCN PMO;
- Support the evaluation of PCNs provincially and take part in the reporting and interpretation of evaluation-related data gathered from PCNs and member clinics;
- Support PCNs' continuous quality improvement, determine effective methods of data collection, participate in benchmarking development, and provide integrated statistical data analysis and trends to support evidence-based decision-making;
- Build capacity with the PCNs in all areas of evaluation including the development of evaluation plans and frameworks, logic models, data collection and analysis as well as reporting;
- Part of provincial working groups focused on evaluation in primary health care in the province to develop strategic evaluation frameworks for the province, objectives and outcomes for primary health care as well as reporting indicators for PCNs,
- Work collaboratively with all of the provincial PCNs and physicians, as well as other key stakeholders engaged in provincial evaluation, measurement and quality initiatives in primary care, including AH, AHS, and the AMA.

**Sub-Contract Independent Evaluation Contractor**

- Project management and evaluation leadership, support and expertise related to: literature reviews, evaluation frameworks, data analysis, data structuring, and reporting
- Selected projects include:
  - *Calgary and Area RCSD Evaluation;*
  - *Community Paramedic Initiative Evaluation;*
  - *BGCBig's Edmonton Teen Mentoring Evaluation;*
  - *Community Action for Healthy Relationships Evaluation;*
  - *iSchool Evaluation;*
  - *Alberta Mentoring Partnership Developmental Evaluation;*
  - *A Safe Place Evaluation;*
  - *Early Years Continuum Project Evaluation; and,*
  - *Shepherd's Care Evaluation.*

**Sub-Contract Independent Evaluation Contractor**

- Project management and evaluation leadership, support and expertise related to: literature reviews, evaluation frameworks, data analysis, data structuring, and reporting
- Selected projects include:

- *Edmonton Federation of Community Leagues Evaluation;*
- *Queer Mentoring Evaluation;*
- *Child and Youth in Care and Mentoring Program Evaluation;*
- *Compassion House Evaluation;*
- *Terra Centre Evaluation,*
- *Youth Community Support Program Evaluation*
- *City of Edmonton Logic Model Workshops; and,*
- *Employment First program evaluation.*

*Alberta Centre for Child, Family & Community Research (PolicyWise)*

*Nov 2014 – Mar 2015*

### **Project Manager (Child Data Centre of Alberta)**

- Provision of project management support to oversee the development of the Child Data Centre of Alberta (CDCA), a research facility where research data, survey data, and (in later stage) administrative data related to child and youth development, health and well-being are stored, cleaned, catalogued and managed for secondary use.
- Provision of extensive knowledge of research, process and project management to facilitate the ongoing development of the CDCA in the avenues of technical infrastructure, communication, marketing, data development and deposit and metadata.

*YMCA of Northern Alberta*

*Jun 2013 – Aug 2015*

### **Program Evaluation Director**

- Led strategic evaluation for the organization, board and membership.
- Provision of quality support, information and expertise in regards to program evaluation, measurement, data and outcomes to the organization. As well as to lead, develop or support ongoing strategic evaluation and research efforts within the organization. Contributed to the development of logic models, tools and evaluation planning and implementation strategies.
- Provided leadership, training and oversight in the development of logic models, definition of service delivery outcomes, development and implementation of research initiatives, research, acquisition and implementation of evaluation tools, and compilation, analysis and reporting of outcome data in the annual report card.
- Supervision of 5 direct reports in addition to supervising the implementation of evaluation activities with all staff across various aspects of the organization.
- Selected projects include:
  - *Downtown Housing Research Project – A Partnership with the University of Alberta;*
  - *Child Care Research Project – A Partnership with the University of Alberta;*
  - *Explorasport Program Evaluation;*
  - *Women's Only Fitness Program Evaluation; and,*
  - *YMCA of Northern Alberta Outcomes Annual Report Card.*

*Government of Alberta - Human Services*

*Jan 2013 – Jun 2013*

### **Lead Analyst, Program Analysis and Improvement Unit**

- Use of a large ministry wide database housing child intervention data (ISIS) to conduct comprehensive data analysis, data management and manipulation, for outcome monitoring and report writing .

- Use of Infomart Cubes, comprehensive excel databases and Curam software.

*University of Alberta*

*Sept 2012-May 2013*

### **Research Assistant, ACCERT**

- Research assistant to Dr. Poth in the Education Psychology department, part of the Alberta Clinical and Community-based Research Team (ACCERT) that led the development of an evaluation framework for the Alberta Mentoring Partnership.

