
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

- Gilman, L.J.**, Zhang, B., & Lynch, J.L. (2023). “[Exploring the relationship between learning environments and academic achievement among young students.](#)” *Social Psychology of Education*, 1-14.
- 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

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

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

SOFTWARE SKILLS

- SPSS, Qualtrics (Qualtrics Research Core Certified user), and Stata

PROFESSIONAL ASSOCIATION MEMBERSHIPS

- American Sociological Association
- American Educational Research Association
- The Association for Education Finance and Policy
- Society for Research on Educational Effectiveness

REFERENCES

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