



- [Close Window](#)
- [Print This Page](#)
- [Expand All](#) | [Collapse All](#)

BAC-10482

Contact Information

Contact Name	Joshua Caraballo	Home Address	[REDACTED]
Preferred Phone	[REDACTED]	Home City	[REDACTED]
Preferred Email	[REDACTED]	Home State	[REDACTED]
Other Phone		Home Zip	80223
Other Email		County	[REDACTED]
DOB	[REDACTED]	Hispanic or Latino origin or Descent?	[REDACTED]
Gender	[REDACTED]	Race/Ethnicity	[REDACTED]
Other Gender		Other Ethnicity	
		Tribal Affiliation	
		Salutation	[REDACTED]
		Pronouns	[REDACTED]

Application

Status	In Progress	Council Resolution Number	
Notes			

Board Information

Board Name	Denver Commission on Cultural Affairs (DCCA)	Original Start Date	
		End Date	
		Other boards or commissions served	

Work Information

Employer		Work Address	
Position		Work City	
Business Phone #		Work State	
Work Email		Work Zip	

Additional Information

Work or home in Denver	Yes	Objection to appointment?	No
Are you a registered voter?		Special Information	
If so, what county?		Registered Lobbyist	No
Denver City Council District No	7	Conflict of Interest	No

Conflict of Interest
Explanation

Education and General Qualifications

Name of High School		Name of Graduate School
Location of High School		Location of Graduate School
# of Years Attended High school		# of Years Attended Graduate School
Did you Graduate High School	Yes	Did you Graduate
		Graduate Major
Name of College		
Location of College		
# of Years Attended College		
Did you Graduate College		
Undergrad Major		

Reference Details

Reference Name #1	Reference Email #1
Reference Phone #1	Reference Address #1
Reference Name #2	Reference Email #2
Reference Phone #2	Reference Address #2
Reference Name #3	Reference Email #3
Reference Phone #3	Reference Address #3

Agree to a background check

Owner



Created By Denver Integration, 3/21/2026, 8:50 PM

Last Modified By Sterling Simms, 5/6/2026, 3:28 PM

Notes & Attachments

F67D2291-7E17-48D1-B4A9-09AFFB73EED4.jpeg

Type **Attachment**
Last Modified **Denver Integration**
Description
[View file](#)

Dr Caraballo Executive Resume 03-2026.pdf

Type **Attachment**
Last Modified **Denver Integration**
Description
[View file](#)

Dr Josh short bio 2026.pdf

Type **Attachment**
Last Modified **Denver Integration**
Description
[View file](#)

Applicants History

5/6/2026, 3:28 PM

User **Sterling Simms**

Action **Changed Status from New to In Progress.**

3/21/2026, 8:50 PM

User **Denver Integration**

Action **Created.**

Dr. Joshua Caraballo

EXECUTIVE PROFILE

Visionary Industrial-Organizational Psychologist and nonprofit executive with 13+ years of progressive leadership across research, strategy, and organizational transformation. Known for translating complex data into executive-level decisions, scaling research infrastructure, and securing multi-million-dollar funding — all while building inclusive, high-performing cultures. A trusted thought partner to boards and senior leadership, with demonstrated command of full-spectrum leadership: rigorous research design, grant stewardship, product and web platform ownership, people management, advisory council / board governance, and enterprise-level strategic planning.

CORE COMPETENCIES

Executive Strategy & Planning	Research & Evaluation Leadership	Grant Management & Fundraising
Human Capital Management	Budget & Fiscal Oversight (\$1.8M+)	DEI & Belonging Strategy
Product & Program Ownership	Advisory Council Governance	Cross-Functional Collaboration
Organizational Development	Stakeholder & Board Engagement	Change Management
Performance Management	Data-Driven Decision Making	Adaptive Leadership

PROFESSIONAL EXPERIENCE

Managing Director, Research & Evaluation

Nov 2022 – Present

National Endowment for Financial Education (NEFE) · Denver, CO

- ◆ Hold \$1.8M in direct fiscal responsibility, owning the full research department budget, talent strategy, funding priorities, and strategic alignment with organizational mission.
- ◆ Leading the complete rebuild of a decade-old national web portal for financial education research and evaluation, overseeing contracting, product and project ownership, architecture planning, execution, and impact measurement.
- ◆ Direct the annual grants process (\$500K+ budget oversight), supervising a dedicated grants manager and ensuring performance excellence and strategic impact across the full funding cycle.
- ◆ Recruited, launched, and steward the organization's inaugural National Research Advisory Council, managing member recruitment, relationship cultivation, and ongoing governance.
- ◆ Spearhead the strategic vision and operational development of the NEFE Institute, positioning the organization as a national leader in financial education research and evaluation.
- ◆ Drive talent strategy through skill assessments, role alignment, and succession-informed hiring, producing measurable gains in team capacity, engagement, and productivity.
- ◆ Champion an equity-centered learning culture through organization-wide L&D; integration and DEIB-informed practices embedded across all research operations.
- ◆ Produce executive-level data reports and insight frameworks that directly inform board and senior leadership decision-making and strategic planning.

