Sondra Marie LoRe, Ph.D.

sondralore@gmail.com | (865) 603-1847

Education

Ph.D. **Educational Psychology: Evaluation, Statistics, and Measurement**
University of Tennessee (2019)
> **Cognate**: Educational Leadership and Policy Studies
> **Additional Certification:** Qualitative Research Methods (2017)
> **UT Extension Certificate**: Social Media & Marketing (2016)

EdS **Educational Leadership, Administration, and Supervision**
Lincoln Memorial University (1999)

M.S. **Curriculum and Instruction**
University of Tennessee (1997)

B.A. **Economics**
University of Massachusetts Lowell (1993)

Recent Positions

2017-Present **Principal Consultant** *STEM Program Evaluation, Assessment, and Research (SPEAR),* Maryville, TN

As Principal Consultant and Co-Founder of SPEAR, I have led external program evaluation for more than sixty federally funded projects, primarily with the National Science Foundation (NSF) and the National Institutes of Health (NIH). This portfolio includes six NSF Advanced Technological Education (ATE) projects, such as *Supporting Students with Autism in STEM Degree Programs* (Palm Beach State College), *Map Your Success* (Harford Community College), *Expanding Pathways into the Biotechnology Workforce* (Harford Community College), and *Improving Mechatronics Education* (Roane State Community College). I design and implement mixed-methods evaluation frameworks that integrate survey development, focus groups, and data visualization to examine student learning, workforce development, and institutional outcomes. My work also includes building evaluation capacity among faculty and staff, authoring reports and data briefs for institutional and funding audiences, and presenting evaluation strategies and findings at ATE-focused conferences and workshops.

2016-Present **Adjunct Faculty**

I teach undergraduate and graduate courses in program evaluation, research methods, and quantitative literacy at Maryville College, SUNY Potsdam, and the University of Tennessee. I design and deliver instruction in in-person, synchronous, and asynchronous formats, mentor students, and serve on thesis and dissertation committees.

2022- 2024   **Director**, Center for Academic Research & Excellence (CARE) at Chattanooga State Community College

Directed the college's Teaching and Learning Center, advancing institutional priorities in assessment, strategic planning, and accreditation readiness. Designed and facilitated workshops for faculty and leadership on evaluation methods, assessment planning, and data-informed decision-making. Led program reviews and external reporting that aligned with SACSCOC accreditation and state-level accountability.

2016 - 2022   **Interim Director** ('20-'22), **Institute Manager** ('16- '20), *National Institute for STEM Evaluation and Research (NISER)*, UTK, Knoxville, TN

Co-founded and led a university-based evaluation institute focused on STEM education and workforce development. Directed program evaluation efforts for NSF-funded initiatives, collaborated on grant proposal development, authored evaluation plans, and mentored graduate students in applied research and evaluation.

2014-2016   **Education Program Manager:** *Hands On: Real World Lessons for Middle School Classrooms*, UTK, Knoxville, TN

Managed a statewide STEM outreach program focused on food safety education. Designed curriculum, coordinated program delivery across schools and 4-H sites, and led the development of evaluation tools to measure impact. Collaborated with faculty, extension agents, and external partners to align programming with academic standards and student learning outcomes.

2002-2014   **School Principal** ('09-'14), **Curriculum Coordinator** ('02-'14), and **Classroom Teacher** ('02-'09), Tate's School, Knoxville, TN

Led school-wide academic programming, staff development, and assessment practices as Principal and Curriculum Coordinator. Designed and implemented inclusive, inquiry-based instructional models across grade levels. Directed the East Tennessee Elementary Science Fair and collaborated on school accreditation. Taught elementary grades and facilitated faculty training in brain-compatible, data-informed teaching strategies.

Selected Service

2021-Present   **Professional Development Working Group Leader** American Evaluation Association (AEA) Professional Development Working Group (PDWG)

2020- Present   **External Advisory Board**: NSF Collaborative Research ECR EIE DCL Award 1954767 The influence of an Inclusive Climate on STEM Academic Early-Career Outcomes. Michigan State University.

Selected Publications

Gross L.J., McCord R.P., **LoRe S.**, Ganusov V.V., Hong T., et al. (2023) Prioritization of the concepts and skills in quantitative education for graduate students in biomedical science. *PLoS ONE* 18(4): e0284982. https://doi.org/10.1371/journal.pone.0284982

Esquibel, J., Rook, D. **LoRe, S.**, Starnes, J., Miller, J. et.al (2023) Quantitative Biology at Community Colleges, Network of Biology and Mathematics Faculty Focused on Improving Numerical and Quantitative Abilities of Community College. *CBE Life Sciences Education*, *22*(2) https://www.lifescied.org/doi/10.1187/cbe.21-09-0244

Corwin, L.A, Kiser, S., **LoRe, S.**, Miller, J. M., & Aikens, M. L. (2019). Community College Instructors' Perceptions of Constraints and Affordances Related to Teaching Quantitative Biology Skills and Concepts. *CBE Life Sciences Education*, *18*(4) https://www.lifescied.org/doi/10.1187/cbe.19-01-0003

Selected Invited Presentations & Workshops

LoRe, S. *Empowering Literacy through AI: Enhancing Engagement in Quantitative Literacy Classroom.* AI Summit Maryville, TN (May 8th, 2025)

LoRe, S. *Mapping your success: Designing and measuring impacts of programs for high impacts and engagement*. Entomology Society of America Conference (ENTSOC) 2024, (November 10th-13th,2024)

LoRe, S. Workshop: *How are Surveys Serving Your Advanced Technology in Education (ATE) National Science Foundation Project?* American Association of Community Colleges (AACC) and the Advance Technologies in Education (ATE) Conference (October 23rd-25th,2024)

LoRe, S. (Keynote Presentation): *The Development of a Math Inventory into a National Open Education Resource (OER) Network*. TMATYC (Tennessee Mathematical Association of Two-Year Colleges) 21st Annual Conference. (February 24-25th, 2023)

LoRe, S. *Program Evaluation Power! How Program Evaluation Empowers Students and Industry Partners.* High Impact Technology Exchange Conference (HI-TEC), Atlanta, GA (July 2023).

LoRe, S. *Diversity, Equity, and Inclusion in ATE Evaluation: Case Studies of Three ATE Projects.* **AACC & NSF ATE PI Conference, Washington, DC (Oct 2023).**

LoRe, S. *Program Evaluation: Capturing and Reporting on Traineeship Components.* NSF NRT PI Conference, Tempe, AZ (Oct 2023).