Associate Director, Research and Evaluation Center for Community Research and Evaluation University of Memphis 217 Clement Hall Memphis, TN 38152

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## Overview

Social scientist and analytics expert based in Memphis, Tennessee, devoted to the mission of combining high-level statistics, data mining, and the scientific method to construct and implement innovative research designs to answer questions that matter.

## Education

Ph.D. Political Science, University of Rochester, 2017.

Dissertation: Three Papers on Diplomacy.

Committee: Randall Stone (chair), Scott Abramson, and Lawrence Rothenberg. Fields: International relations, comparative politics, and political methodology.

M.A. Political Science, University of Rochester, 2015.

Thesis: "When Does the United States Care About Human Rights? Evidence from Wikileaks"

B.A. Economics, German, International Studies, and Political Science, University of Memphis, 2012.

Thesis: "Modernization and Sovereign Debt Crises: The Case of Greece"

Graduated summa cum laude.

## **Employment**

University of Memphis, Associate Director, Research and Evaluation, August 2022 - present. University of Memphis, Assistant Director, Research and Evaluation, September 2020 - July 2022. University of Memphis, Lead Research and Data Analyst, June 2018 - August 2020. University of Memphis, Research Associate III, July 2017 - May 2018.

Co-founder, associate director, and chief data scientist of the Center for Community Research and Evaluation, a consultancy focused on providing research and evaluation support for community initiatives. Responsible for research operations for 17 sponsored projects, including cradle-to-career pipelines in four school districts. Supervise nine research analysts in addition to student interns, ensuring projects are completed on time and with high quality. Work with clients to establish research strategies and identify technical solutions. Personally implement rigorous, high-profile studies including real-time dashboards and query tools, data pipelines, advanced quasi-experimental research studies using administrative data, and automated data collection and management. Develop six dashboards, an automated survey analyzer, and dozens of code-based pipelines. Faculty affiliate with Department of Political Science.

University of Memphis, Adjunct Professor, September 2017 - April 2021.

Developed and taught upper-level online course surveying international political economy.

LeMoyne-Owen College, Adjunct Professor, September 2018 - April 2020.

Developed and taught upper-level course surveying social statistics.

University of Rochester, Research Assistant, 2013-2017.

Lead analyst and dataset developer relating to academic project evaluating firm and state determinants of foreign direct investment flows.

Woodrow Wilson International Center for Scholars, Scholar Intern, 2010.

Scholarly research relating to projects in trade policy and Czech studies.

## Research

#### Grants & Contracts

#### **Principal Investigator**

- 1. Laura and John Arnold Foundation, "Research on Shelby County, Tennessee Bail Reform." \$87,736. 2024-2025.
- 2. City of Memphis Division of Youth Services, "Evaluation of Memphis Ambassador's Program and Building Out Successful Students Program." \$25,000. 2024-2025.
- 3. Memphis Area Legal Services, "Partner Survey Analysis." \$8,000. 2024-2025.
- 4. Benjamin L. Hooks Institute for Social Change, University of Memphis. "Evaluation of Hooks African-American Male Initiative." \$8,800. 2025.

#### Co-Investigator

- 1. Urban Institute. "Evaluating Effects of Non-Cognitive Competency Trajectories on Economic Mobility Using Data from Promise Neighborhoods." Prime recipient: Delta Health Alliance. 2024-2025.
- 2. National Institutes of Health. "Partnership to Optimize Equity in Maternal and Infant Health." Prime recipient: Delta Health Alliance. 2023-2033.
- 3. Centers for Disease Control and Prevention. "Public Health Informatics, Data, Equity Analytics Systems (PH-IDEAS)." Prime recipient: Shelby County Health Department. 2022-2024.
- 4. Economic Development Administration, U.S. Department of Commerce. "Upskill Mid-South." 2024-2026.
- 5. Tennessee Department of Human Services. "Growing Relational and Occupational Wealth in West Tennessee Households." 2021-2026. Two awards.
- 6. Delta Health Alliance. "Evaluating the Impact of Health and Education Programs in the Mississippi Delta." 2017-2026. Five awards.
- 7. Bureau of Justice Assistance, U.S. Department of Justice. "Evaluation of the Memphis Police Department Crisis Intervention Team. Prime recipient: Memphis Police Department. 2023-2025.

