
Elizabeth Covay Minor

National College of Education
National Louis University
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Wheeling, IL 60090
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Current Positions:

Associate Professor, Educational Leadership July 2018-present
National Louis University

Program Director, Educational Leadership (M.Ed./Ed.S.) September 2015-present
National Louis University

Education

Doctorate of Philosophy, Sociology, May 2010, University of Notre Dame
Dissertation: The Emergence and Persistence of the Black-White Achievement Gap
Committee: William Carbonaro (chair), Sean Kelly, David Sikkink, Richard Williams

Master of Arts, Sociology, May 2006, University of Notre Dame
Thesis: Beyond School Walls: Socialization in Extracurricular Activities and Its
Relationship with Classroom Behavior
Advisor: William Carbonaro

Bachelor of Arts, (Summa Cum Laude) Sociology, May 2004
Minor: Psychology
Baldwin-Wallace University (formerly Baldwin-Wallace College), Berea, Ohio

Areas of Interest

Sociology of Education (comprehensive exam)
Stratification
Statistics/Methods (comprehensive exam)
Educational Leadership

Positions Held

Associate Professor, Educational Leadership July 2018-present
National Louis University

Program Director, Educational Leadership (M.Ed./Ed.S.) September 2015-
present
National Louis University

Assistant Professor, Educational Leadership Sept 2014-June 2018
National Louis University

Area Co-Chair, Leadership Studies Sept 2016-June 2018
National Louis University

Consultant Sept 2014-Oct 2015
Michigan Consortium for Educational Research, Michigan State University

Research Director Aug 2012-Aug 2014
Michigan Consortium for Educational Research, Michigan State University

Associate Fellow, Aug 2012-Aug 2014
Pathways to Adulthood

IES Postdoctoral Fellow in Education Policy and Measurement July 2010-July 2012
Graduate School of Education
University of Pennsylvania,

Instructor, *Statistics for Social Research* Spring 2010
Sociology Department
University of Notre Dame

Instructor, *First Year Composition* Fall 2009
University Writing Program
University of Notre Dame

Graduate Research Assistantship Fall 2004-Summer 2008
Sociology Department
University of Notre Dame

Fellowships and Awards

Seed Grant with Dr. Harrington Gibson, “Developing an Effective Chicago Public Schools Principal Cohort Program” (\$5,934)
National Louis University, 2015-2016

Research Residency with Dr. Harrington Gibson, “Developing an Effective Chicago Public Schools Principal Cohort Program”
National College of Education, National Louis University, 2015-2016

Research Residency with Drs. Ayn Keneman and Arlene Borthwick, “Culturally Responsive Pedagogy and Family Engagement: Participation in a Networked Improvement Community”
National College of Education, National Louis University, 2015-2016

Measuring Effective Teaching (MET) Early Career Research Grant (\$25,000)
ICPSR and the National Academy of Education, March 2013-March 2014

Elizabeth Covay Minor

IES Post-Doctoral Fellow in Educational Policy and Measurement
Graduate School of Education, University of Pennsylvania, July 2010- July 2012

Jeanine Becker Award for Graduate Student Papers, University of Notre Dame,
Department of Sociology, 2009—“Composition Matters: Racial Differences in Access to
and Returns from Advanced Math Course Taking”

Graduate Teaching Year Fellowship, University Writing Program, University of Notre
Dame, 2009-2010

Graduate Student Professional Development Grant, Institute for Scholarship in the
Liberal Arts, University of Notre, 2009

Dissertation Year Fellowship, University of Notre Dame, 2008-2009

Publications: Articles

Covay Minor, Elizabeth, Guan Saw, Kenneth Frank, Barbara Schneider, and Kaitlin
Torphy. *Forthcoming* “External Contextual Factors, Teacher Turnover and
Student Achievement: The Case of Michigan High Schools.” *Teachers
College Record*.

Jensen, Bryant, Tanner LeBaron Wallace, Matthew P. Steinberg, Rachael E. Gabriel,
Leslie Dietiker, Dennis S. Davis, Benjamin Kelcey, **Elizabeth Covay Minor**,
Peter Halpin, & Ning Rui. (2019). “Complexity and Scale in Teaching
Effectiveness Research: Reflections from the MET Study.” *Educational Policy
Analysis Archives* 27(7).

