

DOUGLAS R. HESS, PHD  
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## SUMMARY

Innovative and experienced analyst, strategist, and organizer committed to deploying political analysis, social science research, and management skills for leading social change organizations. Effective leader, trainer, mentor, writer, and editor. Proven track record resulting in millions of voter registrations, expanded child nutrition programs, impactful civil rights litigation, strong coalitions, and results-oriented relationships between advocates and state and federal officials.

## EDUCATION

**PhD in Public Policy**, George Washington University. 2012.

**MA in Policy Studies**, Johns Hopkins University. 1999.

**BA in Psychology**, Grinnell College, 1991.

## EMPLOYMENT HISTORY AND CONSULTING PROJECTS

### Democracy Fund

Remote

*Freelance research and policy consultant*

*November 2021 – March 2022*

- ♦ Collected and analyzed data from multiple sources for a mixed-methods impact evaluation of automatic voter registration policies and advocacy efforts to improve “motor voter” programs.

### Grinnell College

Grinnell, IA

*Assistant Professor of Political Science and Policy Studies*

*August 2013 – July 2021*

- ♦ Appointed or elected to campus-wide committees on teaching assessment, faculty organization, and student entrepreneurship and leadership. Co-led two workshops on teaching.
- ♦ See my full *curriculum vitae* at [www.douglashess.com](http://www.douglashess.com) for details, accomplishments, and adjunct teaching at other universities.

### National Voter Registration Act (NVRA) Project

Grinnell, IA

*Principal Investigator*

*August 2013 – August 2019*

- ♦ Raised \$110,000 for data-collection and mixed-methods research projects assessing states’ compliance with the NVRA and the impact of efforts to enforce the Act.
- ♦ Co-authored and published an academic paper using field experiments in government agencies in two states testing interventions to improve compliance
- ♦ With two national policy organizations, co-authored a report assessing social services agencies’ online registration systems.
- ♦ Presented findings to funders, advocates, the Justice Department, and scholarly conferences.
- ♦ Help a two-day workshop for three national organizations on data collection and analysis.

### ACT for Alexandria Foundation

Alexandria, VA

*Freelance research and policy consultant*

*August 2012 – August 2013*

- ♦ Conducted a mixed-methods assessment of vulnerable populations’ food access and security in Alexandria, Virginia, for a coalition of health organizations and a local foundation.
- ♦ Co-authored a report that recommended and led to the founding of a new organization to address hunger in the city.

**Food Research and Action Center**

*Freelance research and policy consultant*

**Washington, DC**

*May 2012 – August 2013*

- ◆ Wrote and edited sections of a white paper on food deserts in low-income communities based on extant research and interviews with community food advocates and academics.

**Rockefeller Family Fund**

*Freelance research and policy consultant*

**Washington, DC**

*August 2012 – December 2012*

- ◆ Assisted Fund president with an exploratory project coordinating state-based civic groups and lobbyists around innovative uses of billion-dollar settlements from the mortgage crisis.

**Wellspring Advisors**

*Freelance research and policy consultant*

**Washington, DC**

*June 2011 – August 2011*

- ◆ Authored memo on strategic opportunities for funders to enhance civic engagement projects.
- ◆ Designed and executed a projection of demographic changes in state populations.

**Project Vote**

*Senior research and strategy consultant*

**Washington, DC**

*Summer 2004; May 2007 – August 2010*

- ◆ Reconvened and directed/advised a coalition of national civil rights groups to enforce fair implementation of the National Voter Registration Act nationwide, resulting in millions of voter registrations from disenfranchised communities.
- ◆ Initiated meetings with federal and state officials and provided analytical support for coalition partners' work over several years resulting in renewed federal action on NVRA enforcement and improved state implementation.
- ◆ Advised funders and contributed to grant writing and grant reports.
- ◆ Designed monitoring systems to evaluate the impact of our work and ensure state compliance.
- ◆ Represented Project Vote on task forces or coalitions in the civil rights community.
- ◆ Co-authored testimony for Congress and the National Research Council.
- ◆ Hired and trained research consultant.