- 8. Greater Memphis Chamber. "Career Pathways Dashboard." 2022-2025. Two awards.
- 9. Delta Regional Authority. "Delta Revitalization Through Innovation, Vision, and Equity." 2024.
- 10. Vitalant Research Institute. "Quantitative Analysis of the Memphis Donor Growth Plan." 2023-2024.
- 11. Office of Minority Health, U.S. Department of Health and Human Services. "Evaluation of MS River Collaborative." Prime recipient: Town of Inverness, Mississippi. 2021-2024. Two awards.
- 12. Women's Foundation of Greater Memphis. "Evaluation of South City Digital Inclusion Project." 2021-2024. Two awards.
- 13. A Step Ahead Foundation. "Cost-Benefit Analysis." 2020-2021.
- 14. University of Memphis Center for Applied Earth Science and Engineering Research. "Shelby County Water Survey." 2020-2021.

#### **Publications**

#### **Published or Accepted**

- 1. "COVID-19 Pandemic and the Social Determinants of Health". With J. Elliot Meador, Wesley L. James, Joseph P. Branson, and Karen C. Matthews. *Frontiers of Epidemiology*, Volume 3. Forthcoming (2023).
- 2. "Evaluation of a Peer-Led Comprehensive Sexual Health Program for College Teens." With Chris N. King, Rachel M. Arthur, Wesley L. James, and Karen C. Matthews. *American Journal of Sexuality Education*. 2021.
- 3. "The Lasting Effects of Teen Pregnancy Programs: Evidence from a Regional Collaborative" Chapter in *Population and Public Policy*, Series in Applied Demography, Springer. 2020. 3-27.
- 4. "Lasting Promise: Long-Term Effects of a Transition-to-Kindergarten Program", in *Perspectives on Early Childhood Psychology and Education* 4.2 (2019), p.117-146. With Colby Taylor, Chris King, Wesley James, and Karen Matthews.
- 5. "The Politics of Euro Adoption in Slovenia and the Czech Republic", in the *Pi Sigma Alpha Under-graduate Journal of Politics* 10.1 (2010), p.66-84.

#### Invited to Revise and Resubmit

1. "The Role of Research Centers on University Campuses." With Amaia Iratzoqui, Mehdi Hajilo, and Wesley James. Invited to revise and resubmit at *Journal of Policy Practice and Research*.

#### **Under Review**

- 1. "The Politics of Informational Diplomacy: Evidence from the Trafficking-in-Persons Report and Wikileaks." Book chapter proposal under review. *Global Perspectives on US Human Rights Diplomacy in the 21st Century*, editors Jasper Fessmann, Michael Perez, Elena Delavega, and Marissa Morgan.
- 2. "Democratizing Data Analysis and Evaluation through a New Automated Tool in Community-Based Research." With Mehdi Hajilo, Anna Paula Della Rosa, Rachel Arthur, Wesley James, and Karen C. Matthews. Under review at *Evaluation and Program Planning*.
- 3. "A Third-Grade Intervention Model for Struggling Readers: Evidence from a Regression Discontinuity Analysis." With Claire G. Brindley, Rachel B. Arthur, Wesley L. James, and Karen C. Matthews. Under review at *Journal of Research on Educational Effectiveness*.

