

# Sarah Narvaiz

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## Education

Ph.D., Educational Psychology and Research  
University of Tennessee, Knoxville

May 2023

- \* Dissertation: Development and Validation of an Aspirational Capital Scale
- \* Concentration: Evaluation, Statistics, and Methodology

M.S., Educational Psychology  
University of North Texas

May 2019

- \* Thesis: Literature Review of Advanced Technological Education Programs
- \* Concentration: Research and Evaluation

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## Professional Experience

Learning and Evaluation Officer  
The Susan Thompson Buffett Foundation

Aug. 2023 - Jun. 2025

- \* Led and managed research and evaluation projects to support evidence-based decision-making for the College Access and Success unit
- \* Identified and tracked project-level and cross-project metrics for strategy evaluation driven by the Theory of Change
- \* Advised internal and external partners to enhance evaluation practices (e.g., study design, data collection methods, data management, etc.)
- \* Analyzed program data to inform evidence-based improvements for the Susan T. Buffett Scholarship program

Research Scientist  
University of Tennessee, Knoxville

Apr. 2023 - Aug 2023

- \* Led the Shiny app re-design to conduct sensitivity analyses for causal inference methods
- \* Improved the design, architecture, and implementation of the Shiny app and R package
- \* Reviewed and wrote code, led programming, testing, and debugging of R produced software (Shiny app and R package)
- \* Produced publishable technical papers for Shiny app and R packages

Researcher - Contractor  
University of Tennessee, Knoxville

Apr. 2023 - Aug 2023

- \* Developed professional microcredential course Getting Started in Educational Data Analytics Using R for educational leaders, analysts and graduate students in the educational field
- \* Designed and developed the Canvas course, including coding in R (learnr), creating course materials, and leading programming, testing, and debugging of R-based software and files.

Graduate Research Assistant- Dr. Joshua Rosenberg  
University of Tennessee, Knoxville

Jan. 2022 - Apr. 2023

- \* Assisted on IES-funded project Quantifying the Robustness of Casual Inferences (R305D220022)
- \* Developed Shiny apps to conduct causal inference sensitivity analysis
- \* Co-led the re-development of the KonFound-It Shiny app
- \* Enhanced and maintained R packages and Shiny applications by identifying, troubleshooting, and resolving software bugs

Survey Methodologist Intern  
Service and Robotics Technology Inc. (SRT)

May 2021 - Aug. 2021

- \* Developed and validated criticality assessment instrument to assess and rank the importance of machine functioning towards the totality of system operations for SRT clients
- \* Served as a consultant for the HR teams staff demographic survey efforts
- \* Developed one-page infographic based on the demographic survey results as a tool to attract future candidates and company investors

- \* Coordinated and oversaw the administration of the California Critical Thinking Skills Test (CCTST) at the university
- \* Collected data from online databases and university websites for peer comparisons
- \* Qualitatively coded open-ended responses for university assessments
- \* Created visualizations for reporting

Graduate Research Assistant- Dr. Zoi Philippakos  
University of Tennessee, Knoxville

Aug. 2019 - Dec. 2019

- \* Assisted supervisor on a funded Institute of Education Sciences (IES) grant project (R305A160242) addressing writing and reading in community colleges
- \* Collected, cleaned, coded, and analyzed quantitative and qualitative data under the supervision of Dr. Philippakos
- \* Conducted literature reviews on writing and reading performance, self-efficacy, and motivation

Research Assistant  
Gibson Consulting Group

Jan. 2018 - Aug. 2019

- \* Supported quantitative data collection, produced descriptive statistics, gathered comparison data from national databases, and performed outreach efforts to boost response rates
- \* Analyzed qualitative data using CAQDAS platforms, NVivo and Dedoose
- \* Provided technical assistance for school personnel and participants by administering surveys over the phone in English and Spanish, responding to confidentiality questions, and articulating purpose of research project in layman terms
- \* Assisted with sampling, recruitment, and raising response rates for large-scale research projects

Project Specialist  
Texas Education Service Center Region 13

May 2015 - Jan. 2018

- \* Developed, implemented, and monitored production schedules for the development of tools, resources, and professional development materials for Texas educators and leaders
- \* Assisted in the design of project needs assessment, gather and synthesizes data, and used results to guide project planning and/or report to stakeholders for program evaluation
- \* Provided support and technical assistance to Texas Early College high schools per Texas Education Agency grant

### Selected Research and Evaluation Projects

Middle School Teachers Adaptation of Open Science Education Curriculum to Support Culturally Sustaining Teaching  
University of Tennessee, Knoxville

2022

- \* Examined the types of science teachers that have interest in adapting Open Science Education middle school curriculum materials to develop culturally sustaining teaching inside the classroom.

