

Catherine Raymond, Ph.D.

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Qualifications Summary

With more than twenty-five years experience in the development and administration of programs and services for adults, children, and families, Dr. Raymond has been extensively involved in all aspects of nonprofit program and organizational management. She has worked locally and internationally in arts & culture, education, environment, human services, science education, and youth development.

Professional Experience

President, Raymond Consulting, Inc.

Miami, Florida, January 2005 – present

Improving results for nonprofit organizations through skillful evaluation, strategic planning, grant development, and capacity building. Providing results-oriented, collaborative technical assistance to South Florida's nonprofit executives and staff.

Adjunct Faculty

- Florida International University, 2012 – 2016; 2008 – 2009
Instructor for graduate courses: Strategic Planning, Nonprofit Management, Grant Writing
- University of Miami, 2014 – 2016
Instructor for undergraduate courses: Community Program Development and Evaluation, Community Consultation and Leadership, Understanding Human Service Organizations

Director of Education and Exhibits, Miami Children's Museum

Miami, Florida, July 2001 – December 2004

- In 2003, launched one of the country's top ten largest children's museums.
- Served on senior management team that completed the \$25 million 60,000 sq. ft. construction project on time and only 1% over budget.
- Oversaw development, administration, and evaluation for more than 15 education programs.
- Oversaw design, fabrication, and installation of more than 20,000 sq. feet of exhibits.
- Created an education and exhibits department of more than 35 staff.
- Developed museum policies, procedures, and budgets as member of three-person senior team.
- Garnered overwhelmingly positive evaluations from visitors and program participants.
- Concluded the first fiscal year (in July '04) \$20,000 ahead of \$3.6 million budget.
- Opened a public charter school at the museum in August 2004.
- Hosted more than 250,000 visitors during the first year of operation.

Director of Programs, The Education Fund

Miami, Florida, August 1998 – June 2001

- Oversaw development, administration, and evaluation of 11 programs (pre-K to grade 12) involving more than 300 local public schools, annual program budgets totaling \$1.3 million and a program staff of 12. Ensured that programs met goals and objectives on time and within budget. Program funding secured from federal, foundation, and corporate sources. Successfully oversaw expansion from five programs to 11 in two years.
- Recruited, hired, and supervised program staff. Increased staff effectiveness and satisfaction by implementing improved management and administrative systems.
- Developed and monitored implementation of annual \$1.5 million organizational budget.

- Collaborated with Executive Director on new program design, funding, and public relations including program conceptualization, developing collaborations, and writing grant proposals.
- Collaborated with funders, school district staff, universities, and community organizations.

Deputy Director, Education Department, Miami Museum of Science

Miami, Florida, October 1997 – July 1998

- Directed three museum education program areas with a total annual budget of approximately \$1 million. Supervised personnel, oversaw project implementation, and developed and monitored budgets. Recruited, trained, and supported volunteers. Administered grants.
- Collaborated with Education Director on new project development and funding including program conceptualization, developing collaborations, and writing grant proposals.

Consultant, Peace Corps

Washington, D.C., Tonga, Malawi, June - September 1997, July 1994 - January 1995

- Co-authored manuals/reports on girls' education, teaching methodologies, youth development.
- Designed and implemented intensive pre-service training for Peace Corps/Tonga volunteer teachers including instruction in methodologies and curriculum development.
- Designed and conducted in-service training for Peace Corps overseas staff and volunteers.

Associate Director for Education, Peace Corps

Tanzania, East Africa, January 1995 - June 1997

- Led a participatory redesign of a secondary education project for Peace Corps volunteer teachers. Recognized by Peace Corps and the Government of Tanzania as a model project.
- Developed and implemented all project management systems. Increased volunteer effectiveness and job satisfaction.
- Designed and implemented training programs for American and African teachers.
- Effectively managed a large project involving supervision of 70 Peace Corps Volunteers in 50 schools as well as numerous collaborating individuals and organizations.
- Worked with administrative staff to develop and manage \$2 million annual budget.
- Collaborated with headquarters and worldwide staff on field-testing innovative practices.

Management Staff/Education, Miami Museum of Science

Miami, Florida, July 1991 - June 1994

Division Manager, Youth Programs, October 1992 - June 1994

- Developed, implemented, and internally evaluated nationally acclaimed projects serving more than 100 minority youth annually.
- Provided leadership as a mentor to other institutions attempting project replication and as co-chair of national YouthALIVE! Steering committee.
- Increased funding base from \$30,000 to \$310,000 in collaboration with Director of Education.

Project Director, Elementary InTech technology training program, January 1992 - January 1994

- Rapidly promoted from trainer to Project Director of this teacher and administrator training program. Responsible for day-to-day project management and conducting training institutes.
- Awarded state and national recognition for effective, innovative technology training program.

Trainer and Developer, July 1991- August 1993

- Trained more than 400 teachers in multi-day institutes.

Science Teacher, Carol City High School

Miami, Florida, 1991

Science Teacher, Peace Corps

Gabon, Central Africa, June 1988 - July 1990

Education

Ph.D., Public Affairs (Research Area: Nonprofit Management)

Florida International University, Miami, Florida

M.S., Adult Education/Human Resource Development

Florida International University, Miami, Florida

B.S., Biology

Cornell University, Ithaca, New York

Professional Affiliations

- American Association of Museums
- American Evaluation Association
- Environmental Education Providers of Miami-Dade County
- Visitor Studies Association

Partial Client List (Miami-Dade County, Florida)**Arts & Culture/Attractions**

- Arts for Learning
- Bass Museum of Art
- Fairchild Tropical Botanic Garden
- Florida Film Institute
- HistoryMiami
- Miami Beach Botanical Garden
- Patricia and Phillip Frost Museum of Science
- Vizcaya Museum & Gardens
- Zoo Miami

Environment

- Citizens for a Better South Florida
- DuMond Conservancy for Primates and Tropical Forests
- The South Florida National Parks Trust
- Tropical Audubon Society

Human Services

- American Civil Liberties Union
- Americans for Immigrant Justice
- ArtSpring
- Casa Valentina
- Catalyst Miami
- Chapman Partnership
- CHARLEE Homes for Children
- Epilepsy Foundation of Florida
- Healthy Start Coalition of Miami-Dade
- Miami Lighthouse for the Blind and Visually Impaired
- The Children's Trust
- The Women's Fund of Miami-Dade
- URGENT, Inc.
- Voices For Children/Guardian Ad Litem Program