



Organizational Strategy, Culture, and Leadership for Social Change
Holding Space for Joy and Possibility

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FOCUS

- Creating and providing earthy, pragmatic, and engaging solutions to complex organizational challenges.
- Core practices consist of facilitation, culture change, crafting strategy, leadership and team development, and individual and small group coaching.
- Clients include nonprofits, philanthropies, and social change communities.

EDUCATION

2008 COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK

Doctor of Philosophy

Concentration: Organizational Theory, Behavior, and Management

1998 UNIVERSITY OF WASHINGTON

Master of Social Work

1991 WESLEYAN UNIVERSITY

Bachelor of Arts with Honors in Theater Directing

PROFESSIONAL EXPERIENCE

2000-present *Independent Consultant*

COMMUNITY ARCHIVING WORKSHOP

SAN FRANCISCO FRIENDS SCHOOL

CEDAR TREE FOUNDATION

NO NORTH BROOKLYN PIPELINE COALITION

BREAD AND PUPPET THEATER

ORIGAMI USA

MORNINGSIDE HEIGHTS COMMUNITY COALITION

BK ROT

REPAIRED NATIONS

KITE'S NEST

TEAM COMMUNITY/INTERNET FREEDOM FESTIVAL

THE CENTER AT ORCHARD HILL

FORDHAM UNIVERSITY GRADUATE SCHOOL OF EDUCATION
MESH ED COLLECTIVE
CHEWONKI FOUNDATION
GROW NYC
PANTA RHEA FOUNDATION
AMERICAN INSTITUTE FOR FOREIGN STUDY FOUNDATION
IMMIGRATION EQUALITY
BROOKLYN FRIENDS SCHOOL
THE JEWISH MUSEUM
MUSEUM OF ARTS AND DESIGN
GLOBAL IMPACT INVESTING NETWORK
BEDFORD 2020
LOVE TRUMPS HATE SUNSET PARK
NEW YORK STATE COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS COALITION
SCHOOL FOOD FOCUS (NOW MERGED WITH FOOD CORPS)
YOUTH, I.N.C.
WILLIAM CASPAR GRAUSTEIN MEMORIAL FUND
92ND STREET YM-YWHA
BROOKLYN HEIGHTS MONTESSORI SCHOOL
SEEDCO
NEW PATHWAYS
INSTITUTE FOR COLLABORATIVE EDUCATION
TEATRO CIRCULO
UPSTART
NEW YORK ABORTION ACCESS FUND
SANDY STORYLINE
POSES FAMILY FOUNDATION
THE NATURALLY OCCURRING CULTURAL DISTRICT-NEW YORK
THE OPPORTUNITY AGENDA
NEW YORK FOUNDATION FOR THE ARTS
LEFFERTS GARDENS CHARTER SCHOOL
UN WOMEN
ART x CULTURE x SOCIAL JUSTICE NETWORK
HAVE ART: WILL TRAVEL
NEW YORK CITY PARTICIPATORY BUDGETING
PALLADIA, INC. (NOW MERGED WITH SERVICES FOR THE UNDERSERVED)
MAPLE STREET SCHOOL
EDEN VILLAGE CAMP
NATIONAL ASSOCIATION OF SOCIAL WORKERS
NEW YORK UNIVERSITY, WAGNER SCHOOL OF PUBLIC SERVICE

2000-present *Consultant in Partnership with Consulting Firms*

HAAKMAT CONSULTING
SUPPORT CENTER/PARTNERSHIP IN PHILANTHROPY
LEADWELL PARTNERS
BRACKEN LEADERSHIP
RITCHIE TYE CONSULTING
LAURENCE A. PAGNONI & ASSOCIATES
UNIVERSITY OF CHICAGO, CHAPIN HALL CENTER FOR CHILDREN
CICATELLI ASSOCIATES, INC.

2011-present *Webinars, Workshops, and Conference Presentations*

ALLIANCE FOR NONPROFIT MANAGEMENT
TEACHER RESOURCE CENTER, LONG ISLAND UNIVERSITY
ORGANIZATION DEVELOPMENT NETWORK OF NEW YORK
NATIONAL CONGRESS ON CULTURE, CULTURE DAYS, CANADA
SUPPORT CENTER/PARTNERSHIP IN PHILANTHROPY (MULTIPLE)
NONPROFIT SECTOR RESOURCE INSTITUTE, SETON HALL UNIVERSITY
NEW YORK CITY FACILITATORS GROUP
ANIMATING DEMOCRACY
AMERICAN EVALUATION ASSOCIATION (MULTIPLE)
U.S. DEPARTMENT OF ARTS AND CULTURE
PERFORMANCE MANAGEMENT PROFESSIONALS COLLOQUIUM
ALTERNATE ROOTS
ALTERNATIVE EDUCATION RESOURCE ORGANIZATION
INTERNATIONAL LEARNING VILLAGE, SLOVENIA
ART OF PARTICIPATORY LEADERSHIP AND SOCIAL CHANGE
PLEXUS INSTITUTE