Covay Minor, Elizabeth, Andrew C. Porter, Joseph Murphy, Ellen Goldring, & Stephen
N. Elliott. 2017. “Developing Effective Leaders Requires Valid, High Quality
Psychometrically Sound, and Reliable Tools: A Test-Retest Analysis of The
Vanderbilt Assessment for Leadership in Education.” *Educational Assessment,
Evaluation, and Accountability* 29(2), 211-224.

Covay Minor, Elizabeth, Laura Desimone, Jade Caines Lee, & Eric Hochberg. 2016.
“Insights on How to Shape Teacher Learning Policy: The Role of Teacher
Content Knowledge in Explaining Differential Effects of Professional
Development.” *Education Policy Analysis Archives* 24(60).

Covay Minor, Elizabeth. 2016. “Racial Differences in Math Test Scores for Advanced
Math Students.” *The High School Journal* 99(3).

Covay Minor, Elizabeth. 2016. “Classroom Composition and Racial Differences in
Opportunities to Learn” *Journal of Education for Students Placed At-Risk* 20:238-
262.

- Covay Minor, Elizabeth, Laura Desimone, Kristie J.R. Phillips & Kailey Spencer. 2015
“A New Look at the Opportunity to Learn Gap across Race and Income.”
American Journal of Education 121(2).
- Covay Minor, Elizabeth. 2014. “Student Race and Differences in Teacher Perceptions of
Student Academic Ability.” *Teachers College Record* 116(10).
- Covay Minor, Elizabeth, Andrew C. Porter, Joseph Murphy, Ellen B. Goldring, Xiu
Cravens, & Stephen N. Elliott. 2014. “A Known Group Analysis Study of the
Vanderbilt Assessment of Leadership in Education.” *Educational Assessment,
Evaluation, and Accountability* 26: 29-48.
- Carbonaro, William, Brandy J. Ellison, & Elizabeth Covay. 2011. “Gender Inequalities in
the College Pipeline.” *Social Science Research* 40(1): 120-135.
- Carbonaro, William & Elizabeth Covay. 2010. “School Sector and Student Achievement
in the Era of Standards Based Reforms.” *Sociology of Education* 83(2):160-182.
- Covay, Elizabeth & William Carbonaro. 2010. “After the Bell: Participation in
Extracurricular Activities, Classroom Behavior, and Academic Achievement.”
Sociology of Education 83(1):20-45.
-Featured in *Contexts* ‘The Extra is Curricular’, 9:3, 10.
-Most downloaded article in *Sociology of Education* of articles published
in 2009 and 2010

Publications: Review Essays

- Covay, Elizabeth. 2013. “Review of *Integration Interrupted: Tracking, Black Students &
Acting White After Brown* by Karolyn Tyson and *Kids Don’t Want to Fail:
Oppositional Culture and the Black-White Achievement Gap* by Angel L. Harris”
Social Forces. doi: 10.1093/sf/sot063

Publications: Book Chapters

- Covay, Elizabeth. 2013. “Maureen Hallinan.” In *Sociology of Education: An A-to-Z
Guide*, edited by James Ainsworth & Geoffrey J. Golson. Sage.
- Covay, Elizabeth. 2013. “School Effects.” In *Sociology of Education: An A-to-Z Guide*,
edited by James Ainsworth & Geoffrey J. Golson. Sage.
- Kelly, Sean & Elizabeth Covay. 2008. “Curriculum Tracking: Reviewing the Evidence
on a Controversial but Resilient Educational Policy.” In *21st Century Education:
A Reference Handbook*, edited by Thomas Good. Sage.

Under Review

- Berends, Mark, Elizabeth Covay Minor, & Barbara Schneider (Eds). *Opportunities for
Learning: A Sociological Perspective*.

In Progress

Covay Minor, Elizabeth. "The Differential Effects of Instruction on Achievement."

Presentations at Scientific Meetings

Covay Minor, E., Borthwick, A., & Keneman, A. *Preservice Teacher Candidates' Experiences with Parent Teacher Conference Video Case Studies*. Presented at the American Educational Research Association Annual Meeting, San Antonio, TX, May 2017.

Covay, Minor, E. & Gibson, H. *Developing an Effective Urban Public Schools Principal Cohort Program*. Presented at the American Educational Research Association Annual Meeting, San Antonio, TX, April 2017.

