

## ***NORA L. SILVER, PHD***

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### **PROFESSIONAL EXPERIENCE**

#### **UC BERKELEY HAAS SCHOOL OF BUSINESS**

*2003-present*

*Faculty Director, Center for Social Sector Leadership. 2014-present*

Responsible for Center's research, teaching and thought leadership. Conduct three research projects on new forms of leadership: multi-sector, network, and next generation social sector. Lead development and delivery of 21 courses. Teach innovative courses on large scale social change: social movements, social sector consulting in partnership with McKinsey & Company, and impact investing practicum with a Haas finance professor.

*Founder, Director and Adjunct Professor, Center for Social Sector Leadership. 2003-2014*

Established a Center to advance education in the founding, governance, and leadership of social sector organizations. Managed all courses, instructors, fieldwork, career development, and events. Taught courses on social sector strategy, strategic philanthropy, and social sector management consulting. Responsible for ensuring the Center's financial sustainability. Served as Faculty Co-Director of Net Impact chapter.

*Accomplishments include:* Established the #2 ranked business school nonprofit program in the country (U.S. News and World Report, 2018); created a financially self-sustaining Center in three years; trained and placed more than 750 students on nonprofit boards of directors through the Board Fellows program; created Social Sector Solutions, a strategy consulting course that engaged more than 500 students and served more than 100 social impact organizations; created the Center's research program; launched public speakers events featuring speakers such as Senator Bill Bradley, Secretary Robert Reich, and Secretary Leon Panetta.

#### **ORGANIZATIONAL DEVELOPMENT CONSULTANT**

*1990-present*

Provide strategy and organizational consultation to more than 200 nonprofits, foundations, businesses, governments, education, and universities on strategic planning, governance, community involvement, strategic partnerships, and diversity and inclusion. Develop related curriculum, teach various courses and seminars, and provide presentations. Have delivered more than 100 keynote addresses on these subjects both nationally and internationally.

*Clients include:* American Red Cross · Consumers Union · Corporation for National Service /AmeriCorps · Georgetown University · Graduate School of Business, Stanford University · Levi Strauss & Co. Foundation · National Arts Strategies · Office of the Governor of Hawaii · Planned Parenthood Federation of America · United Parcel Service (UPS) · Walter and Elise Haas Fund · YMCA of the USA.

#### **PETER F. DRUCKER FOUNDATION, New York**

*1998-2003*

*Trainer.* Taught boards of directors, executives of nonprofit organizations, business leaders, and government officials strategic analysis and planning to empower nonprofit organizations and build social sector leadership worldwide. Trained consultants from around the world in strategic planning. Taught curriculum on business and nonprofit collaboration. *Clients included:* Hong Kong Junior Chamber of Commerce, Alaska Association of Nonprofits, and United Way of America.

**THE VOLUNTEERISM PROJECT, San Francisco**

1990-2003

*Founder and Director.* Created an innovative foundation/nonprofit collaborative to strengthen and diversify community service and the nonprofit sector – both locally and nationally. Board members included presidents of The San Francisco Foundation, The James Irvine Foundation, Evelyn and Walter Haas, Jr. Fund, United Way of the Bay Area, East Bay Community Foundation, Marin Community Foundation, Bank of America Foundation, Shinnyo-En Foundation, and Social Venture Partners Bay Area, and five Volunteer Centers.

*Highlights include:* Raised more than \$10 million from foundations, government, corporations and individual donors; partnered with companies, including IBM, to create a \$3 million marketing campaign; directed a national training and consulting team that developed AmeriCorps programs throughout the 50 states; created a community-based disaster response system that was adopted internationally; unified volunteer centers in the San Francisco Bay Area into a system that tripled civic participation; launched the first comprehensive study of community involvement in ethnic communities; created San Francisco's Promise and raised money from local donors to support local youth; and consulted with leaders in government and business to help build strong social sectors internationally in Tokyo, Japan; Vejle, Denmark; Alberta, Canada; and Singapore.

**PROFESSIONAL SCHOOL OF PSYCHOLOGY, San Francisco**

1986-1989

*Instructor.* Co-taught doctoral classes in organizational psychology and advanced personality theory.

