

EDUCATION

- Ph.D. Sociology** (Expected 2028)
University of Notre Dame
Graduate Student Affiliate, Center for Research on Educational Opportunities (CREO)
Graduate Student Affiliate, Program for Interdisciplinary Education Research (PIER)
- M.S. Educational Psychology—Educational Statistics and Measurement** 2017
University of Wisconsin–Milwaukee
Thesis: “[School Culture and Climate for Younger Learners: Measurement and Association with Academic Achievement](#)”
Advisor: Bo Zhang
- B.A. Sociology** 2015
Minor: Economics
St. Norbert College

EMPLOYMENT

- Data Analytics and Research Specialist** 2021–23
Medical College of Wisconsin
Office of Diversity & Inclusion | Center for the Advancement of Women in Science & Medicine
- Evaluation/Research Associate** 2017–21
University of Wisconsin–Milwaukee
Socially Responsible Evaluation in Education
- Graduate Student Assistant** 2016–17
University of Wisconsin–Milwaukee
Socially Responsible Evaluation in Education
- Social Statistics Student Teaching Assistant** 2013–15
St. Norbert College
Department of Sociology

PEER-REVIEWED PUBLICATIONS

- Jones, C. J., Reeves, M., Li., D., & **Gilman, L.** (2023). “[What Is the Sustained Impact of Future Forward on Reading Achievement, Attendance, and Special Education Placement 5 Years After Participation?](#)” *Educational Evaluation and Policy Analysis*, 0(0).
- Ellinas, E. H., **Gilman, L. J.**, & Farkas A. H. (2023). “[Lessons and Future Directions for a Gender Equity Pledge Campaign.](#)” *Women’s Health Reports*, 4(1), 251-261.
- Gilman, L. J.**, Zhang, B., & Jones, C. J. (2021). “[Measuring the perception of school learning environments for younger learners.](#)” *Learning Environments Research Journal*, 24(2), 169–181.

RESEARCH & EVALUATION REPORTS

- Gilman, L. J.**, Ark, T. K., Levas, M. N., Mann, K., Ballard, J., & Siker, M. L. (2023, July 7). [Using data to drive equity in the learning environment: A discussion of how MCW is](#)

- [working to understand our data](#). *Transformational Times*. Kern Institute, Medical College of Wisconsin.
- Pylman, M., **Gilman, L. J.**, & Fields, B. (2022, July 29). [Thinking about campus climate: Survey results from 2019 and 2021](#). *Transformational Times*. Kern Institute, Medical College of Wisconsin.
- Gilman, L. J.**, Niemer, K., & Ellinas, L. (2021, November). [IWill 2.0 follow up Report](#). Center for the Advancement of Women in Science and Medicine, Medical College of Wisconsin.
- Jones, C. J., **Gilman, L. J.**, Reeves, M., & Rainey, K. (2021, June). [Evidence of discrimination and bias in the effectiveness ratings assigned to Wisconsin educators of color](#). Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Jones, C. J., Reeves, M., Li, D., & **Gilman, L. J.** (2021, April). [What is the sustained impact of Future Forward on reading achievement, attendance, and special education placement five years after participation?](#). Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Gilman, L. J.**, & Jones, C.J. (2020, November). [A study of postsecondary outcomes for former MPS GEAR UP students](#). Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Kimball, S., Arrigoni, J., Geraghty, L., Marlin, D., Carl, B., Milanowski, A., Jones, C. J., & **Gilman, L. J.** (2020, April). [Wisconsin Principal Evaluation and Professional Learning Study: Part 1](#). Wisconsin Evaluation Collaborative, University of Wisconsin–Madison.
- Gilman, L. J.**, Jones, C. J., & Davis, G. S. (2020, March). [What matters for college success? The relationships between GEAR UP participation, high school GPA, AP participation, and ACT scores with college GPA](#). Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Jones, C. J., Cain, E., & **Gilman, L. J.** (2019, September). [The impact of the Wisconsin Educator Effectiveness process on new teacher turnover](#). Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Jones, C. J., **Gilman, L. J.**, & Pyatigorsky, M. (2019, August). [The impact of the Wisconsin Educator Effectiveness process on student achievement](#). Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Jones, C. J. & **Gilman, L. J.** (2019, February). [Paving the way to post-secondary success: Student participation in the Milwaukee Team GEAR UP Initiative](#). Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Jones, C. J. & **Gilman, L. J.** (2018, December). [The associations between how schools use the results of teacher evaluations, principal preparedness for completing teacher Evaluations, and principal perceptions of the process](#). Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Jones, C. J. & **Gilman, L. J.** (2018, October). [How are district differences in the implementation of teacher evaluations associated with teacher perceptions of school leadership and teacher job satisfaction?](#). Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.

- Jones, C. J. & **Gilman, L. J.** (2018, July). [*Educator Effectiveness as an induction that leads to job satisfaction with novice teachers: The case of one urban school district.*](#) Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Jones, C. J., **Gilman, L. J.**, Kimball, S., & Rainey, K. (2018, March). [*Measuring the effectiveness of Wisconsin principals: A study of Wisconsin framework for principal leadership ratings.*](#) Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Jones, C. J. & **Gilman, L. J.** (2018, March). [*Measuring the principal effectiveness equity gap within Wisconsin school districts.*](#) Socially Responsible Evaluation in Education, University of Wisconsin–Milwaukee.
- Gilman, L. J.** & Lynch, J. L. (2015, May). [*Who, when, and how many?: A demographic analysis of SOOTs.*](#) St. Norbert College.

