

# Nicole Bowman, PhD

Lunaape/Mohican



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PERFORMANCE CONSULTING



Nicole Bowman/Waapalaneexkweew (Lunaape/Mohican), PhD, is a traditional Ndulunaapeewi Kwe (Lunaape Woman) and a traditional community member and citizen of the Stockbridge-Munsee Band of the Mohican Nation in Wisconsin, USA ([www.mohican.com](http://www.mohican.com)). She is a curious, creative, and courageous innovator whose academic lodge sits at the place where traditional knowledge and Tribal sovereignty intersect with evaluation, policy, and research.

Dr. Nicole Bowman is the President/Leader/Founder of the nationally award-winning [Bowman Performance Consulting](#) (BPC) in Shawano, Wisconsin. Her family is Peter Bowman (enrolled Stockbridge-Munsee Tribal member) and Kathleen Bowman. Her spirit name is Waapalaneexkweew Neeka Ha Newetkaski Nawa Opalanwuuk (Flying Eagle Woman; Accompanied by Four Eagles). Her Clan is Lynx and the Lunaape (Munsee) word for Lynx is Laawewii Pooshiish. She is an active traditional member of the Stockbridge-Munsee Mohican and Lunaape communities on Turtle Island (North America). She has lived her whole life on the ancestral lands of Omāēqnomenew (Menominee Nation, Menominee people of the wild rice) in northeastern Wisconsin, USA.

As the president of BPC, Dr. Bowman has delivered nearly three decades of culturally responsive and multi-jurisdictional evaluation, research, policy, training, and technical assistance services for local, Indigenous, and global initiatives, thought leadership, and academic studies. BPC intentionally sets out to be a humble academic and cultural partner to *work WITH people and communities, not ON them*. This ethos has contributed to Dr. Bowman's reputation as a responsive, experienced, trained, and respected knowledge keeper on multi-jurisdictional and complexity systems (Nation to Nation), and culturally responsive and Indigenous research, policy, and evaluation.

Dr. Bowman is AEA's 2018 Robert Ingle Service Award winner (the youngest and the first Indigenous awardee) and serves on numerous global evaluation, Indigenous, and educational journal review and advisory boards, including serving as the board member of the [Canadian Journal of Program Evaluation](#) and co-creator and co-editor for the journal's "Roots and Relations" permanent section. She is currently the co-editor with Dr. Bagele Chilisa for an issue of the [Journal of MultiDisciplinary Evaluation](#) focusing on [international decolonization in evaluation](#). Dr. Bowman is the current Policy Chair and has served over two decades as chair or co-chair of the [American Evaluation Association's \(AEA\) Indigenous Peoples in Evaluation Topical Interest Group](#). She is a First Trustee of the [International Evaluation Academy](#) and through [EvalPartners](#) is a Global Advisory Member of [EvalIndigenous](#), [Blue Marble Evaluation](#), and [AEA's International Work Group](#) (2019-2022). Since 2016, Dr. Bowman has been a Faculty Research Affiliate at the [Center for Culturally Responsive Evaluation \(CREA\)](#) at the University of Illinois Urbana-Champaign. She is/was a journal review board member and/or contributing author to [New Directions for Evaluation](#), [American Journal of Evaluation](#), [Journal of MultiDisciplinary Evaluation](#), [Evaluation and Program Planning Journal](#), [Teaching and Teacher Education Journal](#), and [American Indian Quarterly](#). Dr. Bowman has also provided critical review and thought leadership for hundreds of printed materials including book chapters, dissertations, policy papers, and academic reports and work products (e.g., toolkits, assessment frameworks, theoretical and conceptual papers, direct studies).



Dr. Bowman is also an Associate Scientist (<https://wcer.wisc.edu/About/Staff/3229>) with the University of Wisconsin-Madison, in the [Wisconsin Center for Education Research \(WCER\)](#). She proudly and effectively works with BIPOC and allies in the Wisconsin Evaluation Collaborative in the [WEC Center](#). She contributes to building capacities and skills to decolonize policies, programs, research and evaluation studies, and systems so that equity, inclusion, cultural responsiveness, and diversity of all types are welcomed and celebrated. Through her work at WEC, WCER, and UW, Dr. Bowman has contributed to critical strategic planning, policy and program development, and curriculum and technical assistance activities. Through her independent scholarship via BPC, Dr. Bowman has also brought unique collaborative models and processes that utilize Tribal critical and complexity systems theory to design and implement culturally responsive Nation to Nation models for research, policy, and evaluation between Tribal and non-Tribal partners. Dr. Bowman also works intentionally through WEC to help support non-BIPOC colleagues and leaders who are on healing journeys to unlearn white and other privilege and fragility so they may relearn how to be a Good Relative to all whom they work with or impact through their decision making so a better future can be implemented and sustained.

Dr. Bowman earned her PhD in [Educational Leadership & Policy Analysis at the University of Wisconsin-Madison \(UW-Madison\)](#) in 2015. Her [dissertation](#) is recognized as the nation's first multi-jurisdictional educational policy study in the country to systemically examine how Tribal and non-Tribal educational policy is developed and implemented. It examined how public and Tribal governments intersect to educate Indigenous students attending K-12 public schools. Her M.Ed (Curriculum & Instruction, 1996) is from [Lesley University](#). Using a neuro-educational framework (Multiple Intelligences), Dr. Bowman studied educational programming, curriculum, and pedagogy impacts on children, families, and teachers in rural and Tribal classrooms. Dr. Bowman received her B.A. in Education (Early Childhood and Elementary Education, 1993) from [St. Norbert College](#).

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