Senior Director of Impact

Nov 2021 – Nov 2022

MindSpark Learning · Lakewood, CO

- ◆ Secured additional organizational funding through strategic data storytelling and evidence-based grant development.
- ◆ Redesigned the organization's end-to-end data strategy — overhauling collection, analysis, and impact reporting systems — driving measurable improvements in accuracy, efficiency, and stakeholder confidence.

- ◆ Led cross-functional collaboration to refine service delivery, strengthen brand identity, and build a culture of belonging and engagement.
- ◆ Drove enterprise-wide organizational change through data-informed recommendations, balancing iterative improvement with bold, transformative initiatives.
- ◆ Developed leadership pipeline by mentoring teams to align operational execution with long-term strategic goals.

Research & Evaluation Manager

Feb 2020 – Nov 2021

Children's Services Council of Broward County · Lauderhill, FL

- ◆ Delivered 150+ technical assistance sessions annually across 32 funded agencies, ensuring contractual performance and maximizing programmatic outcomes at scale.
- ◆ Standardized data collection and analysis infrastructure across 30+ partner organizations, enabling consistent measurement and more actionable service impact assessments.
- ◆ Served as Chair on the Racial Equity Committee and led multi-stakeholder initiatives addressing human trafficking, youth homelessness, and trauma-informed care.
- ◆ Built executive data visualization tools and stakeholder reports enabling informed, evidence-based community investment decisions.

Research & Evaluation Coordinator

Apr 2018 – Feb 2020

Latinos Salud, Inc. · Wilton Manors, FL

- ◆ Directed NIH-funded research, securing \$2.5M+ and managing a portfolio of 10 active grants generating an additional \$1.8M in annual revenue with full compliance and performance excellence.
- ◆ Implemented human capital metrics that boosted employee productivity by 40% across a 27-person team — a direct ROI demonstration of applied I/O psychology.
- ◆ Redesigned recruitment and selection processes, reducing turnover and generating \$60K in annual cost savings.
- ◆ Championed DEIB strategy, aligning organizational systems with equitable practices and cultivating a more inclusive, high-performing culture.

Principal Consultant & Producer

Jan 2005 – Present

Dr. Josh Business Solutions · Remote

- ◆ Advise nonprofits on organizational growth strategy, change management, stakeholder engagement, and DEIB transformation using evidence-based I/O psychology frameworks.
- ◆ Facilitate executive leadership development and culture-building workshops, aligning senior teams with mission and long-term strategic goals.
- ◆ Produce award-winning media content (budgets up to \$200K) with 20 festival recognitions including 8 Best Film awards — reflecting mastery of organizational narrative and strategic communications.

College Faculty · Art Institute of Fort Lauderdale & Digital Media Arts College · 2005 – 2010

EDUCATION & CREDENTIALS

PsyD, Industrial-Organizational Psychology (Consulting Track)

Chicago School of Professional Psychology · Outstanding Achievement — 4.0 GPA

MFA, Communications — Motion Picture Producing

University of Miami · Outstanding Graduate Student

BA, Theatre Arts / Acting

Florida Atlantic University

Human Centered Strategy Certificate

IDEO

VOLUNTEER & CIVIC LEADERSHIP

- ◆ Executive Board Member (14+ Years) — NVEEE: National Voices for Equality, Education & Enlightenment

- ◆ Member-at-Large, Board of Directors — Harmony: A Colorado Chorale
- ◆ Board Member, LGBTQ+ Committee — SIOP: Society for Industrial-Organizational Psychology
- ◆ Member, Advisory Committee for Community Impact (ACCI) — The Denver Foundation
- ◆ Editorial Board Member — JFCP: Journal of Financial Counseling and Planning

Joshua J Caraballo, Psy.D. Short Bio

Joshua is an Industrial-Organizational Psychologist currently residing in Denver, Colorado. His career trajectory has centered on the themes of inspirational storytelling and applied science for the sake of human betterment, especially for those who have been historically marginalized and oppressed. Joshua has a deep passion for human flourishing, awe-inspiring experiences in nature, practicing compassion with all sentient beings, and anything involving cats.