**PROMOTING AGENCY/VOLUNTEER EFFECTIVENESS, Alameda County**

1985-1989

*Director.* Designed and directed an action research project – Promoting Agency/Volunteer Effectiveness (PAVE). Worked in-depth with eight community organizations and government agencies to identify how to effectively involve working people as volunteers. Research resulted in the publication of *At The Heart: The New Volunteer Challenge to Community Agencies*.

**TRI VALLEY HAVEN FOR WOMEN, Livermore, CA**

1982-1985

*Executive Director.* Directed domestic violence shelter and sexual assault program. Worked with board members, managed staff, and oversaw more than 100 volunteers to increase agency services and budget by 150 percent. Created the first county-wide legal services program for abused women. Led a successful capital campaign that resulted in the construction and renovation of several new facilities. Developed and implemented the agency's first high-level strategic plan.

**CHABOT COLLEGE, Hayward, CA**

1975-1982

*Instructor.* Developed core curriculum and taught courses in the Human Services Program, including adult and child development, and counseling and interviewing techniques. Created coursework for new Foster Parent Training Project. Produced film to recruit foster parents for the State of California.

**PREVIOUS WORK EXPERIENCE**

**MARINA COUNSELING, San Francisco** – *Associate Director and Counselor*

**FORT HELP: CENTER FOR SOCIAL & HEALTH PROBLEMS, San Francisco** – *Counselor*

UCSF MEDICAL CENTER PEDIATRIC CLINIC, San Francisco – *Translator/Intake Worker*

ABRAHAM LINCOLN JUNIOR HIGH SCHOOL, Washington, D.C. – *Teacher*

## **EDUCATION**

Ph.D. in Psychology, **THE PROFESSIONAL SCHOOL OF PSYCHOLOGY**, San Francisco  
Concentrations in organizational and clinical psychology  
Student Body President; Member of the Board of Trustees

M.A. in Human Relations, **SAN FRANCISCO STATE UNIVERSITY**, San Francisco

B.A. in Education and Spanish, **THE GEORGE WASHINGTON UNIVERSITY**, Washington, D.C.

State of California Licensed Marriage and Family Therapist (MFT 6392)

## **PUBLICATIONS**

### **BOOKS**

#### ***Telling the Whole Story: Voices of Ethnic Volunteers in America***

New publication helping organizations understand community involvement in different ethnic communities and more effectively include people from ethnic communities as volunteers. First printing, December 2011.

#### ***Positioning the Profession: Communicating the Power of Results for Volunteer Leadership Professionals***

Landmark publication distributed world-wide and published by The Association for Volunteer Administration. First printing in 1999. Now in fifth printing.

#### ***At The Heart: The New Volunteer Challenge to Community Agencies***

Book demonstrating how to effectively involve volunteers in the nonprofit sector. First printing in 1988. Now in second printing.

### **ARTICLES**

***The Multisector Career Arc: The Importance of Cross-Sector Affiliations***, Nora Silver and Paul Jansen, CALIFORNIA MANAGEMENT REVIEW 2017 Vol 60: 1

***Leveraging Social Sector Leadership***, Laura Callanan, Nora Silver and Paul Jansen, GRANTMAKERS FOR EFFECTIVE ORGANIZATIONS AND REGENTS OF THE UNIVERSITY OF CALIFORNIA, 2015

***Four Network Principles for Collaboration Success***, Jane Wei and Nora Silver, FOUNDATION REVIEW 2013 Vol 5:1

***Cracking the Network Code: Four Principles for Grantmakers***, Jane Wei-Skillern, Nora Silver and Eric Heitz, GRANTMAKERS FOR EFFECTIVE ORGANIZATIONS, 2013

***Cultural Competency: Not a Lump Sum of Stereotypes***, THE JOURNAL OF VOLUNTEER ADMINISTRATION, Winter 2002

***The Promise and Pitfalls of Technology in Creating an Engaged Citizenry***, THE GRANTMAKER FORUM ON COMMUNITY & NATIONAL SERVICE SESSION HIGHLIGHTS 2000

## **AWARDS**

ASPEN INSTITUTE FACULTY PIONEER 2016

## **COMMUNITY SERVICE**

Judge, SAN FRANCISCO BUSINESS TIMES, Corporate Philanthropy Awards

Judge, UNIVERSITY OF CALIFORNIA, BERKELEY, Big Ideas @ Berkeley

Occasional guest, KQED radio, *Forum*

UC Berkeley Editorial Board, CALIFORNIA MANAGEMENT REVIEW

