

William Edward Pate II

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Education

George Mason University, Fairfax, Virginia January 2011
M. A. in Industrial/Organizational Psychology

Professional Experience

Ad Hoc Analytics, LLC, Washington, D.C. Dec. 2010 – present

Principal. I co-founded a statistical consulting firm and was the principal evaluator for a recently completed \$4 million federally funded Innovative Approach to Literacy (IAL) project. Other projects have included both quantitative and qualitative consulting work at the local, state, and federal government levels as well as for non-profits and other consulting firms. Roles have included small business partner to larger consulting firms, hired consultant for subject matter expertise, and lead for both short and long-term evaluation contracts. Tasks have included technical reports, survey design and management, forecast modeling, advanced statistical analysis, and big data.

Recent and ongoing projects

**STEM, Literacy and Computation in Education for School Leaders (SLICE-SL)
2022 to 2025**

External Research Co-Lead on subaward to Department of Education funded project (Supporting Effective Educator Development), with primary responsibility for quantitative analyses to include school leader, teacher, and student outcomes across K-12 public schools in eastern Tennessee.

Credential As You Go (CAYG) 2021 to 2025

Co-PI on subaward to Department of Education funded project (Transformative Research in the Education Sciences Grants Program), with primary responsibility for quantitative analyses to include student outcomes across higher education in three states (CO, NY, and NC) using Comparative Interrupted Time Series (CITS) analysis.

Summer Program in Neuroscience, Excellence and Success (SPINES)
2001 to 2024

Lead evaluator for NIMH funded training grant designed to increase diversity in neuroscience careers. In addition to providing process evaluation feedback, our work has included outcome evaluation efforts that have informed three competitive renewal cycles to date.

30 Days to Family Foster Care Studies (locally funded projects in St. Louis and Ohio)
2015 to 2020

Lead statistician for state and non-profit funded efforts to evaluate the effectiveness of the 30 Days to Family program, designed to shorten stays in the foster care system and improve social/emotional outcomes. This work is based on an analysis of administrative data related to foster care systems to include the use of Propensity Score Analysis to bolster statistical findings.

Innovative Approach to Literacy grant (U.S. Department of Education)
2016 to 2021

Lead evaluator for a \$4 million grant designed to scale up a literacy digital platform targeted to students in K-12. This free-to-user platform boasted over 6 million users and generates data files in the tens of millions of records for analysis at the student, teacher, school, and LEA levels.

Lead evaluator for a subsequent IAL grant awarded to the same client. This literacy platform has now scaled to over 13 million student users.

Collaboration for Safe and Healthy Schools: Study of Coordination Between School Climate Transformation Grants and Project AWARE (U.S. Department of Education)
2015 - 2018

Small business partner to the American Institutes for Research on a \$500,000 project to determine the amount and quality of coordination of funding and activities of several federal grants implemented by school districts (LEAs) and states (SEAs). This qualitative research study involved conducting over 130 hour-long one-on-one interviews with stakeholders in LEAs and SEAs across the country, coding responses into themes, and reporting findings.

American Psychological Association, Washington, D.C.

Jan. 2006 – June 2011

Assistant Director of the APA Center Workforce Studies (CWS). My responsibilities had grown to include direct supervision of up to five entry- to mid-level researchers, budgetary responsibility, and representing APA at local and national professional society

meetings related to psychology, STEM disciplines, and mental health workforce issues. I was also instrumental in the renewal of a federally funded evaluation subcontract through 2011. During this time I was trained in several forms of forecast modeling to include ARIMA and Markov Chain Modeling (MCM). MCM was used to forecast the psychology PhD workforce through 2019 and presented at the 2010 APA Convention. Dissemination efforts (e.g., book chapters) included secondary analysis of NCES and NSF data sources comparing education and career trends of psychology and STEM fields.

American Psychological Association, Washington, D.C. Jan. 2002 – Dec. 2005

Research Officer for the APA Research Office. In addition to the description below, my responsibilities had grown to include the design and deployment of online surveys, onsite data collection and analyses of a federally funded program evaluation (subcontract no. 8972 under the award MH55929-07 A1 from NIH), and the training and supervision of Research Associates. I also co-authored a number of peer-reviewed articles on various aspects of the psychology workforce.

American Psychological Association, Washington, D.C. July 2000 – Dec. 2001

Research Associate for the APA Research Office. Responsible for the development, implementation, and analysis of a number of annual/biennial research studies (e.g., *Graduate Study in Psychology*, *Survey of Internship Applicants*, *Demand for Predoctoral Internships*). Duties included statistical analyses, technical/professional write-ups, the supervision of data entry by interns, and professional presentations for the association membership, graduate students of psychology, and the public. Dissemination efforts (e.g., presentations at regional and national conferences) included secondary analysis of NCES and NSF data sources comparing education and career trends of psychology and STEM fields.

Selected Peer-Reviewed Publications

Munley, P. H., Pate, W. E., II, & Duncan, L. E. (2008). Demographic, educational, employment and professional characteristics of counseling psychologists. *The Counseling Psychologist, 36*, 250-280. Thousand Oaks, CA: Sage Publications.

Pate, W. E., II, & Kohout, J. L. (2005). Results from a national survey of psychologists in medical school settings: 2003. *Journal of Clinical Psychology in Medical Settings*, 12, 203-208. Netherlands: Springer.

Kaslow, N., Pate, W. E., II, Thorn, B. (2005). Academic and internship directors' perspectives on practicum experiences: Implications. *Professional Psychology: Research and Practice*, 36, 307-311. Washington, DC: American Psychological Association.

