

Monica D. Mesa-Alvarez

Joseph R. Biden, Jr. School of Public Policy & Administration | National Leadership Consortium

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EDUCATION

Ph.D. in Public Policy and Administration, Expected 2024,

Joseph R. Biden, Jr. School of Public Policy & Administration

Dissertation Title: “Do Public Disability Services Preserve the Rights of People with Disabilities? A Principles Focused Evaluation of Policy Implementation.”

Master of Public Administration, 2020

Joseph R. Biden, Jr. School of Public Policy & Administration

Concentration: Community Development, Nonprofit Leadership

Bachelor of Science in Chemistry, 2017

School of Chemistry, University of Havana, Cuba

Major: Physical Chemistry, Thermodynamics and Kinetics

WORK EXPERIENCE

Research Associate

January 2024 – Present

National Leadership Consortium, Council on Quality and Leadership.

- Spearheaded the execution of research and evaluation endeavors for various funded projects, with a primary focus on meticulous data management and analysis.
- Proficiently engaged in both quantitative and qualitative data collection processes, ensuring comprehensive data sets for analysis.
- Applied advanced qualitative and quantitative analytical techniques to derive meaningful insights from collected data, contributing to informed decision-making processes.
- Lead the development and validation of the Organizational Priorities and Practices Inventory (OPPI).
- Deta colaction, and preparation for research briefs, funder reports and publications that effectively communicated research findings and recommendations.
- Demonstrated adeptness in employing a range of data management and analysis tools, including SPSS, Stata, Python, Qualtrics, Dedoose, and RedCap, streamlining processes and enhancing efficiency.

Research Assistant

January 2022 – January 2024

National Leadership Consortium, Council on Quality and Leadership.

- Support the implementation of research and evaluation for funded projects, including:
 - Participating in data collection (both quantitative and qualitative)
 - Conducting qualitative and quantitative analysis of data
- Development and validation of the Organizational Priorities and Practices Inventory (OPPI).

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- Contribute to the development of reports and publications for funded research and evaluation projects aligned with the mission and focus of the National Leadership Consortium.
- Methods and tools of data management and analysis, SPSS, Stata, Python, Qualtrics, Dedoose, RedCap

Graduate Research Assistant

September 2019 – December 2021

National Leadership Consortium on Developmental Disabilities, Department of Human Development & Family Studies, University of Delaware.

- Investigator Leadership Institute program evaluation longitudinal research.
- Research survey design and survey validation; interviews; and survey data collection and analysis.
- Enter, clean, and organize data collected for National Leadership Consortium research projects.
- Statistical and qualitative analyses for reports, publications, and presentations.

Summer Researcher Assistant Intern**June 2019– September 2019**

National Leadership Consortium on Developmental Disabilities, Department of Human Development & Family Studies, University of Delaware.

- Survey design and distribution. Conducting Interviews.
- Statistical and qualitative analyses. Presenting at conferences.
- Writing literature reviews. Writing for reports, white papers, presentations, and papers for publication.
- Database Management.

Research Assistant**September 2013- June 2018**

Lomonosov Research Group on Thermodynamic and Complex Systems. Department of Physical Chemistry, School of Chemistry, University of Havana, Cuba.

ACADEMIC POSITIONS**Teaching Assistant.****September 2013- June 2017**

Department of Physical Chemistry & General Chemistry, School of Chemistry, University of Havana, Cuba

PROFESSIONAL DEVELOPMENT and CERTIFICATIONS**English for Academic Purposes, Intensive English Program, 2018**

English Language Institute, University of Delaware

Summer Institute in Anti-Racist and Decolonizing Research Methods.

George Mason University. 2022.

Data Science Certificate.

University of Delaware. Expected 2024

Program Evaluation Certificate.

University of Delaware. Expected 2024

AWARDS, HONORS, AND FELLOWSHIPS**Graduate Student Travel Awards****2021-2023**

ANCOR, ASPA, APPAM conference. Biden School & Graduate College, University of Delaware. \$3,000

Fellowship Award. Nonprofit Management Scholarship Program.**2018-2020**

International Research & Exchanges Board (IREX). \$100,000

Doctoral Funding Tuition Competitive Award**2020-2024**

Biden School, University of Delaware.

