

# Antoinette J. Waller, M.S.

Ph. D Candidate Education Policy and Leadership  
University of Maryland, College Park

## Professional Summary

A passionate multidisciplinary policy researcher with expertise in racial and gender equity, program implementation and evaluation, and examining how schools shape students' educational opportunities, experiences, and success in K-12 and higher education.

## Education

**Doctor of Philosophy, Education Policy and Leadership** **Anticipated May 2025**

University of Maryland | College Park, MD

*Dissertation: Social Mobility and Marginalization at PWIs: How Identity and College Experiences Shape Black Women's Decision Making to Pursue Graduate School*

**Master of Arts, Education Policy and Leadership** **Aug 2023**

University of Maryland | College Park, MD

**Master of Science, Family, Youth, and Community Sciences** **May 2020**

University of Florida | Gainesville, FL

*Thesis: Prevention Programs in Florida Public Schools: Administrators Top Concerns, Priorities, and Barriers to Implementation*

**Bachelor of Science, Psychology; Criminal Justice** **May 2017**

Virginia Commonwealth University | Richmond, VA

## Research and Work Experience

**Maximizing Access to Research Careers Program Assistant** *Sept 2023 – May 2024*

University of Maryland | College Park, MD

- Assists in leading the inaugural Maximizing Access to Research Careers (MARC) program, funded by the National Institute of Health (NIH), within the Department of Bioengineering. This educational program aims to break down barriers for undergraduate students traditionally underrepresented in STEM.
- Developed and administers assessments and surveys to evaluate program success, student experience, and provide recommendations for program improvement.
- Attends professional development trainings on mentoring relationships and program evaluation, and coordinates and leads meetings with partner organizations.
- Maintains the MARC program website and social media, organizes the annual retreat, manages MARC program application submissions, facilitates communication between scholars and program leadership, and identifies resources at the university to better support students.

**Spencer Research Assistant** *May 2021 – May 2024*

University of Maryland | College Park, MD

- Supports a large meta-analysis project, the statistical combination of the results of multiple studies addressing a similar research question, funded by the Spencer Foundation. This project is designed to examine the effectiveness of educational interventions on Black, Latino/x, and low-income students.
- Reviews and analyzes hundreds of research articles that utilized randomized control trials (RCTs) to examine educational interventions in schools within the United States.
- Codes articles that meet our study criteria and assists in combining intervention effect size estimates across studies.

**P-12 Policy & Research Doctoral Intern** *August 2021 – July 2023*

The Education Trust | Washington, D.C.

- Managed multiple research and policy projects focused on both P-12 and higher education issues.

- Led a case study evaluating family engagement in five school districts throughout the U.S.
- Developed interview and survey protocols, assisted with collecting and analyzing survey and interview data, and synthesized research to provide educators, policymakers, and state advocates with actionable recommendations and key findings.
- Conducted research on effective policies that benefit students and families of color and from low-income backgrounds and conducted literature reviews to inform these research projects.
- Conducted policy analyses to advance and refine policy priorities within the organization and authored publications such as quarterly research briefs, reports, and blogs for various audiences.
- Scheduled and led meetings with school districts and partner organizations, assisted in organizing webinars, and disseminated data and findings in the form of presentations, tables, and reports.

### **Instructor**

Spring 2021; Spring 2022; Fall 2022

University of Maryland | College, MD

- Course: Foundations of Education - This course examines the social context of education and conflicts over policies, values, and goals that are reflected in educational institutions in our pluralistic society. Designed to help future teachers become reflective, critical thinkers about the social and philosophical issues they face and the choices they make.
- Developed curricula and assignments, delivered course material to over 100 undergraduate students, facilitated discussion on education policy issues, advised students, and provided feedback on their work.

### **Graduate Research Assistant**

*August 2020 – May 2021*

University of Maryland | College Park, MD

- Facilitated the evaluation of a university-school partnership in Baltimore County, the Literacy Fellows Program, a collaboration to provide undergraduate students with interests in education and community service to serve as classroom literacy tutor volunteers for young learners.
- Conducted qualitative research methods to examine the programs impact by coding and analyzing interview data and synthesizing results to provide recommendations for program improvement.

### **Graduate Research Assistant**

*Aug 2018 – May 2020*

University of Florida | Gainesville, FL

- Led the development of a project manual/codebook on a research project examining the effectiveness of a prevention program implemented in Florida public schools.
- Created participant recruitment materials, assisted in developing a survey, cleaning, and analyzing the survey dataset to share results with relevant stakeholders, as well as, gathering information regarding resource needs and strategies for program development.

### **Research Specialist I**

*August 2017 – June 2018*

University of Virginia | Charlottesville, VA

- Assisted on a study that aimed to uncover school factors that create and sustain children's success from preschool to third grade.
- Conducted daily classroom observations to rate teacher-student interactions and administered individual student assessments throughout the school year to measure students' academic progress.