Self-Efficacy, Interest, and Belongingness: Underrepresented Students Momentary Experience in CS1  
University of Tennessee, Knoxville

2021-22

- \* Conducted a study examining the experiences of underrepresented undergraduate students in an introductory computer science course using a Bayesian multivariate multilevel modeling approach to better understand how their experiences develop over the course of the semester.

Prevalence of Mixed Methods and Qualitative Courses in Educational Assessment, Evaluation, and Research Ph.D. Programs  
University of Tennessee, Knoxville

2021-22

- \* Conducted a synthesis study which examined the prevalence of mixed methods and qualitative courses included in the curriculum for Ph.D. programs in the United States listed under the Educational Assessment, Evaluation, and Research CIP codes provided by NCES to better understand the extent to which these are taught for evaluation training.

New Graduate Student Orientation and Teaching Assistant Orientation Evaluation  
University of Tennessee, Knoxville

2020

- \* Conducted program assessment of the 2020 New Graduate Student Orientation and the 2020 New Graduate Teaching Assistant/Associate Orientation by developing survey instruments, collecting data, cleaning, and analyzing data, submitting report to the Graduate School

College and Career Access (CCA) Program Needs Assessment Project GRAD- Knoxville	2019-20
<ul style="list-style-type: none"> <li>* Conducted program assessment of the 2020 New Graduate Student Orientation and the 2020 New Graduate Teaching Assistant/Associate Orientation by developing survey instruments, collecting data, cleaning, and analyzing data, submitting report to the Graduate School</li> </ul>	
Students Civic Online Reasoning Study- Stanford History Education Group Gibson Consulting Group	2019
<ul style="list-style-type: none"> <li>* Led district recruiting efforts for a nationwide research project conducted by Stanford University</li> <li>* Coordinated with district personnel to ensure the implementation phase of the study launched successfully</li> <li>* Provided technical assistance to district personnel and teachers during the planning and implementation phases</li> <li>* Completed IRB paperwork to conduct studies in school districts across the United States</li> </ul>	
Arlington ISD Omnibus District Surveys Gibson Consulting Group	2018-19
<ul style="list-style-type: none"> <li>* Assisted in the development of three large-scale (parent, employee, student) surveys for Arlington ISD</li> <li>* Provided technical assistance to parents, teachers, and district personnel during the administration of the surveys</li> <li>* Collected quantitative comparison data from national databases</li> <li>* Translated and coded open-ended qualitative data for the surveys using CAQDAS platforms</li> </ul>	
Texas Special Education Parent Involvement Survey Gibson Consulting Group	2018-19
<ul style="list-style-type: none"> <li>* Performed activities to boost response rates across all survey projects</li> <li>* Provided technical assistance to parents, teachers, and district personnel during the administration of the surveys</li> <li>* Administered surveys over the phone to parents/caregivers for data collection</li> </ul>	
Southern Methodist University Teaching Training Evaluation Gibson Consulting Group	2018-19
<ul style="list-style-type: none"> <li>* Produced descriptive statistics for program evaluation reports</li> <li>* Conducted telephone interview surveys for program participants</li> </ul>	
Evaluation for Baker College Photonic Program University of North Texas	2018
<ul style="list-style-type: none"> <li>* Assisted advisor in writing a program evaluation report for a project funded by the National Science Foundation</li> <li>* Developed needs assessment survey for annual photonics conference at the college</li> </ul>	
Needs Assessment: The Kristin Farmer Autism Center (KFAC) University of North Texas	2018
<ul style="list-style-type: none"> <li>* Developed a program evaluation proposal for an Autism Center located at the university</li> <li>* Conducted needs assessment by developing logic model and collecting survey data from parents and staff members</li> </ul>	

## Teaching Experience

EDPY 678: Statistics in Applied Fields III Teaching Assistant University of Tennessee, Knoxville	2022
<ul style="list-style-type: none"> <li>* Assisted graduate-level students in and outside of class with concepts covering advanced data cleaning, missing data analysis, causal inference, moderation analysis, and mediation analysis</li> <li>* Taught Introductory to R seminar</li> <li>* Taught Moderation Analysis Using Linear Regression seminar</li> </ul>	
EDPY 680: Advanced Educational Measurement (Psychometrics) Teaching Assistant University of Tennessee, Knoxville	2021

- \* Assisted graduate-level students in and outside of class with concepts covering CTT, EFA/CFA, G-Theory, and IRT
- \* Taught Introductory to R seminar
- \* Taught Exploratory Factor Analysis seminar

