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EDUCATION

PhD, Social Work and Social Psychology, 1996
University of Michigan, Ann Arbor, MI

MSW, Interpersonal Practice, 1991
University of Michigan, Ann Arbor, MI

MA, Social Psychology, 1993
University of Michigan, Ann Arbor, MI

BA, Psychology with Honors in Education, 1990
Stanford University, Stanford, CA

PROFESSIONAL EXPERIENCE

RDP Consulting, Oakland, CA 10/09 to present
PRINCIPAL / FOUNDER. Provide culturally competent organizational, programmatic, and research-related consulting to non-profit, community based and focused organizations, and foundations. Consult with organizations that embrace a social justice and equity lens to ensure increased life success for low-wealth individuals, families, and communities. Design, implement, manage, and monitor program activities in ways that are user-friendly and useful to staff, participants and of interest to funders. Services provided: theory of change and logic model development; program design, coordination, and management; formative and summative evaluation research, and report writing.

Gateway to College at Laney College, Oakland, CA 04/13 to 03/15
INTERIM DIRECTOR / DIRECTOR. Responsible for coordinating and managing one of a national network of programs serving 16 to 20-year-old Alameda County residents who were at risk of leaving or who had left high school without a diploma. Worked closely with the local school district, Laney College staff and the national funder to offer dual credit, college level courses that allowed students to earn both high school and college credits. Managed budget and program operations, monitored and informed program instruction and evaluation, oversaw student recruitment, retention and support and supervised a team of instructors, counselors, and administrative support staff.

The James Irvine Foundation, San Francisco, CA 04/05 to 12/09
SENIOR / PROGRAM OFFICER, YOUTH. Identified and arranged financial, technical, and evaluation support for promising and innovative programs working to improve high school completion rates and postsecondary opportunities for low-income youth between the ages of 14 and 24 years old. Promoted the integration of college preparatory education and rigorous technical training to prepare youth for both college and career. Also, informed grant making priorities and strategies, monitored existing grants, and convened clusters of grantees. Key areas of interest included academically rigorous career and technical education, student support services, dual/concurrent enrollment, and community colleges.

MDRC, Oakland, CA 04/01 to 03/05
RESEARCH ASSOCIATE III. Worked individually and as part of a team to design, implement, and manage a multi-year evaluation of a major initiative to improve employment and health in four low-income California communities. Served as the key contact person for foundation staff, subcontractors, and other consultants. Developed surveys and field research protocols, managed, and trained on-site evaluators, analyzed qualitative and quantitative data, and wrote reports. Responsible for arranging and monitoring subcontracts and related budgets. Also, served as site lead for one of six community colleges participating in a national demonstration project examining ways to increase low-income individuals' access to and retention in post-secondary education.

PROFESSIONAL EXPERIENCE – *continued*

Philliber Research Associates, Oakland, CA and Accord, NY 09/96 to 03/01
 SENIOR EVALUATOR. Helped human service programs (e.g., family resource centers, teen pregnancy prevention programs) design tools and instruments to evaluate their work to develop more effective services and activities and to modify or eliminate unproductive ones. Drafted extensive reports containing demographic information, describing the type and intensity of services provided, and highlighting participant outcomes. Trained program personnel on how to use various evaluation-related protocols. Analyzed changes in program productivity during consultations with clients. Performed literature reviews to assist clients in program comparisons and development. Supervised data analysts and data entry personnel.

SAMPLE PRESENTATIONS AND FACILITATION OPPORTUNITIES

“Solving for Equity: Implementing Math Pathways to Promote Racially Equitable Outcomes” (with Pamela Burdman, Dr. Mina Dadgar, and Dr. Tammi Marshall), Strengthening Student Success conference presentation, 2021.

“We’ve Been Waiting and Are Ready for You: A Framework for Creating a Climate and Culture of Equity & Inclusion for Black Students” (for Foothill College’s Student Services Annual Conference), Presentation, 2021.

Student Onboarding Redesign Sessions (with support from Kelley Karandjeff and Priyadarshini Chaplot) (for Santa Barbara City College), 2020.

“Go Figure: Exploring Equity in Students’ Postsecondary Math Pathway Choices”, Co-facilitator (with Pamela Burdman), Webinar, 2020.

Classified Professional Staff Guided Pathways Retreat, Co-facilitator (with Darla Cooper) (for Norco College), 2020.

Student Services Council Retreat, Co-facilitator (with Dr. Rachel Antrobus) (for San Joaquin Delta College), 2019.

Educational Advisors, Coaches, and Clerks Retreat with focus on student onboarding, Co-facilitator (with Dr. Darla Cooper) (for Norco College), 2019.