## Selected Evaluations and Applied Research Projects

- 1. Delta Safe Families Collaborative, Cost Savings Estimation Plan, March 2025.
- 2. Delta Health Alliance, Evaluation of Promise Neighborhoods Pipeline/Program Model, February 2025. With Rachel Arthur and Xiangjun Zhang.
- 3. Leland Medical Clinic, Performance Measures Report, January 2025.
- 4. Head Start/Early Head Start, Development and maintenance of Brigance dashboard for Head Start interventions, 2023-2025.
- 5. Head Start/Early Head Start, Development and maintenance of Teaching Strategies Gold dashboard for Head Start interventions, 2023-2025.
- 6. Delta Opioid Taskforce, Population Outcomes. November 2024.
- 7. Shelby County Government, Analysis of the Pretrial Detention System in Shelby County, Tennessee. September 2024.
- 8. Literacy Fellows, Leflore Promise Community, Evaluation. September 2024.
- 9. Delta Stroke Initiative, Final Evaluation. August 2024. With Anna Della Rosa and Mehdi Hajilou.
- 10. Delta Health Alliance, MAAP Report for Leflore and Deer Creek Promise Community. August 2024.
- 11. Upskill Mid-South, Development of automated reporting and data collection tools, June 2024.
- 12. Head Start/Early Head Start, Development and maintenance of Life Skills Progression dashboard for Head Start interventions, June 2024.
- 13. Vitalant Research Institute, The Memphis Community Blood Donation Landscape, May 2024. With McKinlee Deutsch and Wesley James.
- 14. Leland Medical Clinic, Effects of DHA Programs on Clinical Outcomes Among the Leland Medical Clinic Patient Population, May 2024.
- 15. Delta Health Alliance, Analysis of Workforce Development Interventions Using NSPARC Data, May 2024.
- 16. Head Start/Early Head Start, Evaluation of fall-to-winter scores on the STAR Early Literacy Assessment, April 2024.
- 17. Women's Foundation of Greater Memphis, Closeout Evaluation of the Digital Inclusion Project, March 2024.
- 18. GROWWTH, Quality assessment and evaluation of GROWWTH, February 2024.
- 19. Delta Health Alliance, Long-Term Outcomes of Delta Health Alliance Workforce-Related Programs: Status Update and Preliminary Findings, February 2024.
- 20. Deer Creek Promise Community, Evaluation of LINKS, January 2024.
- 21. Leland Medical Clinic, Performance Measures Report, January 2024.
- 22. Women's Foundation of Greater Memphis, Evaluation of the Digital Inclusion Project, October 2023.
- 23. Head Start/Early Head Start, Evaluation of Head Start STAR Early Literacy (MKAS) Data, September 2023.

- 24. Delta EATS, Evaluation of Results from Participant Survey, September 2023.
- 25. Town of Inverness, Evaluation of the MS RIVER Collaborative, August 2023.
- 26. Literacy Fellows, Evaluation of Leflore Promise Community Reading Gate data, August 2023.
- 27. Delta BLUES diabetes intervention, Closeout Evaluation, May 2023.
- 28. Delta Health Alliance Head Start & Early Head Start, Wage comparability study, April 2023.
- 29. Leland Medical Clinic, Performance measures annual evaluation, April 2023.
- 30. Development of live, interactive dashboard in R Shiny for Delta Health Alliance. March 2023.
- 31. Delta Health Alliance, Estimate of economic impact, March 2023.
- 32. Delta Stroke Initiative, Annual evaluation, March 2023.
- 33. Medicaid Demonstration Project, Annual evaluation, December 2022.
- 34. Delta Health Alliance Head Start & Early Head Start, Annual evaluation (2021-22), December 2022.
- 35. Delta Health Alliance, Development of interactive automated survey analyzer tool, November 2022.
- 36. Youth Council, 2021-22 evaluation, in the Indianola and Deer Creek Promise Communities, November 2022.
- 37. Digital Inclusion Project, Comprehensive evaluation, October 2022. For Women's Foundation of Greater Memphis.
- 38. Delta Health Alliance, research for testimony to the Mississippi Senate, September 2022.
- 39. College Promise Initiative, 2021-22 evaluation, in the Indianola and Deer Creek Promise Communities, August 2022. With Kamran Ahmed.
- 40. Annual evaluation of the RIVER2 Inverness Project, July 2022. With Rachel Arthur, Madeline Plaster, and Elizabeth Manoah.
- 41. Leland Medical Clinic, Performance measures annual evaluation, June 2022.
- 42. Indianola and Deer Creek Promise Communities, Development of interactive streamplot tool in R Shiny to track cohort experience, June 2022.
- 43. Literacy Fellws, evaluation for 2020-21 in the Indianola and Deer Creek Promise Communities, May 2022.
- 44. Digital Inclusion Project, Periodic evaluation, May 2022. For Women's Foundation of Greater Memphis.
- 45. Indianola Promise Community, Limited evaluation of Fellows and Promise School, March 2022.
- 46. Women's Foundation of Greater Memphis, Development of Google Sheets data collection tool for Digital Inclusion Project, March 2022.
- 47. UCAN of Memphis, Development of research design and IRB proposal, February 2022.
- 48. GROWWTH, Results from a survey of TANF-receiving and TANF-adjacent individuals in West Tennessee, February 2022.
- 49. Medicaid Demonstration Project, Annual evaluation, December 2021.