Jacobson, C., **Minor, E.**, Keneman, A. & Borthwick, A.C. *Improving Teacher Candidates' Preparation to Effectively Communicate with Diverse Learners*. Presented at the Association for Teacher Educators Spring Meeting, Chicago, IL, February 2016.

Covay Minor, E., A. C. Porter, J. Murphy, E. Goldring, & S. N. Elliott. *A Test-Retest Analysis of the Vanderbilt Assessment for Leadership in Education in the United States*. Presented at the American Educational Research Association Annual Meeting, Chicago, IL, April 2015.

Covay Minor, E. for the Michigan Consortium for Educational Research. *Changes in High School Science: Results from the Implementation of the Michigan Merit Curriculum*. Presented at the Association for Educational Finance and Policy, Washington, DC, February 2015.

Covay Minor, E., G. Saw, K. Frank, B. Schneider, & K. Obenauf. *Teacher Turnover and External Contextual Factors: The Case of Michigan High Schools*. Presented at the Midwest Sociology of Education Conference, Notre Dame, IN, October 2014.

Covay Minor, E. *Differential Effects of Instruction on Achievement: Mathematical Quality of Instruction*. Presented at the American Sociological Association Annual Meeting, San Francisco, CA, August 2014.

Covay Minor, E., G. Saw, K. Frank, B. Schneider, & K. Obenauf. *Teacher Mobility and External Contextual Factors: The Case of Michigan High Schools*. Presented at the American Sociological Association Annual Meeting, San Francisco, CA, August 2014.

Covay Minor, E. 2014 *Differential Effects of Instruction on Achievement: Mathematical Quality of Instruction* invited poster session Excellence in Education Research: Early Career Scholars and Their Work at the American Educational Research Association Annual Conference, Philadelphia, PA 2014.

Covay Minor, E., L. Desimone, & J. Caines. *Explaining Differential Effects of Teacher Professional Development: The Role of Teacher Content Knowledge*. Presented at the American Educational Research Association Annual Conference, Philadelphia, PA 2014.

Covay Minor, E., G. Saw, K. Frank, & B. Schneider. 2014. *Teacher Mobility and External Contextual Factors: The Case of Michigan High Schools*. Presented at the American Educational Research Association Annual Conference Philadelphia, PA 2014.

Covay Minor, E. *Race and Income Group Differences in Experiences of Teacher Effectiveness*. Presented at the Midwest Sociology of Education Conference, Madison, WI, November 2013.

Covay Minor, E. & J.L. Puccioni. 2013. *Inequality in Noncognitive Skills and Cumulative Disadvantage*. Presented at the American Sociological Association Annual Conference, New York, NY, August 2013.

Covay, E. 2013. *Differential Effects of Instruction on Student Achievement* presented at the Pathways Workshop, Tubingen, Germany, May 2013.

Covay, E., A. C. Porter, J. Murphy, E. B. Goldring, X. Cravens, & S. N. Elliott. 2013. *A Known Group Analysis Study of the Vanderbilt Assessment of Leadership in Education* presented at the American Educational Research Association Annual Conference, San Francisco, CA, April 2013.

Covay, E. 2013. *Classroom Composition and Racial Differences in Opportunities to Learn* presented at the Sociology of Education Association Annual Conference, Pacific Grove, CA, February 2013.

Covay, E. 2012. *Classroom Composition and Racial Differences in Opportunities to Learn* presented at the Pathways Workshop, Windsor, UK, December 2012.

Covay, E. 2012. *Variation in Content Coverage by Classroom Composition: An Analysis of Advanced Math Course Content* presented at the American Sociological Association Annual Conference, Denver, Colorado, August 2012.

Covay, E. 2011. *Variation in Content Coverage by Classroom Composition: An Analysis of Advanced Math Course Content* poster session at the Society for Research on Educational Effectiveness, Washington, DC, September 2011.

Covay, E. 2011. *How Do Teachers Evaluate Student Ability? The Role of Race in Evaluations of Student Ability* presented at the American Sociological Association Annual Conference, Las Vegas, Nevada, August 2011.

Covay, E. 2011. *Racial Differences in Returns from Advanced Math Course Taking* invited poster session: Excellence in Education Research: Early Career Scholars and

Their Work at the American Educational Research Association Annual Conference, New Orleans, Louisiana, April 2011.

