



Graciela O'Gorman Baciagalupo

Assistant Consultant, The Improve Group

Graciela is excited to practice and learn about evaluation through her position at The Improve Group. She brings joy and compassion to her work with colleagues and clients. When she is not working or at home, you can find Graciela at the dog park with her goldendoodle, Hopso.

Evaluation Expertise

Graciela sees evaluation as a form of social justice. She sees evaluation as a way to build upon the rich programming and organizations that exist within an continue to emerge from communities of color. With The Improve Group's equity focus, Graciela practices evaluation that honors these assets and helps grow, rejuvenate, and realign the important work of community organizations. She has also taken graduate-level coursework in program evaluation, including in the case study methodology, cost-benefit economic analysis, and principles and methods of evaluation.

Professional Experience

The Improve Group | St. Paul, MN | Assistant Consultant | 2022-present | Supports project teams to make the most of information, navigate complexity, and ensure clients' investments of time and money lead to meaningful, sustained impact.

Minnesota Management and Budget | St. Paul, MN | Human Resource Management Customer Service Specialist | 2018-21 | Responded to questions from the public and State employees, researching answers in a timeline and accurate manner, to support human resources department of Minnesota Management and Budget.

State of Minnesota COVID Response | St. Paul, MN | Temporary Management Analyst | 2021-22

Minnesota Department of Public Safety | St. Paul, MN | Work Out of Class: Human Resource Specialist One | 2021 | Assisted with applicant onboarding process and processing employee performance assessments.

Minnesota Department of Human Services | St. Paul, MN | Star of North Fellowship, Management Analyst | 2018 | Documented policies and collaborated with staff to establish new policies with Mental Health Division merger.

HealthPartners Institute | Bloomington, MN | Survey Specialist | 2017-18 | Conducted phone survey interviews to document respondents' opinions of their physical, mental, and nutritional health.

Job Corps | St. Paul, MN | Career Preparation Instructure, Admissions/Career Counselor | 2014-18 | Provided instruction and assistance to students to prepare them for job search and placement.

Argosy University | Eagan, MN | Admissions Representative | Recruited, retained, and supported students at Argosy University.

Education

Argosy University | Master of Science in Industrial Organizational Psychology

Saint Cloud State University | Bachelor of Science in Sociology, with a minor in Ethnic Studies

University of Minnesota | Graduate coursework in evaluation and policy research

Service, Leadership, & Recognition

2021 | Minnesota Management and Budget Commissioner Schowalter's Award in recognition of service during the temporary COVID pandemic state response

2019 | Unsung Hero Award from Prevent Child Abuse Minnesota

2019 | Coordinated training for 400 department staff and helped facilitate panel discussion. addressing integrational and cultural bias with government agencies

2018 | Delivered and developed a two-hour diversity training for Job Corps staff

2018 | Delivered and developed Job Corps curriculum designed for students with learning disabilities to provide program retention

2018 | Established and facilitated weekly student meditation group for high-risk youth

Memberships & Certifications

- Human Resources Certified
- Minnesota Evaluation Association