



AMANDA BOWSHER, PH.D.

Summary of Professional Experience

Dr. Bowsher is an editor and research scientist at Activate. Amanda is a qualitative, quantitative and mixed methods researcher with experience in study design, questionnaire development, quantitative data collection and management, focus group facilitation, and qualitative data analysis. She is also experienced in designing and utilizing qualitative and quantitative methods in program assessment and evaluation. Amanda's research interests focus on educational equity and teacher policy issues, including teacher education, evaluation, retention and compensation. She offers expertise in teacher recruitment, particularly in a postsecondary setting. Prior to joining Activate, Amanda worked in higher education for six years in program coordination, assessment, academic advising, and career counseling. She holds a master's degree in higher education and student affairs from The Ohio State University and a doctorate in educational leadership and policy studies from the University of Maryland.

Work History

Activate Research, Inc., <i>Editor & Research Scientist</i>	2014 – present
Institutional Research, Planning and Assessment, (UMD), GA	2011 – 2013
Department of Family Science, (UMD), <i>Undergraduate Coordinator</i>	2009 – 2011
College of Arts and Sciences, (OSU), Academic Counselor	2007 – 2009

Education

Ph.D., Education Policy Studies, University of Maryland, College Park, MD, 2015
M.A., Higher Education and Student Affairs, The Ohio State University, Columbus, OH, 2007
B.A., English, The Ohio State University, Columbus, OH, 2005

Selected Publications and Presentations

Bowsher, A., Sparks, D., & Hoyer, K. M. (2018). *Preparation and support for teachers in public schools: Reflections on the first year of teaching* (NCES 2018-143). Washington, DC: U.S. Department of Education, National Center for Education Statistics.

Malen, B., Rice, J. K., Matlach, L. K. B., Bowsher, A., Hoyer, K. M., & Hyde, L. (2015). Developing organizational capacity for implementing complex education reform initiatives: Insights from a multi-year study of a Teacher Incentive Fund (TIF) program. *Educational Administration Quarterly*, 51(1), 133-176.

Campus Assessment Working Group. (2013). Time to Degree. *CAWG Snapshot of Student Experiences*. College Park, MD: University of Maryland.

Campus Assessment Working Group. (2012). Academic Engagement. *CAWG Snapshot of Student Experiences*. College Park, MD: University of Maryland.



Welkener, M. M. & Bowsher, A. (2012). Soul-building: Students' perspectives on meaning, purpose, and the college experience. *Journal of College and Character*, 13(3).

Campus Assessment Working Group, Beginnings Subgroup. (2012). Parental Involvement. *CAWG Snapshot of Student Experiences*. College Park, MD: University of Maryland.

Malen, B., Rice, J.K., Jackson, C., Hoyer, K.M., Hyde, L., Bivona, L., Blaisdell, L., Bowsher, A., Cortes, K., Coverdale, B., de la Torre, A., Goldstein, M., Pimpawathin, A., & Sutter, J. (2011). *Implementation, payouts, and perceived effects: A formative analysis of Financial Incentive Rewards for Supervisors and Talents (FIRST)*. Prince George's County Public School System: Upper Marlboro, MD.

To Teach or Not to Teach? Factors that Influence Undergraduates' Decisions about Careers in the K-12 Classroom. Poster presented at the Region 5 National Academic Advising Association Conference. Madison, WI, March 5–7, 2014.

The Multiple and Mixed Effects of Educator Incentives: The Case of Financial Incentive Rewards for Supervisors and Teachers (FIRST) in Prince George's County, MD. American Education Finance Association, Boston, MA, March 15–17, 2012. (second author with Betty Malen, Laura Hyde, and Jennifer King Rice)

Off to a Good Start?: How New Freshmen Navigate Their First Semester at the University of Maryland. University of Maryland Advising Conference, College Park, MD, August, 2012.

Developing leadership capacity for implementing complex initiatives: Insights from a multi-year study of a Teacher Incentive Fund (TIF) program. University Council for Educational Administration, Pittsburgh, PA, November 17–20, 2011. (third author with Betty Malen, Lauren Bivona, Laura Hyde, and Kathleen Mulvaney Hoyer)

Helping Transfer Students Reach New Heights. National Academic Advising Association, Chicago, IL, October, 2008.

Searching for Significance: Students' Perspectives on Meaning, Purpose and the College Experience. American College Personnel Association, Orlando, FL, April, 2007