*Charis Management Consulting*

*Jul 2008 – Dec 2012*

### **Research Associate**

- Led evaluation contract projects and implemented strategic evaluation initiatives with clients.
- Tasks included strategic implementation, team supervision, quantitative and qualitative data analysis, data entry and management, report writing, survey/key informant guide/focus group design, data compilation, logic model development, proposal generation among other tasks dependent on project.
- Selected projects include:
  - Edmonton North Primary Care Network Evaluation;
  - Alberta Centre for Child, Family & Community Research: Comprehensive Evaluation for The Healthy, Empowered, Resilient (H.E.R.) Pregnancy Program, Streetworks;
  - Mental Health Commission of Canada Framework Evaluation;
  - *The College of New Caledonia: Spirit of Vanderhoof Demonstration Project Evaluation;*
  - *Alberta Health Services – Tobacco Reduction and Cessation Evaluation;*
  - *The Lung Association – Evaluation of BLAST and Smart Steps Tobacco Reduction Programs;*
  - *Government of Yukon - Western and Northern Canadian protocol for Collaboration in Education Accountability Survey (second iteration);*
  - *Columbus House of Hope Women's Emergency Shelter Evaluation;*
  - *Alberta Education – Career & Technology Foundations Initiative Online Survey;*
  - *Alberta Education - Western and Northern Canadian protocol for Collaboration in Education Accountability Survey;*
  - *Alberta Council of Disability Services – Outcome Measurement among PDD-Funded Service Providers;*
  - *Strathcona Shelter Society – Program Evaluation of A Safe Place Women's Emergency Shelter*
  - *Northern Health Region Rehabilitation Services Review;*
  - *Stanton Territorial Health Authority Respiratory Therapy Service Review;*
  - *Institute of Health Economics Diagnostic Imaging Workshop;*
  - *Institute of Health Economics Ambassador Headache Project;*
  - *Institute of Health Economics Evaluation Survey;*
  - *Edmonton North Primary Care Network Pedometer Challenge Evaluation;*
  - *The Law Society of Alberta: Impact Evaluation of the Continuing Professional Development Program; and,*
  - *The Law Society of Alberta: Needs Assessment for Internationally Trained Lawyers.*

*Charis Management Consulting*

*Jul 2006 – Jul 2008*

**Research Assistant**

- Support the associates and principal investigators in their project with quantitative and qualitative data analysis, data entry and management, report writing, data compilation, among other tasks dependent on project.
- High-level data analysis, reports, spreadsheets, data compilation and synthetization.

---

VOLUNTEER WORK

*Canadian Evaluation Society*

*Sept 2016 – Present*

**Board of Directors - Director at large, Alberta Chapter**

**Board of Directors- National Chapter**

*Edmonton Police Service – Victims Service Unit*

*June 2012 – January 2018*

**MIRT Victim Advocate, Team Leader (Southeast, Team 3)**

- Providing support and advocating for victims of crime;
- Crisis call management and intervention;
- Court preparation and accompaniment services;
- Member of the Crisis Call-out Team and as a Dispatcher for Victim's Services calls;
- Member of the Major Incident Response Team (MIRT) assisting victims of homicide, and,
- Team leader and supervisor of six advocates in Team 3.

Training completed as related to volunteer work:

- Leadership training;
- Advanced Crisis Intervention Training; and,
- 70 hours of AVS 100 2012 Basic Advocate Core Training.

---

ACADEMIC RESEARCH SKILLS

- Quantitative and qualitative data collection and manipulation in academic and evaluation research settings;
- Knowledge of evaluation through practical and graduate experience;
- Completion of academic (graduate and undergraduate) studies on a variety of topics, including two theses;
- Completion of multiple evaluation, performance measurement, quality improvement and research projects in a professional capacity; and,
- Knowledge of SPSS statistical programs and psychological research procedures.

---

RELEVANT CLASSES TAKEN

- Leadership courses at undergraduate and graduate level;
- Project management courses;
- Advanced research methodology courses at both undergraduate and graduate level;
- Quantitative data courses and statistics at both the undergraduate and graduate level;
- ARECCI ethical certification;
- Test theory;
- Psychometrics;
- Doctoral level program evaluation course;
- Community-based research and evaluation; and,
- Indigenous research methodologies.

---

## KNOWLEDGE OF TECHNOLOGY

- Very knowledgeable and capable with computers and programs, well versed in:
  - Curam platform software;
  - Microsoft Word, Excel, PowerPoint, Visio, Publisher and Access;
  - Statistical software such as SPSS, R, SAS;
  - Survey analysis software such as Survey Monkey, Interceptum surveys; and,
  - WebEx, Go to Meeting, Lync and Join.me online meeting and presentation software.