IP: Imagining Possibilities (PiPES) Data Science Instructor  
University of Tennessee, Knoxville

2021-22

- \* Developed curriculum with co-instructor and taught data science course to high school students from rural Tennessee as part of a project funded by National Institutes of Health (NIH)

## Publications

## Reports

Narvaiz, S., & Boyd, A. (2020). 2020 New Graduate Student and Graduate Teaching Assistant Orientation Evaluation and Assessment Report. For the Graduate School at the University of Tennessee- Knoxville. (no Project #; 29 tables; 7 figures; no references; 68 pages)

## Presentations

Narvaiz, S., Rocconi, L. (Accepted- April, 2024). The Development and Validation of an Aspirational Capital Scale. [Paper presentation]. American Education Research Association.

Banks, A., Bland, D., Compton, K., & Narvaiz, S. (2022, April). Prevalence of Mixed Methods and Qualitative Courses in Educational Assessment, Evaluation, and Research PhD programs [Poster presentation]. Eastern Evaluation Research Society, Virtual Conference.

Narvaiz, S., Boyd, A. (2021, October). Welcoming New Graduate Students During COVID: Assessing Virtual Orientations [Presentation]. IUPUI Assessment, Virtual Conference.

Narvaiz, S., Boyd, A. (2021, June). Welcoming New Graduate Students During COVID: Assessing Virtual Orientations [Poster presentation]. NASPA, Virtual Conference.

Narvaiz, S. (2020, October). Methodological lessons and future considerations for maximizing parent survey response rates in a low-income community [Paper presentation]. American Evaluation Association Conference 2020, October 27-20, Online.

Narvaiz, S. (2019, December). Importance of Reflexivity in Qualitative Research [Poster presentation]. The Qualitative Research Celebration of Learning, University of Tennessee.

## Service

### Conference Submission Reviewer

2021 Society for Research on Educational Effectiveness (SREE) Conference

2020 American Evaluation Association Conference

2019 American College Personnel Association - College Student Educators Conference

## Service to Community

2022-23 L&N STEM Academy Presentation introducing high school students to the data science field

2021 TNAchieves Mentor

2020 Guest Instructor- Socially Equal Energy Efficient Development (SEED) Career Readiness program

## Grants

### Funded

Narvaiz, S. (Co-PI) & Rocconi, L. 2022. Stay the Course Grant. Wiley Education Services. April 2022. (\$500)

### Not Funded

Narvaiz, S. (Co-PI) & Rocconi, R. (2023). The Student Faculty Research Award. The Development and Validation of the Aspirational Capital Scale. University of Tennessee, Knoxville. December 2023. (\$4,691)

Narvaiz, S. (Co-PI) & Rocconi, R. (2023). Minority Dissertation Fellowship. The Development and Validation of the Aspirational Capital Scale. American Educational Research Association (AERA). May 2023. (\$24,993)

Narvaiz, S. (Co-PI) & Morrow, J. A. (Co-PI). 2020 Fellowship Award. Availability and Awareness of Upskilling Programs During Economic Shocks. Society for Research on Educational Effectiveness (SREE). June 2020. (\$8,000)

Narvaiz, S. (Co-PI) & Spurgeon, S. L. (Co-PI). Friends of EPC Student Research Award. College and Career Program Needs Assessment. University of Tennessee Educational Psychology & Counseling Department. March 2019. (\$200)

## Awards/Honors

### Awards

2023 Graduate Student of the Year Award | Department of Educational Leadership and Policy Studies (ELPS)

2023 Educators Hall of Honor | College of Education, Heath, and Human Science, University of Tennessee

2023 Excellence in Graduate Research | Graduate Student Senate, University of Tennessee

2022 Graduate Student Presentation Award | Eastern Evaluation Research Society (EERS) Annual Conference

2021 Graduate Research Student Fellowship | Graduate School, University of Tennessee

2021 Continuing Research Award | Educational Psychology & Counseling Department, University of Tennessee

2020 Travis Hawk Fellowship Award | Educational Psychology & Counseling Department, University of Tennessee

2019 Emerging Scholar Award | Educational Psychology & Counseling Department, University of Tennessee

### Honors

2019 Kappa Delta Pi | International Honor Society in Education, University of North Texas

2014 Cum Laude | Honors Graduate, Texas A&M University

2014 Phi Beta Kappa | National Liberal Arts Honor Society, Texas A&M University

2014 Lambda Pi Eta | National Communication Association's Honor Society, Texas A&M University