

Jason Alemán, Ph.D.

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Professional Summary

Scholar-practitioner with over 20 years of executive leadership experience across nonprofit, philanthropic, and educational systems, and extensive experience teaching at the doctoral, master's, and undergraduate levels. Brings real-world expertise in social policy, program evaluation, leadership, and systems change into the classroom to deepen student learning and bridge theory with practice. Recognized for engaging, equity-centered instruction that draws on lived case examples, applied research, and community partnerships to prepare students for effective, ethical, and reflective professional practice.

Professional Experience

UNITED WAY OF SAN ANTONIO & BEXAR COUNTY, SAN ANTONIO, TX SENIOR VICE PRESIDENT, COMMUNITY IMPACT | JUNE 2023 – PRESENT

- Lead \$50M annual investment strategy across 80 nonprofit partners, ensuring alignment with equity and long-term community outcomes.
- Designed a five-year, \$250M investment plan, embedding performance management systems and accountability measures to drive systems-level impact.
- Manage and coach a 15-person leadership team, cultivating a collaborative, equity-centered culture.
- Partner with Board of Directors and executive leadership to strengthen governance, align priorities, and steward resources for sustainable change.
- Direct enterprise-wide innovation initiatives that address urgent needs and test scalable models for systems transformation.

VICE PRESIDENT, READY CHILDREN | MAY 2022 – MAY 2023

- Directed a \$10M portfolio advancing child and family development outcomes, aligning staff and volunteer leadership with enterprise priorities.
- Unified multiple early childhood collaborations (ReadyKidSA, Building Quality Initiative, Help Me Grow), creating stronger cross-system alignment and enterprise-level decision-making.
- Guided executive leadership through data-driven insights and reporting to ensure accountability and strategic adjustments.

DIRECTOR, STRONG INDIVIDUALS AND FAMILIES | OCTOBER 2019 – APRIL 2022

- Oversaw a \$10M investment portfolio focused on poverty reduction and family violence prevention, implementing robust performance management and evaluation processes to measure outcomes.
- Partnered with CEO and community leaders to shape strategy, advancing enterprise-wide approaches to complex social issues.
- Facilitated decision-making with governance bodies and volunteer leadership, ensuring council agendas and resources supported organizational priorities.

ENCUENTRO, ALBUQUERQUE, NEW MEXICO ASSOCIATE EXECUTIVE DIRECTOR | 2018 – 2019

- Directed strategy and operations for workforce and education programs serving Latino immigrant communities, aligning investments to systemic equity goals.
- Embedded evaluation and culturally responsive practices into program design, building data-driven accountability across initiatives.
- Fostered cross-sector partnerships while cultivating an organizational culture centered on learning and employee leadership.

PHILADELPHIA YOUTH NETWORK, PHILADELPHIA, PENNSYLVANIA

VICE PRESIDENT, PROGRAMS | 2015 – 2017

- Oversaw a \$30M annual portfolio expanding education and workforce opportunities for underserved youth, ensuring alignment of resources to organizational mission and outcomes.
- Led enterprise-level procurement and investment processes, adapting strategy to meet evolving client and community needs.
- Advanced culturally responsive investment practices by integrating research and evaluation into strategy, funding, and implementation.

Additional Leadership Experience

- Director, Education & Workforce, Family Service Association – San Antonio, TX (2013-2015)
- Project Coordinator, Education & Workforce, Texas State University – San Marcos, TX (2008-2013)
- Consultant, Resident Leadership Unit, Annie E. Casey Foundation – Baltimore, MD (2005-2007)

Academic Experience

ANGELO STATE UNIVERSITY, SAN ANGELO, TEXAS

ASSISTANT CLINICAL PROFESSOR | 2022-2025

- Instructed Master's, and Bachelor's-level courses in social work. Courses taught include: Human Behavior, Social Welfare Policy, Research Methods, Groups, and Leadership & Administration.

ADJUNCT PROFESSOR

MULTIPLE UNIVERSITIES | 2017 – PRESENT

- Teach Ph.D., Master's, and Bachelor's-level courses in leadership, program evaluation, and social work.
- Experienced in teaching in-person, online, and hybrid courses over a multitude of educational platforms.

Education

TEXAS STATE UNIVERSITY, SAN MARCOS, TX

Ph.D. in Education

THE UNIVERSITY OF TEXAS AT AUSTIN, AUSTIN, TX

Master of Social Work (Administration & Planning)

THE UNIVERSITY OF TEXAS AT SAN ANTONIO, SAN ANTONIO, TX

B.A. in Interdisciplinary Studies (English)

Service & Leadership

- Board Member, Close to Home
- Member, San Antonio Water System Community Committee