Chancellor’s Office Institutional Effectiveness Partnership Initiative, Regional Guided Pathways Workshops, College Team Table and Breakout Session Facilitator, 2018-2020.

Opening Day Presentation. “Guided Pathways and Student Support (Re)defined: Two Complementary Frameworks for Student Success” (at Los Angeles Valley College), 2017.

Research and Planning (RP Group) Group for California Community Colleges, Strengthening Student Success Conference. Presenter (with Diego Navarro and Alyssa Nguyen): “Examining the Long-term Academic and Employment Impacts of the Academy for College Excellence: A Mixed Methods Study,” 2017.

SAMPLE PAPERS AND PUBLICATIONS

Purnell, R. D. and Burdman, P. (2021). *Solving for Equity in Practice: New Insights on Advancing College Math Opportunity and Success*. Berkeley, CA: Just Equations.

Purnell, R., Teng, S., Williams, C., and Scadeng, M. (2021). CHAMPIONING BLACK-LED ORGANIZATIONS: Lessons Learned from an Unapologetically Black-Centered Capacity Building Initiative - Evaluation Report for Year Two of East Bay Community Foundation’s (EBCF) ASCEND: BLO Initiative. Oakland, CA: EBCF.

SAMPLE PAPERS AND PUBLICATIONS – *continued*

Burdman, P. & Purnell, R. D. (2020). *Crossing Signals: What college websites tell students about taking mathematics*. Berkeley, CA: Just Equations.

Purnell, R. D. and Burdman, P. (2020.) *Go Figure: Exploring Equity in Students' Postsecondary Math Pathway Choices*. Berkeley, CA: Just Equations.

Teng, S., Purnell, R., Imani, J., Williams, C., Scadeng, M., & Mendes-Campos, M. (2019). East Bay Community Foundation (EBCF) ASCEND: Black-Led Organizations Accelerating and Stabilizing Communities through Equitable Nonprofit Development Final Evaluation Report for Year One. Oakland, CA: EBCF.

Purnell, R. D. (2019.) *Economic Justice: A Philanthropic North Star for Workers' Rights*. Oakland, CA: On behalf of the Neighborhood Funders Group.

Purnell-Mack, R. D. (2018.) *Umoja Community Insights and Feedback from Program Coordinators on Available and Needs Supports and Resources*. San Rafael, CA: The Research and Planning Group for California Community Colleges.

Nguyen, A., Purnell-Mack, R., Cooper, D. M., Rodriguez-Kiino, D., Kretz, A., Fagioli, L., Myers, M., and Rassen, E. (2018.) *Academy of College Excellence: A Mixed-Methods Analysis of the Long-Term Academic and Career Outcomes for ACE Students*. San Rafael, CA: The Research and Planning Group for California Community Colleges.

Purnell-Mack, R. (2018.) *Funders for a Just Economy: Collaborating to Ensure Economic Justice for the Low-Income Worker*. Oakland, CA: Neighborhood Funders Group.

Purnell-Mack, R. (2017.) *The College Bound Brotherhood: A Regional Movement to Increase College Opportunity and Success for Black Male Youth*. Oakland, CA: Kapor Center for Social Impact.

Purnell-Mack, R. and Teng, S. (2017.) *Lighting the way to a Just Transition to a New Economy: An Evaluation of Project Phoenix-A year-long Neighborhood Funders Group cohort learning program*. Oakland, CA: Neighborhood Funders Group.

Purnell, R. (2014). *A guide to launching and expanding dual enrollment programs for historically underserved students in California*. Berkeley, CA: Research and Planning Group for California Community Colleges in collaboration with the California Community Colleges Chancellor's Office and the San Joaquin Delta Community College District, Stockton, CA.

HONORS AND AWARDS

45 Faces of A Better Chance, New York, NY. 2008. Selected by A Better Chance, an organization working to increase the number of people of color who are assuming positions of responsibility and leadership, as one of 45 prominent alumni who exemplify the organization's mission.

Rackham Graduate School Dissertation/Thesis Grant, University of Michigan, Ann Arbor, MI, 1995.

University of Michigan Substance Abuse Center Pre-Doctoral Fellow, Ann Arbor, MI, 1994–1996.
National Institute on Drug Abuse (NIDA) Training Grant.

Teagle Foundation Scholarship, University of Michigan, Ann Arbor, MI, 1990-1995.

Rackham Graduate School Merit Fellowship, University of Michigan, Ann Arbor, MI, 1990-1994.

Firestone Medal for Excellence in Research for Honors Project in Education, Stanford University, Stanford, CA, 1990.