Nu Lambda Mu, Honor Society	2020
International Society for Nonprofit Management, Philanthropy, and Social Entrepreneurship & Enterprise.	
Women of Promise Award, University of Delaware.	2019
Research Award from the rector of the University of Havana	2018
Recognition of the research developed in the thermodynamic study of tumoral growth.	
Great Award of the Academy of Sciences of Cuba	2018
Award in recognition of the contribution to the study of cancer in Cuba, University of Havana	
Outstanding Graduate Award from the dean of the School of Chemistry	2017
School of Chemistry, University of Havana	
Outstanding Prize and Grand Prize of the Lomonosov Honorary Chair.	2017
Student Scientific Conference, School of Chemistry, University of Havana. "Thermodynamic study of cancer glycolysis: thermal ablation and electrotherapy of cancer." M.D. Mesa-Alvarez , J.P. Pomuceno, I. Duran.	
Mention Award.	2017
XXIX Scientific Student Conference, School of Biology, University of Havana. "How much damage does glucose do to cancer?" I. Duran, J.P. Pomuceno, M.D. Mesa-Alvarez .	
Relevant Award and Prize of the Section of Biochemistry and Molecular Biology of the Cuban Chemical Society.	2017
XXIX Scientific Student Conference, School of Biology, University of Havana. "Thermodynamic study of cancer glycolysis: thermal ablation and electrotherapy of cancer." M.D. Mesa-Alvarez , J.P. Pomuceno, I. Duran.	
Grand Prize, Bioinformatics Commission.	2016
XXVIII Student Scientific Conference, School of Biology, University of Havana. "Thermodynamic analysis of the fundamental reactions of cancer glycolysis". J.P. Pomuceno, I. Duran, M.D. Mesa-Alvarez.	
Outstanding Prize & Grand Prize of the Lomonosov Honorary Chair	2016

Student Scientific Conference, School of Chemistry, University of Havana.
"Thermodynamics of cancer glycolysis in Thermal Ablation Therapy". M.D.
Mesa-Alvarez, J.P. Pomuceno, I. Duran.

PUBLICATIONS

- C. Gilden, **M. Mesa-Alvarez** & C. E. Bailey (n.d.). Moving Toward Economic Inclusion for People with Disabilities: Investigating the Impact of Financial Training and Support. (Manuscript submitted). *Inclusion*.
- M. Mesa-Alvarez**, C. Bailey, & S. Eidelman (n.d.). Do Public Disability Services Preserve the Rights of People with Disabilities? A Principles Focused Evaluation of Policy Implementation. Doctoral Dissertation Research Paper, 2024. *Proposal approved*.
- T. Bahamonde & **M. Mesa-Alvarez** (n.d.). The Cuban reform Adjustment Task (2019-2023) and the public administration structures. Book Chapter. *Handbook of Public Administration in Latin American Countries*. (Manuscript submitted to editors)
- Jaime, J. C., **Mesa-Álvarez, M. D.**, Martin, R. R., Betancourt-Mar, J. A., Cocho, G., Mansilla, R., & Nieto-Villar, J. M. (2019). Chronotherapy of cancer: periodic perturbations in vascular growth and metastasis. *Biological Rhythm Research*, 50(4), 495-504.
- Mesa-Alvarez, M. D.**, Pomuceno, J. P., Durán, I., Montero, S., Martin, R. R., Mansilla, R., ... & Nieto-Villar, J. M. (2018). Thermodynamic Considerations on the Effect of Hyperthermia and Electrotherapy in the Tumor HeLa Cells. *Revista Cubana de Física*, 35(1E), 24-27.
- Montero, S., Durán, I., Pomuceno-Orduñez, J. P., Martin, R. R., **Mesa, M. D.**, Mansilla, R., ... & Nieto-Villar, J. M. (2017). How much Damage can make the Glucose in Cancer. *J Tumor Res*, 3(1), 116.

RESEARCH PIECES AND REPORTS

- M. Mesa-Alvarez**, C. Bailey & C. Gilden (n.d.). Methodological Validation of the Organizational Priorities and Practices Inventory: A Holistic Assessment of Organizational Performance.
- C. Gilden, **M. Mesa-Alvarez** & C. Bailey (n.d.). Obstacles and Facilitators for a Better Quality of Life Outcomes for People with Disabilities is Service Delivery. Research Project. National Leadership Consortium on Developmental Disabilities.
- C. Bailey, C. Gilden & **M. Mesa-Alvarez** (n.d.). Case Studies of Organizations That Are Providing Services That Support People with Disabilities to Be Fully Integrated and Included in Their Communities. COMMUNITY LIVING MINI-GRANTS. North Carolina Council on Developmental Disabilities (NCCDD), NC Department of Health and Human Services (DHHS). Awarded 2023.
- M. Mesa-Alvarez** (2023). The Organizational Priorities and Practices Inventory: A Holistic Assessment of Organizational Performance. *The National Leadership Consortium Bulletin*. Issue 6.
- C. E. Bailey, C. Gilden, & **M. Mesa-Alvarez** (2022). *External Evaluation of Monitors with Disabilities' Experience with the Transition to Virtual Monitoring for Independent Monitoring for Quality (IM4Q) in Pennsylvania*. Evaluation Report. The Institute on

Disabilities, Temple University, Pennsylvania's University Center for Excellence in Developmental Disabilities, The National Leadership Consortium on Developmental Disabilities.

