



Wisconsin Center for  
Education Research  
UNIVERSITY OF WISCONSIN-MADISON



## Biography: Nicole Bowman (Mohican/Lunaape-Munsee), PhD

Dr. Nicole Bowman is the president and founder of the nationally award-winning Bowman Performance Consulting (BPC) in Shawano, Wisconsin. Her family is Peter Bowman (enrolled S-M Tribal member) and Kathleen Bowman. Her spirit name is Waapalaneexkweew (wah-pah-lah-nay-wook; Flying Eagle Woman) Neeka ha (kneekah-ha; she is) Newetkaski (Nah-wet-tah-kah-see; accompanied by) Newa (nay-wah; four) Opalanwuuk (oh-pah-lun-knee-aye-wook; Eagles). Waapalaneexkweew Neeka Ha Newetkaski Newa Opalanwuuk is her full name. You can just use Waapalaneexkweew for short if you want! Her Clan is Lynx and the Lunaape (Munsee) word for Lynx is: Chiingwe. She's been a proud resident of Shawano County (S-M Reservation, Morgan Siding, Gresham, and Shawano) for over four decades. More information about how the [Mohican](#) and [Lunaape](#) Nation, traditional teachings, culture, and language have impacted Dr. Bowman's professional, academic, and community/Indigenous centered life and work is available upon request. You may also read more about Dr. Bowman on the Bowman Performance Consulting (BPC) website or social media platforms listed at the end of this bio.

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. Sovereignty, culture/language, and community context for policy, research, evaluation, multi-jurisdictional governance studies, and professional/academic activities are all central elements to Dr. Bowman's scholarship. Through her work and networks at BPC and UW-Madison, she provides culturally responsive evaluation, research, and policy subject matter expertise where Tribal and non-Tribal governments and organizations collaborate. These projects and initiatives work towards improving the health, economy, education, justice, social, cultural, and human service outcomes for Indigenous populations in reservation, rural, urban, and international community contexts. Her Master's in Education (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 Bachelors Degree in Education (Early Childhood and Elementary Education, 1993) from [St. Norbert College](#).

As the president of [BPC](#), Dr. Bowman has contributed over two decades of culturally responsive and multi-jurisdictional evaluation, research, training, and technical assistance. BPC's living mission and motto is "working WITH people and not ON them." This ethos has contributed to Dr. Bowman's reputation as a responsive and respected subject matter expert on multi-jurisdictional, education policy, and Indigenous evaluation. This authentic practice has helped BPC build a loyal, diverse, and national client base including hundreds of Native and non-Native clients from public, private, and non-profit sectors. BPC is a trusted, collaborative, and innovative partner that provides effective, responsive, and relevant services. BPC's clients not only meet their evaluation goals, but also build professional and organizational capacities, skills, and resources during the process.

Dr. Bowman has an academic appointment at UW-Madison's Wisconsin Center for Education Research as a subject matter expert in culturally responsive research, policy, and evaluation. She works with the [LEAD Center](#) and the [WEC Center](#). She is also an affiliate researcher for the [Culturally Responsive Evaluation and Assessment \(CREA\)](#) Center at the University of Illinois-Urbana. Through these appointments, she provides state, national, and international leadership on creating educational and career pathways for new academics; builds capacity, infrastructure, and resource supports through strategic, business, and operational planning; and develops culturally responsive skills, knowledge, and competencies through training, technical assistance, and scholarship.

(publications/presentations). Dr. Bowman regularly [publishes and presents within the United States and internationally](#). She has been a Plenary/Keynote speaker and/or subject matter expert presenting for the National Indian Education Association, Canadian Evaluation Society, Visitors Study Association, CREA, American Evaluation Association (AEA), and National Congress of American Indian's Policy Research Center. She is the 2018 AEA [Robert Ingle](#) Service Awardee, [the first time for a Native American to win any AEA award](#).

Dr. Bowman's practical, passionate, and effective leadership attributes resonate and empower others at every level. She serves as an elected or appointed member on scientific, education, evaluation, and economic boards at local through international levels. Dr. Bowman currently represents the [American Evaluation Association](#) (AEA) on the International Work Group in the [EvalPartners'](#) global initiative to connect evaluation efforts around the world. Additionally, she is co-chair of the Global Context of Indigenous Evaluation Task Force. This task force is working on a global strategic and action plan for working with Indigenous populations and the Tribal and non-Tribal governments. The focus is to implement the task force initiatives and build an evidence base that aligns with the [United Nations Declaration on the Rights of Indigenous People](#). Dr. Bowman is: an appointed member of the AEA Diversity, Engagement, and Leadership Task Force; co-chair of AEA's [Indigenous People in Evaluation](#) Topical Interest Group; a long-standing webinar and pre/in-conference AEA and CREA trainer; a regular contributor to the AEA 365 blog and AEA journals as an author and reviewer; and a published author for the [American Journal of Evaluation](#), [New Directions in Evaluation Journal](#), and the [Canadian Journal of Program Evaluation](#). Dr. Bowman was one of the founding board members of AEA's official [state affiliate in Wisconsin](#). Currently, she is helping the University of Wisconsin-Madison develop a non-credit professional development certificate in culturally responsive evaluation. It will be open to any graduate level students, staff, faculty, professionals in WI, and beyond. At the state and local level, Dr. Bowman has been a board member of Wisconsin's Small Business Development Board; has served over a decade under two Governors as a board appointee on the Wisconsin Women's Council; served many years as a board member and education chair of the American Indian Chamber of Commerce in Wisconsin and on the Governor's educational task force groups; and is a founding board member of the Menominee Indian Chamber of Commerce and Shawano Boys and Girls Club.

From breaking through stereotyped barriers in 1985 as the only female in Wisconsin to play on a high school boys' basketball team, because there was no girls' team, to becoming the first and only female, Native, and Wisconsin-based business to win the Young Entrepreneur of the Year Award from the U.S. Department of Commerce (2003), Dr. Bowman has blazed a trail as a social justice leader. These character traits were born from a grassroots and local community level. A place where humility, hard work, using real-life experiences, and building others up to improve those around you, as well as yourself, are the foundation of a rewarding personal, professional, and academic life. Today, Dr. Bowman uses her skills, competencies, and networks to advocate for those who are among the most underrepresented in academic, economic, and social contexts. Culturally responsive, scientifically rigorous, and contextually useful solutions and services are just a phone call or e-mail away. You can reach Dr. Bowman at 715-526-9240 or by email at [nicky@bpcwi.com](mailto:nicky@bpcwi.com) or through UW-Madison at [nrbowmanfarr@wisc.edu](mailto:nrbowmanfarr@wisc.edu).

#### Follow Dr. Bowman on Social Media:

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