

Emily F. Gates, PhD
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EDUCATION

- Ph.D. (2016) **Educational Psychology: Quantitative and Evaluative Research Methodologies**
University of Illinois at Urbana-Champaign
Dissertation: *Re-examining the Implications of Systems Thinking for Evaluation*
- Ed.M. (2013) **Educational Psychology**
University of Illinois at Urbana Champaign (*Illinois*)
- B.A. (2008) **Social Sciences: Psychology, Sociology, and Anthropology**
New College of Florida
Thesis: *Doing good?: Examining Outcome-based Evaluation for Non-Profit Organizations*

PROFESSIONAL APPOINTMENTS

- July 2018- **Assistant Professor – Boston College**
Lynch School of Education, Department of Measurement, Evaluation, Statistics, and Assessment, Chestnut Hill, MA
Courses: Program Evaluation I & II, Introductory Research, Mixed Methods
- 2016-
June 2018 **Evaluation Fellow – Centers for Disease Control and Prevention (CDC)**
Office on Smoking and Health, Health Communications Branch
Center for Chronic Disease Prevention and Health Promotion, Atlanta, GA
- 2011-2016 **Graduate Research Assistant – Illinois**
Illinois Science, Technology, Engineering, & Mathematics Education Initiative (I-STEM) & Department of Educational Psychology, Urbana-Champaign, IL
- Fall 2015 **Teaching Assistant – Illinois**
Evaluation Methods, Department of Educational Psychology, Urbana-Champaign, IL
- 2008-2010 **Teacher & Classroom Counselor – Seneca Family of Agencies**
Algebra, English, Health, & Vocational Education, San Leandro, CA

APPLIED EVALUATION EXPERIENCE

Public Health & Tobacco Education

- 2016-2018 **Evaluation Associate**, CDC, Office on Smoking and Health, Evaluation of *Tips From Former Smokers®* (national tobacco education media campaign). Provided research, monitoring, evaluation, and technical assistance on longitudinal studies of campaign effectiveness and health-related impacts. Assisted with planning data collection and analysis for digital and social media evaluation activities.
Supervisors: Dr. Rebecca Murphy-Hoefer (Evaluation Lead), Robert Rodes (Team Lead), Thomas Chapel (CDC Chief Evaluation Officer)

2016-2017 **Evaluation Associate**, CDC, Division of Public Health Information and Dissemination. Evaluation of *Strategic Use of the Morbidity and Mortality Weekly Report (MMWR)*. Designed and conducted case study evaluation examining how the Office on Smoking and Health uses *MMWR* to influence tobacco control and prevention policy and practice.
Supervisors: Nancy Habarta (Evaluation Lead), Charlotte Kent (*MMWR* Editor)

K-12 Education

2012-2015 **Evaluation Associate**, National Science Foundation, Evaluation of *Math Science Partnership: Entrepreneurial Leadership Institute for Science and Technology (EnLiST)* (five-year grant). Co-led longitudinal, mixed methods evaluation including surveys, learning assessments, focus groups, interviews, participant observations, and secondary data analysis to improve STEM teaching and learning across six Illinois school districts. Led evaluation data collection and analysis for two years. Supervised one graduate and two undergraduate assistants.
PIs: Dr. Lizanne DeStefano (I-STEM), Dr. Fouad Abd-El-Khalick (Curriculum & Instruction), Dr. Ray Price (Engineering), Dr. Jan Gaffney (Curriculum & Instruction)

2015 **Evaluation Associate**, Urbana School District #106, Evaluation of *Google Chromebook Initiative* (pilot initiative). Co-led design, implementation, and analysis of a formative evaluation of an educational technology program as implemented in three elementary schools. Co-supervised 25 graduate students in evaluation design, data collection, and analysis.
PI: Dr. Jennifer Greene (Educational Psychology)

2012-2013 **Evaluation Associate**, Illinois Department of Commerce and Economic Opportunity, Evaluation of *Coal Education Program* (one-year grant). Co-led design, implementation, and analysis of a stakeholder-driven, mixed methods evaluation including surveys, interviews, document review, curriculum review, and participant observation. Program included a K-12 curriculum and teacher professional development.
PIs: Drs. Lizanne DeStefano (I-STEM), Dr. Sallie Greenberg (Geology)

2012 **Graduate Research Assistant**, National Institute of Food and Agriculture, U.S. Department of Agriculture, *School Readiness: Connecting Families and Schools*. Assisted with coding and analyzing qualitative data about parental involvement among low-income families in inner city neighborhoods and suburbs of Chicago.
Supervisor: Dr. Robin Jarrett (Human and Community Development)

