

ERICA SKOGEBO MCFADDEN

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PROFESSIONAL SUMMARY

Former executive director of a non-profit organization serving people with disabilities. Expertise and extensive experience in organizational management, fundraising, public presentations, community-building, policy analysis, program development, professional networking, personnel management, and written and oral communication. Twenty years of experience working at all levels in the aging and disability profession with relationships with international, national, and statewide disability executives.

SKILLS

- Strong fiscal management and fundraising experience
- Personnel management expertise
- Ability to connect with an audience
- Community-building skills both inside and outside organizations
- Expertise in state and federal human service and disability policies and laws
- Analytical thinker
- Legislative advocacy expertise
- Spanish proficiency
- Proven ability to successfully engage diverse stakeholders
- Successful grant writer

WORK HISTORY

Senior Policy Analyst, 08/2009 to Current

Morrison Institute for Public Policy, Arizona State University – Phoenix

- Serve as the primary researcher, policy expert, and author on the topics of aging and disability policy, which culminated in the release of over 70 blogs, policy briefs, academic journal articles, reports, and newspaper articles.
- Served as a primary speaker at more than 100 public meetings, conferences, and state planning sessions addressing state policy and best practices for intellectual and developmental disabilities (I/DD) and aging.
- Conducted focus groups and designed and analyzed surveys querying more than 1,000 caregivers and youth and adults with intellectual and developmental disabilities to evaluate state and local programs and policies and recommend and prioritize areas for improvement.
- Raised the most private, grant, and government funding for Morrison Institute during the past three years.
- Encouraged creative thinking and problem-solving when working with the staff and community in developing the five year strategic plan for the Arizona Developmental Disabilities Planning Council, a grant-making body for I/DD organizations.
- Collaborated with hundreds of non-profit, for-profit, and governmental organizations locally and statewide to conduct and disseminate Arizona's disability research findings and recommendations.

Executive Director, 06/2005 to 08/2009

LINC, Inc. – Belleville, IL

- Led the growth of LINC, Inc., increasing the assistance delivered to individuals with disabilities by more than 300%, increasing revenues by 50%, and establishing two additional satellite offices.
- Innovated the organizational structure and programming to include remote offices and an aging and disability resource center that won the National Council on Independent Living award for Best Practices in Aging & Disability collaboration. Cited as one of the five most innovative programs in the country by the Association of

Programs for Rural Independent Living.

- Strategically collaborated with state and federal legislators and politicians, other high profile organizations, and grant makers to raise the profile and visibility of LINC, Inc., resulting in the office serving as the location for the governor's press conference on the negative impact of state budget cuts.
- Developed and implemented a formal volunteer program, expanding the organization's capacity.
- Implemented and supervised an effective budgeting and accounting system, and performance measurement software, that improved efficiency and reduced costs.

Professional Education Coordinator, 04/2003 to 06/2005

Alzheimer's Association – St. Louis

- Created new curriculum, programs, and products (i.e., disability sensitivity training) increasing the number of persons served by more than 2,000 over one fiscal year.
- Developed and implemented a marketing plan, including e-marketing and newsletters that increased FY04 revenues to record levels for the St. Louis Alzheimer's Association.
- Pioneered a state-wide coalition embracing person-centered care in long-term care settings that remains several thousand strong today.
- Trained several thousand direct care staff and consulted with organizations on how to improve service delivery to clients with dementia, including people with Down syndrome.

Geriatric Care Manager, 6/2001 to 4/2003

St. Andrew's At-Home Services – St. Louis

- Counseled families, people with disabilities, and older adults on resources and housing decisions.
- Conducted CNA training on person centered care.
- Developed policies, procedures and forms for the program.

EDUCATION

Ph.D.: Public Policy and Administration, December 2014

Arizona State University, Phoenix, AZ

Dissertation: Aging in place or aging and displaced? A multi-site comparative case study of power, subjectivity, and community resiliency in public housing governance

M.S.W.: Planning & Administration, May 2001

Virginia Commonwealth University, Richmond, VA

John A. Hartford Geriatric Social Work Scholarship Recipient

B.B.A.: Business Management, December 1996

B.A.: Spanish, December 1996

University of Texas at Austin

AFFILIATIONS

- Former Vice-Chair, Phoenix Mayor's Commission on Disability Issues
- Arizona Association of Providers for People with Disabilities
- Association for Research on Nonprofits and Voluntary Action
- National Down Syndrome Congress
- Association of University Centers on Disabilities