## **Publications**

### **Research/Policy Reports & Posts**

1. Morgan, I., Gillispie, C., & **Waller, A. J.** (2024). Engaging First: Supporting Young Learners Through Family Engagement. *EdTrust*. <https://edtrust.org/wp-content/uploads/2014/09/Engaging-First-V8.pdf>
2. **Waller, A. J.** (2024, March 28). Faculty Diversity and Mentors of Color Are Keys to Success for Black Women in Graduate School. *EdTrust*. <https://edtrust.org/the-equity-line/faculty-mentors-of-color-keys-to-success-black-women-graduate-school/>

3. Gillespie, G., & **Waller, A. J.** (2022, February 27). Want Economic Growth? Start by Investing in Child Care. *EdTrust*. <https://edtrust.org/the-equity-line/want-economic-growth-start-by-investing-in-child-care/>
4. Montague, G., **Waller, A. J.**, Williams, B. (2022, December 19). Lack of Access to Child Care Subsidies is a Barrier to Student-Parent Completion & Success. *EdTrust*. <https://edtrust.org/resource/lack-of-access-to-child-care-subsidies-is-a-barrier-to-student-parent-completion-success/>
5. Williams, B., Bitar, J., Polk, P., Nguyen, A., Montague, G., Gillespie, G., **Waller, A. J.**, Tadess, A., Elliott, K. C. (2022). *For student-parents, the biggest hurdles to a higher education are cost and finding childcare*. The Education Trust. <https://edtrust.org/wp-content/uploads/2014/09/For-Student-Parents-The-Biggest-Hurdles-to-a-Higher-Education-Are-Cost-and-Finding-Child-Care-August-2022.pdf>
6. **Waller, A. J.** (2020). Prevention Programs in Florida Public Schools: Administrators Top Prevention Concerns and Barriers to Implementation. University of Florida. <https://ufdc.ufl.edu/UFE0056582/00001/pdf>

## Conference Presentations

1. Song, D., **Waller, A. J.**, Carson, N. (2023, November 9-11). Recent Efforts of RCT Research to Improve Educational Opportunities for Black, Latino/x, and Low-income Students [Poster Session]. 2023 APPAM Fall Research Conference, Atlanta, Georgia, United States
2. **Waller, A. J.** (2023, April 13-16). “Academia just isn’t equipped to handle the multiplicity of our identities:” Exploring the Experiences of Black Women in Doctoral Programs [Paper Presentation]. 2023 AERA Annual Meeting, Chicago, IL, United States.
3. Carson, N., **Waller, A. J.**, Song, D. (2023, March 23-25). Recent Efforts of RCT Research to Improve Educational Opportunities for Minoritized Students" [Poster Session]. AEFPP 2023 Annual Conference, Denver, CO, United States
4. Williams, B., Bitar, J., Polk, P., Nguyen, A., Montague, G., Gillespie, G., **Waller, A. J.**, Tadess, A., Elliott, K. C. (2022, Sept 12-14). For student-parents, the biggest hurdles to a higher education are cost and finding childcare. [Conference Presentation]. NCAN 2022, Atlanta, GA, United States
5. **Waller A. J.**, Galindo, C., Mejia, N., & Sonnenschein, S. (2022, April 21-26). Service-Learning through School-University Partnerships: Undergraduate Student Volunteers’ Motivations and Experiences. [Roundtable session]. 2022 AERA Annual Meeting, San Diego, CA, United States
6. **Waller, A. J.**, Mejia, N., & Sariol-Clough, M. (2022, April 21-26). Experiences with School Discipline: Minoritized Girls’ Sense of Belonging and “Staying Out of Trouble.” [Paper session]. 2022 AERA Annual Meeting, San Diego, CA, United States
7. **Waller, A. J.**, & Lynne, S. D. (2020, May 9-15). Changes in prevention concerns among school district administrators following a high school shooting. [Poster session]. Society for Prevention Research, Washington, D.C., United States (Conference cancelled).
8. O’Neal, L. J., Dhar, B., Gusto, C., **Waller, A. J.**, Girón, K., Dorvè-Lewis, G., & Song, J. (2020, April). Incorporating a multilevel intervention project into a community-based research course for graduate students. Paper session for presentation at the annual meeting of the Southern Sociological Society, Jacksonville, FL. (Conference cancelled)

## Fellowships, Awards, and Memberships

- University of Maryland Institute for Public Leadership Thurgood Marshall Research Fellowship (2024)  
 University of Maryland College of Education Deans Fellowship (2020 – 2024)

Just Education Policy Institute Summer Fellow (2022)  
American Educational Research Association (AERA) Member  
Association for Education Finance and Policy (AEFP) Member  
Kappa Delta Pi, Education Honor Society Member

### Leadership and Service

Secretary/Historian   AERA Graduate Student Council	2022 – 2024
Vice President   College of Education Graduate Student Organization	2022 – 2023
Departmental Rep   College of Education Graduate Student Organization	2021 – 2022
Diversity and Inclusion Committee   Graduate Student Government	2021 – 2022
Senate Executive Committee Member   University of Maryland Senate	2021 – 2022
Graduate Student Senator   University of Maryland Senate	2021 – 2022
Treasurer   FYCS Graduate Association at the University of Florida	2018 – 2020
Mentor   Health Sciences Academy at Virginia Commonwealth University	2016 – 2017
Mentor   Big Brothers, Big Sisters of Richmond	2014 – 2015

### Skills

**Administrative:** Problem solving, critical thinking, attention to detail, time management, communication, data entry, organization, and multitasking

**Policy / Research:** Project management, policy analysis, research design, literature review, statistical analysis, qualitative research, quantitative research, synthesizing evidence, presentation skills, and data management

**Software:** Stata, Nvivo, Dedoose, Qualtrics, Adobe, Microsoft Excel, Word, PowerPoint, Outlook, Asana