50. MS River COVID Vaccination Grant, results of electronic survey of random sample of Mississippians using mail-based approach, November 2021.

- 51. Deer Creek Promise Community, Leland Writing Project, brief valuation, October 2021.
- 52. Indianola and Deer Creek Promise Communities, review of ACT and MAAP scores, October 2021, with Madeline Plaster.
- 53. A Step Ahead Foundation, return-on-investment analysis, Septembr 2021.
- 54. MS RIVER COVID Vaccination Grant, segmentation analysis, July 2021, with Rachel Arthur and Joseph Branson.
- 55. MS RIVER COVID Vaccination Grant, weekly vaccination updates, July-August 2021, with Joseph Branson.
- 56. OMH COVID-19 Health Literacy Grant, Diversity Impact Statement, July 2021, with Rachel Arthur, Joseph Branson, and Claire Brindley.
- 57. MS RIVER COVID Vaccination Grant, focus group report, July 2021.
- 58. MS RIVER COVID Vaccination Grant, evaluation of employee vaccination trends, July 2021.
- 59. Shelby County Water Survey, technical report, May 2021, with Chris King and Wesley James.
- 60. Leflore County Promise Community grant proposal, Needs Assessment, March 2021, with Chris King, Rachel Arthur, Joseph Branson, Madeline Plaster, and Wesley James.
- 61. Deer Creek Behavioral Health Network, final evaluation, March 2021.
- 62. Whoops Proof contraception outreach campaign, evaluation of marketing campaign impact, March 2021.
- 63. Delta Healthy Start, vital statistics outcome measures, February 2021.
- 64. Delta Health Alliance, performance measures development, February 2021.
- 65. Deer Creek Behavioral Health Network, periodic evaluation, January 2021.
- 66. Delta Dreams, summative evaluation, December 2020, with Shuai Yuan.
- 67. Medicaid Healthy Pregnancy Program, evaluation of cost-effectiveness, November 2020.
- 68. Deer Creek Behavioral Health Network, periodic evaluation, October 2020.
- 69. Medicaid Healthy Pregnancy Program, periodic evaluation, October 2020.
- 70. Medicaid Prediabetes Program, periodic evaluation, July 2020.
- 71. Deer Creek Behavioral Health Network, periodic evaluation, July 2020.
- 72. Delta Heart Health Network, periodic evaluation, June 2020.
- 73. Ruleville educational pipeline, periodic evaluation, June 2020.
- 74. Delta Futures, Tier 1, periodic evaluation, May 2020.
- 75. Deer Creek Behavioral Health Network, periodic evaluation, April 2020.
- 76. Deer Creek Promise Community, evaluation of afterschool programs, April 2020.

- 77. Delta Futures, Tier 2, periodic evaluation, March 2020.
- 78. Delta Heart Health Network, periodic evaluation, February 2020.
- 79. Literacy Fellows, Indianola and Deer Creek Promise Communities, February 2020, with Chelsea Joyner.
- 80. Delta Futures, Tier 1, population-level impact analysis, January 2020.
- 81. Deer Creek Behavioral Health Network, periodic evaluation, January 2020.
- 82. Delta STAR, periodic evaluation, December 2019.
- 83. CATCH, Indianola and Deer Creek Promise Communities, baseline assessment, December 2019. With Chelsea Joyner.
- 84. Medicaid Prediabetes Program, periodic evaluation, December 2019.
- 85. Progress Monitoring Scores, Deer Creek Promise Community, November 2019.
- 86. Summer Camps, Indianola and Deer Creek Promise Communities, November 2019.
- 87. Deer Creek Behavioral Health Network, periodic evaluation, October 2019.
- 88. Delta Futures, Tier 2, periodic evaluation, October 2019.
- 89. Delta EATS, Vegetable Preference Survey evaluation, October 2019. With Chelsea Joyner.
- 90. Delta Dreams, periodic evaluation, October 2019.
- 91. Financial Literacy programming, periodic evaluation, September 2019.
- 92. Early Childhood summer camps, annual evaluation, September 2019.
- 93. CATCH physical assessment, periodic evaluation, August 2019.
- 94. Delta Heart Health Network, periodic evaluation, August 2019.
- 95. Delta Futures, Tier 1, periodic evaluation, July 2019.
- 96. Return on Investment Analysis, selected Delta Health Alliance Programs, July 2019.
- 97. Progress Monitoring Scores, Indianola and Deer Creek Promise Communities, periodic evaluation, June 2019.
- 98. Literacy Fellows, Indianola and Deer Creek Promise Communities, periodic evaluation, June 2019.
- 99. Neighborhood Survey, Deer Creek Promise Community, periodic evaluation, May 2019.
- 100. College Promise Initiative, Deer Creek Promise Community, periodic evaluation, May 2019.
- 101. LINKS parenting assessment, Indianola and Deer Creek Promise Communities, periodic evaluation, April 2019.
- 102. SPARK, Indianola and Deer Creek Promise Communities, periodic evaluation, March 2019.
- 103. Progress Monitoring Scores, Indianola and Deer Creek Promise Communities, periodic evaluation, March 2019.
- 104. College Promise Initiative, Deer Creek Promise Community, periodic evaluation, February 2019.