CONFERENCE PRESENTATIONS

- M. Mesa-Alvarez**, C. Bailey & C. Gilden. Panel Paper. Leadership Practices in the Disabilities Field: Using Best Practices Focused Evaluation to Target Improvement. American Association of Intellectual and Developmental Disabilities, Annual Meeting, 2024. Research Conference. *Proposal Submitted.*
- C. Gilden, **M. Mesa-Alvarez** & C. Bailey. Panel Paper. Where Leaders Think the Disabilities, Field is Going and What It Takes to Get There. American Association of Intellectual and Developmental Disabilities, Annual Meeting, 2024. Research Conference. *Proposal Submitted.*
- M. Mesa-Alvarez**, C. Bailey & C. Gilden. Roundtable Paper. What Do We Know About Organizational Practices in the Disabilities Field? Using Best Practices Principles Focused Evaluation to Target Improvement. International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD), 17th World Congress 2024. *Proposal Submitted.*
- C. Gilden, **M. Mesa-Alvarez** & C. Bailey. Single Paper. What Leaders Need to Bring About Better Quality of Life Outcomes for People with Disabilities. International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD), 17th World Congress 2024. *Proposal Submitted.*
- M. Mesa-Alvarez**, C. Bailey, C. Gilden & S. Eidelman. Does Disability Public Service Preserve the Rights of People with Disabilities? Best Practices Principles Focused Evaluation. Single Paper. American Society for Public Administration, 2024 Research Conference. *Proposal Submitted.*
- M. Mesa-Alvarez**, K. Loomis, C. Bailey, & C. Gilden (2023). What Do We Know About Leadership Practices in the Disabilities Field? Using Best Practices Principles Focused Evaluation to Target Improvement. Concurrent Session. 2023 AUCD Annual Conference
- M. Mesa-Alvarez**, C. Bailey, C. Gilden & S. Eidelman (2023). Does Disability Public Service Preserve the Rights of People with Disabilities? Best Practices Principles Focused Evaluation. Poster. American Association of Public Policy Analysis and Management, 2023 Fall Research Conference
- C. Gilden, **M. Mesa-Alvarez** & C. Bailey (Proposal Submitted, 2023). Advancing Future Financial Planning for People with Disabilities. Single Paper. American Association of Public Policy Analysis and Management, 2023 Fall Research Conference
- C. Gilden, **M. Mesa-Alvarez** & C. Bailey (2023). Recipe for Success: Frameworks for Person-Centered and Quality Supports. The Organizational Priorities and Practices Inventory. American Network of Community Options and Resources 2023 Annual Conference.
- M. Mesa-Alvarez**, C. Bailey & S. Eidelman (2023). Does Disability Public Service Preserve the Rights of People with Disabilities? Best Practices Principles Focused Evaluation. Single Paper. American Society for Public Administration 2023 Annual Conference.

C. E. Bailey, **M. D. Mesa-Alvarez** & J. Qi (2021). *Measuring Organizational Practices of Disability Service Sector Organizations: The Organizational Priorities and Practices Inventory*. Poster Presentation. American Association of Intellectual and Developmental Disabilities, 145th Annual Meeting, 2021

M. Mesa-Alvarez, C. Bailey, & S. Eidelman (2021). Organizational Priorities and Practices Inventory (OPPI) for Organizations in the Field of Disabilities. Assessment for Policy Evaluation and Recommendation. Poster Presentation. American Association of Public Policy Analysis and Management, 2021 Fall Research Conference

LEADERSHIP POSITIONS

Queer and Trans Graduate Students Union, University of Delaware May 2022 – June 2023
Executive Board

University of Delaware Pride Caucus September 2021 – Present
Member at large

Biden School Student Association, University of Delaware September 2020 – June 2021
Executive Board

PROFESSIONAL MEMBERSHIPS

- American Society for Public Administration, 2019- Present.
- American Association of Intellectual and Developmental Disabilities, 2021- Present.
- American Association of Public Policy Analysis and Management, 2021- Present.
- International City/County Management Association, Student Chapter, UD. 2018-Present.