
Elizabeth Covay Minor

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

Director, Educational Leadership Studies July 2022-present
National Louis University

Associate Professor, Educational Leadership July 2018-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

Director, Educational Leadership Studies July 2022-present
National Louis University

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

Program Director, Educational Leadership (M.Ed./Ed.S.) September 2015-June 2022
National Louis University

Elizabeth Covay Minor

<u>Assistant Professor</u> , Educational Leadership National Louis University	Sept 2014-June 2018
<u>Area Co-Chair</u> , Leadership Studies National Louis University	Sept 2016-June 2018
<u>Consultant</u> Michigan Consortium for Educational Research, Michigan State University	Sept 2014-Oct 2015
<u>Research Director</u> Michigan Consortium for Educational Research, Michigan State University	Aug 2012-Aug 2014
<u>Associate Fellow</u> Pathways to Adulthood	Aug 2012-Aug 2014
<u>IES Postdoctoral Fellow in Education Policy and Measurement</u> Graduate School of Education University of Pennsylvania,	July 2010-July 2012
<u>Instructor</u> , <i>Statistics for Social Research</i> Sociology Department University of Notre Dame	Spring 2010
<u>Instructor</u> , <i>First Year Composition</i> University Writing Program University of Notre Dame	Fall 2009
<u>Graduate Research Assistantship</u> Sociology Department University of Notre Dame	Fall 2004-Summer 2008

Fellowships and Awards

Seed Grant with Drs. Jennifer Engelland-Schultz and Joseph Levy
“Equitable and Culturally Responsive Assessment and Grading Practices in Higher Education” (\$5000)
National Louis University, 2022-2024

Research Residency with Drs. Christine Nelson, Carla Sparks, and Sherell Wilson,
“Stakeholder Informed Program Evaluation”
National College of Education, National Louis University, 2021-2022

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

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

Minor, Elizabeth. 2021. “An Opportunity for Change.” *i.e.: inquiry in education*. 13(2).

Covay Minor, Elizabeth, Guan Saw, Kenneth Frank, Barbara Schneider, and Kaitlin Torphy. 2019. “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(61).
- 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*.

Presentations at Scientific Meetings

Nelson, C. & Minor, E. *How School Boards Can Support New Principals*. Joint Annual Conference, Chicago, IL, November 2022.

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.

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 Study 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, 2019-2022

Secretary, 2019-2020

Chair, 2020-2021

University Assessment Council, 2018-2022

Credit for Prior Learning Advisory Board, 2022-present

National College of Education

NCE Post Hoc Promotion and Tenure Review Committee, 2022-2023

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, 2019-2020; 2020-2021, 2021-2022

Scholarship and Development Committee, 2015-2016

Program Director, Educational Leadership (M.Ed.) 2015-2022

Educational Leadership Search Committee Co-Chair, 2017-2018

Educational Leadership Search Committee Co-Chair, 2019-2020

Educational Leadership Search Committee, Chair, 2022

Dissertation Chair

Defended: Jennifer Camilleri; Jason Major; Kimberly Young; Michael Marassa; Amy Houlihan; Emilie Correa; Kenyatta Stark; Jeffrey Alstadt; Kimberly Ontiveros; Markisha Mitchell; Meryll Brownlow; Dominick Lupo; Megan McCarter; Jessica Iovinelli; Robert Bassett; Barbara Georges; Gerald Trujillo; Willard Willette; Jackelyn Cadard; Astrid Rodrigues; Eliza Santos Lopez; Ann Buch; Maureen Deely; Mohammed Farraj; Rozana Johnson; Carrie Comer; Sean Potts; Jaya Little; Maria Granados; Mevla Gavez; Mitchell Michalik

In progress: Lauren Schulman; Francisco Borrás; Syrena Alexander; Kelly Hansen; Denise Battenhausen; Krish Mohip; Tene Francis; Sarah McLinden; Courtney Mix; Nada Abid; Chris Harmon; Brian Kaszewicz; Brad Swanson; Marquita Jones; Christy Poli; Afua Agyeman-Badu; Colleen Conway-McQuade; Eleni Gajewski; Lisa Niforatos; Michelle Robinson; Rita Tarullo; Jeff Kersten; Tony Candela; Jasmine Thurmond; Alexandra Dakessian

Dissertation Committee

Defended: Amaesha Gibson; Piedad Kaye; Mellodie Brown; Emily Crement; Calettha White; Dorothy Thompson; Macquiline King; Shelly Gates; Robert Hubbard; Joshua McMahon; Tammy Salem; Sondra Davis; Heather Anichini; Carla Morris; Michael Portwood; David Kostopoulous; Marinel Mullens; Janet Martin; Carla Morris; Meriem Diouri

In progress: Traci Meziere; Angelique Watson; Kyle Hobbs; Juan Carlos Zayas; Katie Matthews; Tony King; Aarti Dhupelia

Internship Supervision

Nada Abid

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; Rozana Johnson; Carrie Comer;

Profession

Advisory Council, Illinois State Board of Education's Department of School and District Leadership, 2021

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

Editorial Board, *American Educational Research Journal*, 2016-2020

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

Elizabeth Covay Minor

Secretary/Treasurer, American Educational Research Association, School Effectiveness and School Improvement SIG, 2020-2022

Coach, *The Chicago Public Education Fund, VAL-ED*, 2020-2021

Community

St. Joan of Arc, Lisle, School Advisory Board Member, 2023-present

St. Joan of Arc, Lisle, School Advisory Board Sub-Committees, 2022-2023
Marketing, Enrollment, & Legacy Building
Academic Achievement

Professional Affiliations

Member, American Educational Research Association,
SIG: Sociology of Education; Accreditation, Assessment, and Program Evaluation
in Education Preparation; School Effectiveness and School Improvement; Catholic
Education
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

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Michigan State University

East Lansing, MI 48824

Dr. Mark Berends

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

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University of Notre Dame

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Dr. Kenneth Frank

Professor of Counseling, Educational Psychology and Special Education

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Dr. William Carbonaro

Associate Professor of Sociology

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