- 105. Medicaid Prediabetes Program, periodic evaluation, February 2019.
- 106. Medicaid Healthy Pregnancy Program, periodic evaluation, January 2019.
- 107. Delta Futures, Tier 1, periodic evaluation, January 2019.
- 108. Medicaid Demonstration Project, periodic evaluation, December 2018.
- 109. Progress Monitoring Scores, Indianola Promise Community, periodic evaluation, October 2018.
- 110. Summer Camps, Indianola and Deer Creek Promise Communities, annual evaluation, September 2018.
- 111. Progress Monitoring Scores, Deer Creek Promise Community, periodic evaluation, September 2018.
- 112. Delta Heart Health Network, periodic evaluation, August 2018.
- 113. Literacy Fellows, Deer Creek Promise Community, scientific analysis of program design, August 2018.
- 114. Delta Futures, Tier 1, periodic evaluation, August 2018.
- 115. Early Childhood summer camps, annual evaluation, August 2018.
- 116. Literacy Fellows, Indianola Promise Community, scientific analysis of program design, July 2018.
- 117. Financial Literacy programming, periodic evaluation, July 2018, with Alexis Smith.
- 118. CATCH physical assessment, periodic evaluation, June 2018.
- 119. Accountable Health Community, evaluation plan, June 2018.
- 120. Delta Health Alliance health programs evaluation planning, June 2018.
- 121. College Promise Initiative, annual evaluation, Deer Creek Promise Community, June 2018.
- 122. Medicaid Demonstration Project, periodic evaluation, June 2018.
- 123. Delta Futures, Tier 1, periodic evaluation, June 2018.
- 124. Kindergarten readiness longitudinal evaluation, Indianola Promise Community, May 2018.
- 125. SPARK, Indianola and Deer Creek Promise Communities, periodic evaluation, April 2018.
- 126. Delta Futures, Tier 1, evaluation of big-picture questions, April 2018.
- 127. Opioids grant proposal needs assessment, April 2018.
- 128. CARES academic and behavioral outcomes, Indianola and Deer Creek Promise Communities, March 2018.
- 129. Progress Monitoring Scores, Deer Creek Promise Community, periodic evaluation, February 2018.
- 130. Medicaid Demonstration Project, power analysis, February 2018.
- 131. Financial Literacy programming, periodic evaluation, February 2018.
- 132. Evaluation of end-of-year assessments, Indianola Promise Community, January 2018.
- 133. Delta Futures, Tier 1, periodic evaluation, January 2018.