Covay, E., L. Desimone, K.J.R. Phillips & K. Spencer. 2011. *An Examination of the Teacher and Teaching Quality Experienced by Elementary School Children: A Descriptive and Relational Analysis of the Racial/Ethnic and Socioeconomic Achievement Gap Using the Early Childhood Longitudinal Study* presented at the American Educational Research Association Annual Conference, New Orleans, Louisiana, April 2011.

Covay, E. 2010. *The Emergence of the Black-White Noncognitive Skills Gap* presented at the American Educational Research Association Annual Conference, Denver, Colorado, May 2010.

Covay, E. 2009. *The Role of Wealth and Learning Opportunities in the Emergence of the Black-White Achievement Gap* presented at the American Sociological Association Annual Conference, San Francisco, California, August 2009.

Covay, E. 2009. *Are Teacher Evaluations Black and White? The Role of Race in Teacher Evaluations of Student Ability* presented at the American Educational Research Association Annual Conference, San Diego, California, April 2009.

Covay, E. 2008. *Composition Matters: The Relationship Between Race and School Racial Composition in Explaining the Black-White Gap* presented at the American Sociological Association Annual Conference, Boston, Massachusetts, August 2008.

Carbonaro, W. & Covay, E. 2007. *Sector Differences in Student Experiences and Achievement: An Update* presented at the American Sociological Association Annual Conference, New York, New York, August 2007.

Covay, E. 2007. *We've Got Spirit, Yes We Do, We've Got Spirit, How 'bout You: Sense of Community and Perceptions of Safety* presented at the American Sociological Association Annual Conference, New York, New York, August 2007.

Covay, E. 2007. *Beyond School Walls* Paper presented at the American Educational Research Association Annual Conference, Chicago, Illinois, April 2007.

Covay, E. 2007. *It Takes a Community* Paper presented at the North Central Sociological Association/Midwest Sociological Society Conference, Chicago, Illinois, April 2007.

Presentations at Policy Conferences and Invited Presentations

Covay Minor, E. 2014. *Teacher Mobility and External Contextual Factors: The Case of Michigan High Schools* presented at the Michigan Educational Research Association Annual Spring Conference, Bath, Michigan, May 2014.

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Covay Minor, E. *Differential Effects of Instruction on Achievement: Mathematical Quality of Instruction* presented at the Center for Research on Educational Opportunity, University of Notre Dame, February 2014.

Covay Minor, E. 2013. *Career and College Ready* panel member at the Michigan Department of Education's Bureau of Assessment & Accountability Fall Conference, Grand Valley State University, August 2013.

Media Presentations

Covay Minor, E. 2019. "Instruction and Student Achievement: A Missing Relationship." BOLD. <https://bold.expert/instruction-and-student-achievement-a-missing-relationship/>

Covay Minor, E. 2017. "Leadership and Principal Education." *Research in leadership in schools, early childhood settings and social care settings*. (<http://www.stitcher.com/podcast/research-in-leadership-in-schools-early-childhood-settings-and-2/e/50015625?autoplay=true>)

Covay Minor, E. 2015. "Racial Differences in Teacher Perceptions of Student Ability." The Voice. <https://vialogues.com/vialogues/play/25069/>

Covay Minor, E., L. Desimone, K. J. R. Phillips, & K. Spencer. 2015. "The Classroom: It is Where the Action Is" *AJE Forum*. <http://www.ajeforum.com/category/blog/>

Casey, M. 2014, June 19. "Want to succeed in business? Then play high school sports." [Quoted by Author]. *Fortune Magazine*. <http://fortune.com/2014/06/19/high-school-sports-business-cornell-job-market/>

Workshops Conducted

Measures of Effective Teaching. *ICPSR Summer Program*. Summer 2014.

Early Childhood Longitudinal Study Training Seminar. *University of Pennsylvania Graduate School of Education*. Spring 2012.

Educational Longitudinal Study Training Seminar. *University of Pennsylvania Graduate School of Education*. Spring 2012.