Higher Education

2014-2015 **Evaluation Assistant**, National Science Foundation, Evaluation of *Widening Implementation and Demonstration of Evidence-based Reforms* (three-year grant). Assisted with planning, instrument development, data collection, and analysis of a mixed method evaluation of faculty-led course reforms implemented in ten departments to improve teaching and learning in introductory undergraduate STEM courses. Led evaluation activities for Geology, Physics, and Civil Engineering departments.
PIs: Dr. Jennifer Greene (Educational Psychology), Dr. Jose Mestre

(Physics/Educational Psychology), Dr. Geoffrey Herman (Engineering), Dr. Jonathan Tomkin (Geology), Dr. Matthew West (Mechanical Engineering)

- 2014-2015 **Evaluation Associate**, Office of the Provost, Evaluation of *Distinguished Teacher Workshop Series* (one-year grant). Designed and led mixed method evaluation of semester-long workshop series with faculty and staff on improving teaching and learning for underrepresented students. Supervised one graduate and two undergraduate assistants.
PIs: Dr. Lizanne DeStefano (I-STEM), Gretchen Adams (Chemistry)
- 2014-2015 **Evaluation Associate**, U.S. State Department, Bureau of Educational and Cultural Affairs, Evaluation of *A Study of the U.S. Institutes for Scholars: Global Institute for Secondary Educators* (three-year grant). Co-wrote grant proposal. Designed and led mixed method evaluation including participant observation, surveys, group interviews, and learning assessments to evaluate a six-week summer institute held at *Illinois* and study trips to Boston, Washington D.C., and San Francisco for international teachers. Supervised one graduate and two undergraduate students.
PIs: Dr. Lizanne DeStefano (I-STEM), Dr. James Anderson (Educational Policy), Dr. Jeffrey Friedman (Center for Global Studies)
- 2012-2013 **Evaluation Assistant**, College of Engineering, Evaluation of *Strategic Instructional Initiatives Program* (three-year program). Assisted with formative evaluation of faculty-led course reforms to improve teaching and learning in introductory undergraduate courses. Led data collection and analysis for evaluation activities in the Physics department.
PIs: Dr. Lizanne DeStefano (I-STEM), Dr. Luisa Rosu (I-STEM)
- 2011-2012 **Evaluation Associate**, National Science Foundation, Evaluation of *smartPhysics* (three-year grant). Co-led summative evaluation including online survey, faculty interviews, student focus groups, and site visits of an undergraduate Physics online education system as implemented at five U.S. universities.
PIs: Dr. Jennifer Greene (Ed. Psych), Dr. Gary Gladding (Physics), Dr. Tim Stelzer (Physics), Dr. Jose Mestre (Physics/Educational Psychology)

Professional Education

- 2015 **Evaluation Lead**, Graduate College, Evaluation of *Youth Studies Focal Point Conference* (one-year grant). Co-authored grant proposal and designed and implemented evaluation of a two-day conference for educators working with culturally and linguistically diverse youth. Supervised five graduate students.
PI: Dr. Jennifer Greene (Educational Psychology)
- 2015 **Evaluation Lead**, Center for Culturally Responsive Evaluation and Assessment, Evaluation of *Culturally Responsive Evaluation and Assessment Annual Conference* (first annual conference). Designed, managed, and conducted a formative, ethnographic evaluation of a four-day conference for researchers, evaluators, and educators.
PI: Dr. Jennifer Greene (Educational Psychology)

- 2014 **Evaluation Assistant**, College of Education, Evaluation of *Education Justice Project Conference* (one-time event). Developed instruments and collected observation and interview data with attendees at a prison education conference, including formerly incarcerated men and their families.
PI: Dr. Jennifer Greene (Educational Psychology)

PUBLICATIONS

Under Review

- Prochaska, J.J., **Gates, E.**, Davis, K., Gutierrez, K., Prutzman, Y., & Rodes, R. (2018). The 2016 *Tips From Former Smokers®* Campaign: Associations with Quit Intentions and Quit Attempts among Smokers with and without Mental Health Conditions. *Nicotine & Tobacco Research*.

Peer-reviewed Articles

- Gates, E. F.** (2018). Towards valuing with critical systems heuristics. *American Journal of Evaluation*. 39(2), pp. 201-220.
- Gates, E. F.** (2017b). Learning from seasoned evaluators: Implications of systems approaches for evaluation practice. *Evaluation*. 23(2), pp. 152-171.
- Gates, E.,** & Dyson, L. (2017). Implications of the changing conversation about causality for evaluators. *American Journal of Evaluation*, 38(1), pp. 29-46.
- Reynolds, M., **Gates, E.**, Hummelbrunner, R., Williams, B., & Marra, M. (2016). Towards systemic evaluation. *Systems Research & Behavioural Science*, 33, pp. 662-673.
- Gates, E. F.** (2016). Making sense of the emerging conversation in evaluation about systems thinking and complexity science. *Evaluation and Program Planning*, 59, pp. 62-73.