- 134. Evaluation of end-of-year assessments, Deer Creek Promise Community, January 2018.
- 135. College Promise Initiative, baseline evaluation Deer Creek Promise Community, January 2018.
- 136. Summer Camps, Indianola Promise Community, longitudinal evaluation, December 2017.
- 137. Medicaid Demonstration Project, periodic evaluation, December 2017.
- 138. CATCH physical assessments, Indianola and Deer Creek Promise Communities, November 2017.
- 139. Summer Camps, Indianola Promise Community, periodic evaluation, October 2017.
- 140. Progress Monitoring Scores, Indianola Promise Community, periodic evaluation, October 2017.
- 141. Summer Camps, Deer Creek Promise Community, periodic evaluation, September 2017.
- 142. Medicaid Demonstration Project, interim assessment of health outcomes, September 2017.
- 143. Delta Futures, Tier 1, periodic evaluation, September 2017.
- 144. Evaluation of health outcomes related to CATCH intervention, Indianola Promise Community, July 2017.
- 145. Evaluation of health outcomes, Indianola Promise Community, July 2017.
- 146. Neighborhood Survey results, Deer Creek Promise Community, May 2017.
- 147. Delta Futures, Tier 1, periodic evaluation, March 2017.
- 148. Evaluation of selected summer camps, Indianola Promise Community, August 2016.
- 149. LINKS, evaluation of academic outcomes, July 2016.
- 150. Multilevel model to evaluate program effects, Indianola Promise Community, August 2015.

## Teaching

#### As Course Instructor

Political Science 362 (undergraduate), Social Statistics, LeMoyne-Owen College, Fall 2018 - Spring 2020.

Political Science 4510 (undergraduate), Politics and the Global Economy, University of Memphis, Spring 2019, Spring 2019. Course developed and taught.

## As Teaching Assistant

Political Science 244K (undergraduate), Politics and Markets, University of Rochester, Fall 2016.

Political Science 106 (undergraduate), Introduction to International Relations, University of Rochester, Fall 2015.

Political Science 480 (graduate), Scope of Political Science, University of Rochester, Spring 2015.

Political Science 101 (undergraduate), Introduction to Comparative Politics, University of Rochester, Fall 2014.

#### Miscellaneous

Princeton Review of Tennessee, Senior tutor, course instructor, marketer, and recruiter for Memphisbased operation, 2009-2012.

University of Memphis Center for Athletic Academic Services, mathematics and economics tutor, 2011.

## Selected Honors and Awards

First-Time Principal Investigator, University of Memphis, 2025.

Humane Studies Fellowship, Institute for Humane Studies, 2016-17.

Ph.D. Scholarship, Institute for Humane Studies, 2015-16.

Visiting Dissertation Fellowship, Mercatus Center, George Mason University, 2015-16.

Adam Smith Fellowship, Mercatus Center, George Mason University, 2013-15.

Marcus L. Urann Fellowship, Phi Kappa Phi, 2012-13.

Dean's Award for Outstanding Undergraduate Student, University of Memphis, 2012.

## Selected Presentations

Urban Institute Student Upward Mobility Initiative, Washington, DC, 2025.

Shelby County Board of Commissioners, Memphis, TN, 2024.

Southern Demographic Association Conference, Savannah, Georgia, 2024.

Posit Conference (attendee), Chicago, IL, 2023.

Mid-South Data 2023 Conference, Memphis, Tennessee, 2023.

Southern Demographic Association Conference, Knoxville, Tennessee, 2022.

Mid-South Data 2022 Conference, Memphis, Tennessee, 2022.

nSPARC Data Summit (attendee), Starkville, Mississippi, 2019.

Second Biennial Population and Public Policy Conference, Albuquerque, 2019.

XULA 2018 conference, contributed to research for poster presentation by Twanda Wadlington, New Orleans, 2018.

Southern Political Science Association Conference, New Orleans, 2017.

Graduate Student Paper Workshop, Department of Economics, George Mason University, 2016.

Text as Data Conference (attendee), New York University, 2015.

Midwest Political Science Association Conference, 2015.

Watson Seminar Series, Department of Political Science, University of Rochester, 2015.

Tennessee Political Science Association Conference, Tennessee State University, 2012.

National Conference on Undergraduate Research, Weber State University, 2012.

## Skills

Software: Expert in R (base R, tidyverse, ggplot2, Shiny, Quarto/RMarkdown, APIs, regex), Excel, Qualtrics, and LaTeX. Experience with Python, SQL, SPSS, Stata, and BASH.

Analytical tools: Econometrics and quasi-experimental statistics, text-as-data, data pipelining and APIs, data mining, computational GIS, visualization (ggplot2), dashboarding (Shiny)

Substantive areas: Population health, education, workforce development, applied evaluation, interstate diplomacy and bureaucracy, criminal justice.

Research center administration: management of research projects, personnel, procurement, contracting, budgeting and finance, grants compliance, preaward and postaward processes, research design/scope of work, marketing.

Last updated: April 7, 2025