

Antoinette J. Waller, M.S.

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

Professional Summary

A passionate interdisciplinary researcher with expertise in racial and gender equity, program evaluation, and higher education policy - such as college affordability, access, and success. Excited to join organizations dedicated to using research to find sustainable and equitable solutions facing our education system.

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 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 – June 2024

University of Maryland | College Park, MD

- Co-led the inaugural Maximizing Access to Research Careers (MARC) program within the Department of Bioengineering, this educational program aims to break down barriers for undergraduate students traditionally underrepresented in STEM.
- Developed and administered program assessments and surveys to measure student success and experience throughout the program. Aggregated data to identify trends and themes regarding program effectiveness and efficiency.
- Assisted in developing course materials for MARC scholars, providing feedback on assignments, and leading lectures.
- Maintained the MARC program website and social media, help organize the annual retreat, and managed MARC application submissions.
- Established and maintained partnerships with other departments and external organization, and served as a liaison between scholars and program leadership and helped identify resources at the university to better support students.

Spencer Research Assistant

May 2021 – May 2024

University of Maryland | College Park, MD

- Supported 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 was designed to examine the effectiveness of educational interventions on Black, Latino/x, and low-income students.
- Reviewed and analyzed thousands of research articles that utilized randomized control trials (RCTs) to examine educational interventions in PreK-12 schools within the United States.
- Coded articles that met our study criteria and assisted in calculating effect size estimates across studies.

P-12 Policy & Research Doctoral Intern

August 2021 – July 2023

The Education Trust | Washington, D.C.

- Conducted literature reviews (i.e., identifying, summarizing, and synthesizing research) on issues related to EdTrust's policy, research, and advocacy priorities.

- Managed and analyzed national, state, district, and school-level data to better understand trends in educational opportunity and achievement.
- Supported fast-turnaround research and fact-finding to respond to stakeholder and media requests on pressing education issues.
- Developed interview protocols and surveys, scheduled and led interviews, and summarized data in the form of presentations, blog posts, research reports, and other materials to disseminate findings and information with our stakeholders
- Led projects focused on family engagement, child-care accessibility, student-parents, teacher and faculty diversity, and college affordability.
- Conducted research and policy analyses to advance and refine policy priorities within the organization.
- Authored publications such as quarterly research briefs, reports, and blogs for various audiences.
- Established and maintained relationships with school personnel and administration, external organizations and government officials.
- Scheduled and led meetings with school districts, partner organizations, and government agencies, and assisted in organizing events (i.e webinars, conferences) for educators, policymakers, and state advocates.

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

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, oral and written communication, and data entry

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