2005-2015 *Adjunct Assistant Professor*

COLUMBIA UNIVERSITY
HUNTER COLLEGE
ADELPHI UNIVERSITY
TOURO COLLEGE

Taught graduate-level courses in community engagement, facilitation, research, evaluation, and organizational management.

2009-2011 *Director of Evaluation*

PALLADIA, INC.

Directed evaluation department of large multi-service agency focused on substance abuse and housing issues. Managed, designed, and conducted agency and program evaluations. Provided leadership in interdepartmental team initiatives focused on data integrity. Provided consultation to program directors and management regarding data collection, improved metrics, and implications of evaluation findings.

2008-2009 *Associate Research Scientist*

CENTER FOR SOCIAL POLICY AND PRACTICE IN THE WORKPLACE, COLUMBIA UNIVERSITY

Managed and evaluated a federally funded study evaluating an intervention for low-income, single parents of asthmatic children. Developed funding proposals for further studies, including designing evaluation plans.

2006-2008 *Principal Investigator, Dissertation*

COLUMBIA UNIVERSITY

Designed and conducted research; prepared IRB protocols; developed partnerships with five nonprofit foster care agencies; conducted and transcribed in-depth interviews with 25 foster care workers; and analyzed data and wrote report. Funded by the New York Community Trust.

2001-2002 *Director of Technical Assistance*

NEW YORK CITY COALITION AGAINST HUNGER

Conducted technical assistance needs assessment of emergency food programs and designed and implemented programs to meet their needs.

1999-2000 *Policy Analyst*

NEW YORK CITY COALITION FOR THE HOMELESS

Researched, analyzed, and reported safety violations within the city's shelter system.

PUBLICATIONS

Schwartz, A. (2023). *Organizational Performance Art: Holding Space for Joy and Possibility*. Portland: Impeller Press.

Fierro, R.S., Schwartz, A., Smart, D. (Eds.) (2016). Special Issue: Evaluation and Facilitation. *New Directions in Evaluation*.

Schwartz, A. (2016). Evaluating Participatory Facilitated Conversations within the Art of Hosting Framework. *New Directions in Evaluation*.

Schwartz, A. (2011). Foster care workers' emotional responses to their work. *Journal of Sociology and Social Welfare*.

Schwartz, A. (2008). *Stayers, Fence-Sitters, and Leavers: Foster Care Workers' Psychological Responses in the Workplace*. Columbia University, New York. (PhD dissertation)

Schwartz, A. (2007). How Goal Orientation Match Between Social Workers and Their Supervisors Impacts Social Workers' Job Satisfaction: A Theoretical Exploration. *The Clinical Supervisor*.

Wulczyn, F., Embry, R., Schwartz, A., & Nelson, T. (2006). *New York City Child Welfare System: Prevention Among Infants*. American Psychological Association Convention Presentation.

Schwartz, A. (Ed.) (2002). *Souper Kit: A Guide to Starting and Operating Food Pantries, Soup Kitchen, and Other Emergency Food Programs in New York City*. New York: New York City Coalition Against Hunger.

Schwartz, A. (2002). *Finding a Better Job: A Guide to Job Help Programs*. New York City: New York City Coalition Against Hunger.

Schwartz, A. (1999). Americanization and Cultural Preservation in Seattle's Settlement House: A Jewish Adaptation of the Anglo-American Model of Settlement Work. *Journal of Sociology and Social Welfare*.

Schwartz, A. (1998). *Americanization and Cultural Preservation in Seattle's Settlement House: 1906-1936*. University of Washington, Seattle, WA. (MSW thesis)

CONTINUED PROFESSIONAL DEVELOPMENT

- 2017** **SOCIAL TRANSFORMATION PROJECT**
Art of Transformational Consulting
- 2013** **A.K. RICE INSTITUTE**
Leadership & Authority in Contemporary Organizations
- 2011** **AUTHENTIC LEADERSHIP IN ACTION (ALIA)**
Summer Leadership Intensive
- 2011** **NYC ART OF PARTICIPATORY LEADERSHIP**
Art of Hosting and Harvesting