Book Chapters

- Schwandt, T. A., & **Gates, E. F.** (2016). What can evaluation do? An agenda for evaluation in service of an equitable society. In Donaldson, S. and Picciotto, R. (Eds.), *Evaluation for an Equitable Society* (pp. 67-81). Charlotte, NC: Information Age Publishing, Inc.
- Schwandt, T. A., & **Gates, E. F.** (2018). Case study methodology. In Denzin, N. K. and Lincoln, Y. S. (Eds.), *Handbook of Qualitative Research* 5th ed. (pp. 341-358). Thousand Oaks, CA: SAGE.

GRANTS & FELLOWSHIPS

- 2016 *Illinois* Graduate College Dissertation Completion Fellowship, \$20,000
- 2012-2016 *Illinois* College of Education Block Grants and Conference Travel Awards, \$9,000
- 2012 *Illinois* Chancellor's Public Engagement Grant, \$1,200

CONFERENCE PRESENTATIONS

Invited Keynote

Reynolds, M., Hummelbrunner, R., Marra, M., Williams, B., & **Gates, E.** (2015). Systemic evaluation. International Society for Systems Sciences Conference: Berlin, Germany.

Paper Presentations

Gates, E., Nolen, R., Coln, C., Rodes, R., & Murphy, R. (2017). Evaluating digital media: Successes and challenges from the *Tips@* campaign. CDC's Evaluation Conference: Atlanta, GA.

Gates, E. (2017). What difference do systems approaches make for evaluation?: Insights from experienced evaluators. Canadian Evaluation Society: Vancouver, Canada.

Gates, E., & Schwandt, T. (2016). Learning from seasoned evaluators about the implications of systems and complexity ideas and techniques for evaluation practice. American Evaluation Association Conference: Atlanta, GA.

Greene, J.C., Mustafaa, R., Williams, J., & **Gates, E.** (2015). Whither evaluation theory? Challenges from STEM education evaluation practice. American Evaluation Association Conference: Chicago, IL.

Gates, E. (2015). Examining the promise of systems thinking to transform evaluation practice. International Society for Systems Sciences Conference: Berlin, Germany.

Dyson, L., & **Gates, E.** (2014). Advancing causal pluralism in educational evaluation. American Educational Research Association Conference: Chicago, IL.

Culbertson, M., & **Gates, E.** (2014). Anecdotes and opinions: examining evidence generated by group interview methods. American Evaluation Association Conference: Denver, CO.

Greene, J., Lawrenz, F., Mustafaa, R., Garcia, G., Williams, J., & **Gates, E.** (2014). Skating on the inside edge: Being an external internal evaluator. American Evaluation Association Conference: Denver, CO.

Gates, E. (2014). Engaging critical systems thinking to advance ethical boundary judgments and equitable evaluation. American Evaluation Association Conference: Denver, CO.

Gates, E. (2014). Employing boundary critique to enhance judgments of quality in evaluation. International Society for Systems Sciences Conference: Washington, D.C.

Gates, E. (2013). Dealing with fact and value disagreements in evaluation. American Evaluation Association Conference: Washington, D.C.

Gates, E. (2013). Content, pedagogy, and diversity: evaluating STEM programs using the values-engaged, educative approach: Assessing the impact of a K-12 teacher professional development program. American Evaluation Association Conference: Washington, D.C.

Gates, E., & Schwandt, T. (2012). Re-considering the relevance of evaluation to society: Challenging assumptions about social interventions and change. American Evaluation Association Conference: Minneapolis, MN.

Demonstration & Skill-building Sessions

Gates, E. (2016). Can't do it all? Learning to critically set boundaries in evaluation design. American Evaluation Association Conference: Atlanta, GA.

Gates, E., Greene, J.C., Mustafaa, R., & Williams, J. (2015). Using systems mapping to explore perspectives on change in higher education STEM reform. American Evaluation Association Conference: Chicago, IL.

Garcia, G., & **Gates, E.** (2014). An introduction to purposefully mixings methods for emerging evaluators. American Evaluation Association Annual Conference: Denver, CO.

Poster Presentations

Gates, E.F., Davis, K.C., Rodes, R., Gutierrez, K., Beistle, D., & Prochaska, J.J. (2018). Association between the Tips From Former Smokers® campaign and quit attempts among smokers with and without mental health conditions, 2012-2015. Society for Research on Nicotine and Tobacco: Baltimore, MD.

Gates, E. (2013). Evaluating a physics instructional program in diverse contexts. American Educational Research Association Conference: San Francisco, CA.

EVALUATION REPORTS

Gates, E., & Habarta, N. (2017). Case Study of the Office on Smoking and Health (OSH)'s Strategic Use of the *Morbidity and Mortality Weekly Report*. Atlanta, GA: CDC.