**Food Research and Action Center**

*Senior Policy Analyst*

**Washington, DC**

*January 2000 – August 2003*

- ◆ Surveyed state officials and collected data from various federal and state sources on state policies and participation in food and nutrition programs.
- ◆ Authored or co-authored reports that received positive coverage in state and national media, served as reference sources for advocates and officials, and led to changes in federal policy.

**Citizens Watch**

*Research Director*

**Washington, DC**

*May 1999 – December 1999*

- ◆ Conducted campaign finance and lobbying research for reports on asbestos corporations' dealings with Congress, leading to coverage by *New York Times*. Supervised research assistant.

**Human Rights Campaign**

*Southern Regional Organizer*

**Washington, DC**

*August 1996 – September 1997*

- ◆ Organized GOTV and lobbying efforts for LGBT advocates in Miami and Atlanta for the Human Rights Campaigns' 501(c)3 and 501(c)4 programs.
- ◆ Wrote grassroots lobbying guide.

### **Project Vote**

*Manager of National Voter Registration Act Project*

**Washington, DC**

*January 1994 – August 1996*

- ◆ Liaised with attorneys, community organizations, and the Department of Justice on first-ever litigation to ensure fair implementation of the NVRA.
- ◆ Designed data monitoring systems used in legal settlements to confirm compliance and measure the performance of government agencies' voter registration programs.
- ◆ Authored first-ever national report on NVRA implementation and performance.
- ◆ Hired and supervised three employees and additional interns.

### **International Brotherhood of Teamsters**

*Research Assistant for Corporate Strategies*

**Washington, DC**

*April 1993 – December 1993*

- ◆ Researched corporate finance and structure at Security and Exchange Commission for a co-authored report on executive compensation and labor practices in the trucking industry.
- ◆ Seconded to an organizing drive of textile workers in Miami.

### **Washington Office on Haiti**

*Assistant to Executive Director*

**Washington, DC**

*November 1992 – April 1993*

- ◆ Following a coup in Haiti, founded a coalition of human rights observers that released a combined report with Rev. Jesse Jackson that received national news coverage.
- ◆ Conceived and directed the first-ever congressional lobbying day by Haitian Americans.
- ◆ Co-authored testimony for Congress. Supervised three employees.

### **Association of Community Org. for Reform Now**

*Field Organizer/Political Organizer*

**St. Louis, MO and Little Rock, AR**

*August 1991 – November 1992*

- ◆ Conducted community organizing drives in diverse communities leading to new chapters of ACORN or the New Party (now the Working Families Party).

### **APPOINTMENTS AND SERVICE**

- ◆ Helped create a new Election Assistance and Policy Committee at the American Political Science Association (APSA); appointed to a three-year term on the committee (2022-2025).
- ◆ Participant (invited position) at the inaugural Institute for Civically Engaged Research, APSA.
- ◆ Appointed to Advisory Board of Wilson Center for Innovation and Leadership, Grinnell College.
- ◆ Elected or appointed to Grinnell College committees on assessment and faculty organization.
- ◆ Co-led summer workshops at Grinnell College on team teaching and student engagement.
- ◆ Fellow (invited position) Faculty Institute on Engagement and the Academy, Obermann Center for Advanced Studies, University of Iowa.
- ◆ Co-editor of a special symposium of papers on engaged research in the journal *PS: Political Science*.
- ◆ Discussant for research panels at political science and US Dept. of Agriculture conferences and invited reviewer for US Dept. of Agriculture grants.

### **PUBLICATIONS**

- ◆ Available at [www.douglasrhess.com](http://www.douglasrhess.com) are my recent policy reports and articles for *PS: Political Science*, *Public Administration Review*, *The Washington Post (The Monkey Cage)*, *The Hill*, *The Conversation*, *Des Moines Register*, and the *London School of Economics United States Centre blog*.