Book Chapters

Hoang, A. T., & Pate, W. E. (2021). Measuring stakeholder engagement: A practical approach. In A. Bazan, N. Diamini, A. Estrada, A. Maheu, A. Mesnil, C. Mias, O. Piazza, and L. Poree (Eds.), *Inclusion for Transformation*. Paris: F3E.

Kohout, J. L., Pate, W. E., II, & Maton, K. I. (2013). An updated profile of ethnic minority psychology: A pipeline perspective. In F. T. L. Leong (Ed.), *APA Handbook of Multicultural Psychology*. Washington, DC: American Psychological Association.

Kohout, J. L., & Pate, W. E., II. (2013). Employment and trends in psychology. In M. J. Prinstein & M. D. Patterson (Eds.), *The Portable Mentor: Expert Guide to a Successful Career in Psychology, 2nd Edition*. New York: Springer.

Technical Reports and Other Publications

U.S. Department of Education, Office of Planning, Evaluation and Policy Development, Policy and Program Studies Service. (2017). *Collaboration for Safe and Healthy Schools: Study of Coordination Between School Climate Transformation Grants and Project AWARE*. Washington, DC. Retrieved from <https://www2.ed.gov/rschstat/eval/school-safety/school-climate-transformation-grants-aware-full-report.pdf>

Pate, W. E., II, Wicherski, M., & Kohout, J. L. (2010). *Availability and Levels of Financial Support for U.S. Master's and Doctoral Students in Graduate Departments of Psychology*. Retrieved from <http://www.apa.org/workforce/publications/10-grad-study/financial.aspx>

Pate, W. E., II, Frincke, J. L., & Kohout, J. L. (2005, May). *Salaries in psychology 2003: Report of the 2003 APA Salary Survey*. Retrieved from <http://www.apa.org/workforce/publications/03-salary/index>

Pate, W. E., II, & Kohout, J. (2004, November). *Report of the 2003 Medical School/Academic Medical Center Psychologists Employment Survey*. Retrieved from <http://www.apa.org/workforce/publications/03-amsp/index.aspx>

Selected Conference Presentations

Hoang, A. T., & Pate, W. E., II. (2021, October). *Measuring stakeholder engagement*. Think Tank facilitated [virtually] at the 2021 Indiana Evaluation Association conference.

Pate, W. E., II. (2021, May). *Power analysis – bridging advanced analytics with real world applications*. Paper presented [virtually] at the 2021 Eastern Evaluation Research Society.

Pate, W. E., II. (2018, November). *The role of statistical power in speaking truth*. Paper presented at the 2018 American Evaluation Association meeting in Cleveland, OH.

Pate, W. E., II, & Atkinson, A. J. (2018, November). *Speaking truth to power: A multi-site replication study using Propensity Score Matching*. Paper presented at the 2018 American Evaluation Association meeting in Cleveland, OH.

Pate, W. E., II., & Atkinson, A. J. (2017, November). *Creating a new metric to assess placement stability in foster care*. Paper presented at the 2017 American Evaluation Association meeting in Washington, DC.

Pate, W. E., II. (2016, October). *KBIC fish consumption survey: A collaborative approach*. Poster presented at the 2016 American Evaluation Association meeting in Atlanta, GA.

Pate, W. E., II, (2015, November). *NHST on trial - Should significance testing be banned from research publications? A discussion and data demonstration explaining arguments for and against*. Paper presented at the annual meeting of the American Evaluation Association, Chicago, IL.

Pate, W. E., II. (2012, August). Salaries, student debt, and employment opportunities in psychology. In N. El-Ghoroury (Chair), *Graduate student debt, starting salaries, and loan-forgiveness options*. Symposium conducted at the meeting of the American Psychological Association, 120th Annual Convention, Orlando, FL.

Pate, W. E., II. (2009, August). APA Diversity Program in Neuroscience and SPINES. In *Minority representation in psychology - successes and challenges*. Symposium conducted at the meeting of the American Psychological Association, 117th Annual Convention, Toronto, ON.

Pate, W. E., II. (2007, August). Demographic trends of practitioners and the general population. In J. L. Kohout (Chair), *Future of Practice – Emerging Trends*. Symposium conducted at the meeting of the American Psychological Association, 115th Annual Convention, San Francisco, CA.

Kohout, J. L., & Pate, W. E., II. (2006, August). *Salaries in Psychology: Just the Facts*. Paper presented at the American Psychological Association of Graduate Students (APAGS) Suite Program at the meeting of the American Psychological Association, 114th Annual Convention, New Orleans, LA.

Skills

- SPSS (advanced user, 20+ years' experience), SAS, and R statistical packages
- Advanced research methodology to include experimental and quasi-experimental design
- Advanced statistical analysis (graduate and formal professional SPSS training) to include non-parametric, advanced regression techniques, factor analysis, multi-level modeling, computation modeling, predictive analytics (e.g., ARIMA), power analysis,

and Propensity Score Matching

- Missing data analysis / Multiple imputations (SPSS, R)
- Experience in creating, administering, and managing large-scale, national survey projects (web-based, paper, mixed-mode)
- Experience in interviewing techniques and focus group facilitation
- Experience in Big Data analysis (75+ million records)

Professional Memberships and Service

- American Association for Public Opinion Research (member)
- American Educational Research Association (member)
- American Evaluation Association (member, volunteer conference proposal reviewer)
- Washington Evaluators (member)
- Association for Psychological Science (member)
- Society for Research on Educational Effectiveness (member)
- Cohen Honors College, Wichita State University (Advisory Board)