Greene, J.C., **Gates, E.,** Mustafaa, R., & Williams, J. (2015). Mid-Project Report: Evaluation of Widening Implementation and Demonstration of Evidence-based Reforms. Champaign, IL: *Illinois*.

DeStefano, L., **Gates, E.,** & Coba-Rodriguez, S. (2015). Evaluation of strategies that create retention and academic performance of underrepresented students on campus: A step-by-step approach towards achieving success. Champaign, IL: *Illinois*.

Gates, E. (2014). Evaluation of Youth Studies Focal Point Conference. Champaign, IL: *Illinois*.

DeStefano, L., & **Gates, E.** (2014). Evaluation of the Global Institute for Secondary Educators. Champaign, IL: *Illinois*.

DeStefano, L., & **Gates, E.** (2014). EnLiST Cumulative Evaluation Report. Champaign, IL: *Illinois*.

DeStefano, L., & **Gates, E.** (2013-2014). Evaluation of the Global Institute for Secondary Educators. Champaign, IL: *Illinois*.

Gates, E. (2013). Evaluation of Culturally Responsive Evaluation and Assessment (CREA) Conference. Champaign, IL: *Illinois*.

DeStefano, L., & **Gates, E.** (2013) EnLiST Evaluation Report. Champaign, IL: *Illinois*.

DeStefano, L., Greenberg, S., & **Gates, E.** (2013) Evaluation of the DCEO Coal Education Program. Champaign, IL: *Illinois*.

DeStefano, L., Coverdill, B., Rosu, L., **Gates, E.**, & Glaze, C. (2013). Engineering Strategic Instructional Initiatives Program Evaluation Report. Champaign, IL: *Illinois*.

DeStefano, L., **Gates, E.**, & Jimenez, M. (2012). EnLiST Evaluation Report. Champaign, IL: *Illinois*.

Greene, J., & **Gates, E.** (2012). SmartPhysics Evaluation Report. Champaign, IL: *Illinois*.

FACILITATION EXPERIENCE

April 2018 **Facilitator – Epidemiology and Laboratory Capacity, CDC**
Annual grantee’s meeting for staff from state and local health departments

July 2017 **Facilitator – Behavioral and Social Sciences Workgroup, CDC**
Listening sessions with members from across CDC

April 2015 **Facilitator – Illinois Office of the Chancellor**
Workshop on program and course evaluation for university faculty and staff

July 2014 **Co-facilitator – Illinois School Administrators’ Academy**
Workshop on STEM grant funding for school principals, administrators, and teachers

PROFESSIONAL SERVICE

2017-present Planning committee, Systems in Evaluation Group, American Evaluation Association

2017-present Manuscript reviewer – *American Journal of Evaluation, Evaluation and Program Planning, Evaluation: International Journal of Theory and Practice*

2017-present Manuscript reviewer – *Critical Public Health*

2012-present Reviewer – Systems in Evaluation and Research on Evaluation topical interest groups at the American Evaluation Association

2012-2016 Evaluation and research consultant, University of Illinois College of Education

2012-2013 Logistics co-chair, University of Illinois College of Education Graduate Conference

2011-2016 Pro bono evaluator, University of Illinois College of Education

2012-2013 Restorative justice facilitator, Champaign Juvenile Detention Center, Urbana, IL

MEMBERSHIPS

American Evaluation Association | Canadian Evaluation Society

American Educational Research Association | American Public Health Association

TECHNICAL SKILLS

Microsoft Office: Word, Excel, PowerPoint, Outlook

Survey Software: Survey Monkey, SurveyGizmo

Statistical Analysis: SPSS, Stata, SAS, R

Qualitative Analysis: NVivo, Dedoose

ADDITIONAL TRAINING COMPLETED

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| 2018 | AEA Summer Institute: Evaluative Thinking, Mixed Methods Design in Evaluation, Adding Costs to Make Your Evaluation More Impactful (and Better Used) |
| 2018 | The Evaluators' Institute (May & July sessions): Evaluating Training Programs, Outcome & Impact Assessment, Applied Regression Analysis, Applied Measurement |
| 2016-2017 | UNC Qualitative Research Summer Institute: Qualitative and Mixed Method Research Proposals, Qualitative Data Analysis |
| 2016-2017 | AEA Summer Institute: Data Science, Introduction to Cost Effectiveness, Data Viz |
| 2016-2017 | CDC University: CDC Evaluation Framework, Health Theory, Logic Modelling, Systems Thinking, Effective Facilitator Training, Mind Mapping, Advanced Social Media Techniques, Data Visualization, Scientific Writing |
| 2014 | The Open University: Systems Thinking in Practice: Thinking Strategically: Systems Tools for Managing Change |
| 2015 | Humboldt University: Systems Thinking and Practice in PhD Research: Cybersystemic Possibilities for Governing the Anthropocene |