Additional Training

Growth through Learning Illinois Performance Evaluation Program, Principal Evaluation Modules

Growth through Learning Illinois Performance Evaluation Program, Teacher Evaluation Modules

"Striving for Excellence in Teaching" Certification, Kaneb Center for Teaching & Learning, University of Notre Dame Fall 2008

U.S. Department of Education, Institute of Education Statistics, National Center for Education Statistics NELS:88/ELS:2002 Training Seminar May 2006, Washington, DC

Service

National Louis University

University Leadership Cabinet, co-chair, 2017-2018

Institutional Promotion, Tenure, and Recognition Committee, 2019-2021

National College of Education

CAEP Self-Study Standard 5, co-facilitator, 2015-2019

Assessment Committee, 2014-present

Chair, 2016-2017, 2019-2020

Co-chair, 2015-2016; 2017-2018, 2018-2019

Scholarship and Development Committee, 2015-2016

Program Director, Educational Leadership (M.Ed.) 2015-present

Educational Leadership Search Committee Co-Chair, 2017-2018

Educational Leadership Search Committee Chair, 2019-2020

Dissertation Chair

Defended: Jennifer Camilleri; Jason Major; Kimberly Young; Michael Marassa; Amy Houlihan; Emilie Correa; Kenyatta Stark; Jeffrey Alstadt; Kimberly Ontiveros; Markisha Mitchell; Merryl Brownlow

In progress: Lauren Schulman; Sheila Streets; Deborah Dunwoody; Dominick Lupo; Joanna Ford; Francisco Borrás; Syrena Alexander; Aarti Dhupelia; Barbara Georges; Kelly Hansen; Jessica Iovinelli; Gerald Trujillo; Willard Willette; Denise Battenhausen; Jackelyn Cadard; Astrid Rodrigues; Eliza Santos Lopez; Martha Irizarry; Ann Buch; Maureen Deely

Dissertation Committee

Defended: Amaesha Gibson; Piedad Kaye; Mellodie Brown; Emily Crement; Caletha White; Dorothy Thompson; Macqueline King; Shelly Gates; Robert Hubbard; Joshua McMahon

In progress: Theodore Stec; Sondra Davis; Heather Anichini; David Kostopoulous; Michael Portwood; Tammy Salem; Traci Meziere; Marinel Mullens

Internship Supervision

Completed: Kimberly Young; Amy Houlihan; Emilie Correa; Kenyatta Stark; Kimberly Ontiveros; Merryl Brownlow; Theodore Stec; Courtney Mix; Markisha Mitchell; Kimberly Arakelian; Limaris Pueyo; Sheila Streets

Elizabeth Covay Minor

Profession

Editor, *i.e. inquiry in education*, 2020

Editorial Board, *American Educational Research Journal*, current

Outstanding Reviewer, 2015, *American Educational Research Journal-SIA*

Ad Hoc Reviewer: *Sociology of Education, Social Forces, American Sociological Review, American Journal of Education, Social Science Research, American Educational Research Journal, Educational Evaluation and Policy Analysis, Poetics, Social Problems, Social Forces, Sociological Inquiry, School Leadership and Management*

Program Chair, American Educational Research Association, School Effectiveness and School Improvement SIG, 2019-2020

Professional Affiliations

Member, American Educational Research Association,

SIG: Sociology of Education; Accreditation, Assessment, and Program Evaluation in Education Preparation; School Effectiveness and School Improvement

Division A: Administration, Organization, & Leadership

Member, ICPEL

Member, ICPEA

Member, IPA

Elizabeth Covay Minor

References

Dr. Barbara Schneider

John A. Hannah Chair and University Distinguished Professor

bschneid@msu.edu

(517)432-0300

College of Education, Erickson Hall

620 Farm Lane, Office of the Hannah Chair, Room 516

Michigan State University

East Lansing, MI 48824

Dr. Mark Berends

Professor of Sociology and Director of the Center for Research on Educational Opportunity

mberends@nd.edu

(574)631-0195

University of Notre Dame

4110A Jenkins Nanovic

Notre Dame, IN 46556

Dr. Kenneth Frank

Professor of Counseling, Educational Psychology and Special Education

kenfrank@msu.edu

(517)355-9567

College of Education, Erickson Hall

620 Farm Lane, Room 462

Michigan State University

East Lansing, MI 48824

Dr. William Carbonaro

Associate Professor of Sociology

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University of Notre Dame

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Notre Dame, IN 46556

Dr. Linell Monson-Lasswell

National Louis University

Professor Emeritus

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