PRESENTATIONS

- Gilman, L. J.** (2023, April 20). *GME Match Results for Underrepresented Groups: MCWAH Experience* [Report presentation]. Kern Institute Second Annual Summit on Advancing Equity in the Learning Environment, Milwaukee, WI, United States.
- Gilman, L. J.**, Ellinas, E., & Farkas, A. H. (2023, April 18). *Center for the Advancement of Women in Science and Medicine Research Week Mini-Symposium* [Report presentation]. Medical College of Wisconsin Research Week Presented by the Office of Research Milwaukee, WI, United States
- Ellinas, E., **Gilman, L. J.**, & Farkas, A. (2022, November 11–15). *Pledging for equity: Learnings and future directions for a gender equity pledge campaign* [Poster presentation]. Learn Serve Lead: Association of American Medical Colleges Annual Meeting, Nashville, TN, United States.
- Pylman, M., **Gilman, L. J.**, & Fields, B. (2022, April 28). *Student climate and satisfaction survey results presentation* [Report presentation]. Kern Institute Summit on Advancing Equity in the Learning Environment, Milwaukee, WI, United States.
- Jones, C. J., Reeves, M., DongMei, L., & **Gilman, L. J.** (2022, March 27–29). *What is the sustained impact of future forward on reading achievement, attendance, and special education placement five years after participation?* [Panel paper]. Annual Meeting of the Association for Public Policy Analysis and Management, Austin, TX, United States.
- Jones, C. J., Reeves, M., DongMei, L., & **Gilman, L. J.** (2021, September 26–29). *What is the sustained impact of future forward on reading achievement, attendance, and special education placement five years after participation?* [Paper presentation]. Annual Meeting of the Society for Research on Educational Effectiveness. Virtual.
- Gilman, L. J.**, Jones, C. J., & Davis, G. S. (2021, March 17–20). *The relationships between GEAR UP participation, high school GPA, AP participation, and ACT scores with college GPA* [Paper presentation]. Annual Meeting of the Association for Education Finance and Policy. Virtual.
- Jones, C. J., Cain, E., **Gilman, L. J.**, Kimball, S., & Rainey, K. (2020, March 11–14). *The impact of a learning centered teacher evaluation approach on new teacher turnover in*

- Wisconsin* [Paper presentation]. Annual Meeting of the Society for Research on Educational Effectiveness, Arlington, VA, United States. (Conference canceled)
- Jones, C. J., **Gilman, L. J.**, Rainey, K., & Kimball, S. (2019, March 21–23). *How are district differences in the implementation of teacher evaluations associated with teacher perceptions of school leadership and teacher job satisfaction?* [Paper presentation]. Annual Meeting of the Association for Education Finance and Policy, Kansas City, MO, United States.
- Gilman, L. J.** & Zhang, B. (2018, April 14–16). *Measurement invariance and predictive validity of a school culture and climate measure* [Poster presentation]. Annual Meeting of the National Council on Measurement in Education, New York, NY, United States.
- Jones, C. J., **Gilman, L. J.**, Kimball, S., & Rainey, K. (2018, March 15–17). *Analysis of principal evaluation ratings and teacher perceptions of principal leadership: Initial findings on the Wisconsin Framework for Principal Leadership* [Paper presentation]. Annual Meeting of the Association for Education Finance and Policy, Portland, OR, United States.
- Gilman, L. J.** (2014, April 1). *Who, when, and how many?: A demographic analysis of SOOTs* [Paper presentation]. Undergraduate Research Forum, St. Norbert College. De Pere, WI, United States.
- Gilman, L. J.** (2014, April 3–5). *Who, when, and how many?: A demographic analysis of SOOTs* [Paper presentation]. Annual Meeting of the National Conference on Undergraduate Research, Lexington, KY, United States (*accepted*)
- Gilman, L. J.** (2014, April 16). *Who, when, and how many?: A demographic analysis of SOOTs* [Paper presentation]. Social Science Research Forum, St. Norbert College. De Pere, WI, United States.

FUNDED RESEARCH

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| 2014 | Gilman, Leon J., “Who, when, and how many?: A demographic analysis of SOOTs”, St. Norbert College Collaborative Research Grant (\$1,500) |
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AWARDS AND DISTINCTIONS

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| Rev. James A. Burns Fellowship (\$6,000 annually)
Program for Interdisciplinary Education Research (PIER)
Institute for Educational Initiatives
University of Notre Dame | 2023– |
| John E. Cramer Prize in Sociology
Department of Sociology
St. Norbert College
Awarded annually to one outstanding senior student majoring in Sociology | 2015 |
| Co-captain, St. Norbert College Men’s Tennis Team
St. Norbert College
Selected by peers as one of two team leaders | 2015 |
| Academic All-Midwest Conference | 2014, 2015 |

St. Norbert College

Awarded annually to student-athletes who maintain a 3.5 GPA in all classes during the academic year and have received a varsity letter during their sport's season

Dean's List

2013–2015

St. Norbert College

Awarded each semester to students who maintain a 3.5 GPA.

Presidential Scholarship

2011–2015

St. Norbert College

Competitive scholarship awarded annually to students who maintain a cumulative grade-point average of at least 2.75

SKILLS

- Procure datasets for statistical analyses
- Critically analyze and display social or educational data
- Skilled in designing and conducting statistical analyses, such as regression analysis
- Clearly communicate research results to technical and non-technical audiences
- Expert in SPSS and Qualtrics survey software; Qualtrics Research Core Certified user

PROFESSIONAL ASSOCIATION MEMBERSHIPS

- American Educational Research Association
- American Evaluation Association

REFERENCES

Dr. Jamie Lynch
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Dr. Bo Zhang
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Dr. Greer Jordan
Vice President of Inclusion and Diversity, CDIO
Assistant Professor Institute for Health & Equity
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