

EMILY MARKOVICH MORRIS, PHD

Fellow, The Brookings Institution (Washington DC)

EDUCATION

University of Minnesota, College of Education and Human Development, Twin Cities, MN 2018

PhD, Comparative and International Development Education

Dissertation: *Performing graduates and dropouts: The gendered scripts and aspirations of secondary school students in Zanzibar*

2019 Gail P. Kelly Award for Outstanding Dissertation, Comparative and International Education Society

The American University, School of International Service, Washington, DC 2006

MS, International Development Management

Thesis: *Proyecto Mi Cometa: Community development with adolescent girls in Guayaquil, Ecuador*

2005 Tinker Walker Fellow for research in Guayaquil, Ecuador

2006-2007 Boren Fellow for research in Zanzibar, Tanzania

Sarah Lawrence College, Yonkers, NY 1999

BA, International Development Studies and Dance

1999-2000 Fulbright Fellow: *Dancing to Survive: Youth artists in the Tanzanian informal economy*

1997-1998 Udall Research Fellow for environmental studies in Zimbabwe and Zanzibar, Tanzania

RESEARCH AND TEACHING INTERESTS

TOPICS AND THEORETICAL

Family and community engagement

Gender and education

International development education

Youth development and education

Distance learning and education

Nonformal education

RESEARCH METHODS

Mixed methods

Quantitative research

Participatory research

Narrative inquiry

Arts-based research

EVALUATION, TRAINING, AND MANAGEMENT

Program evaluation for education

Monitoring and evaluation for education

Education sector assessments

Project design and management

Utilization-focused evaluation

Training program design

PROFESSIONAL EXPERIENCE

American University, Washington, DC

Adjunct Professorial Lecturer

Senior Professorial Lecturer

Sept. 2019-present

March 2022-present

Sept. 2019-March 2022

- Developed and taught courses: Gender Development and Education, Comparative and International Education, Social Theory and Educational Practice, International Development and Education, Participatory Research Methods, Monitoring and Evaluation, Education Sector Analysis, and Training Program Design.

- Advised graduate students' capstones (theses) research on social justice issues. Supported career development.

Director of International Training and Education Program

Sept. 2019-March 2022

- Principal investigator on a large education and research grant.

- Hosted monthly Global Education Forums with experts in international education.

- Served as a liaison between faculty and Deans with other Program Directors.

- Recruited and managed all tenure, term, adjunct faculty, and graduate assistants. Led curricula development.

- Led graduate admissions recruitment, external relations, and partnership development and agreements.

- Oversaw institutional communications (social media and website) platforms and reporting.

- Led Program's planning and reporting for Committee of Learning Assessments and supported anti-racism efforts.

Middlebury Institute of International Studies, Monterey, CA

Adjunct Faculty

Jan. 2015-2018

- Designed and taught graduate course: *Monitoring and Evaluating International Development Interventions*.

University of Minnesota, Minneapolis, MN**Jan. 2014-2018***Lead Project Fellow, Business Clubs Evaluation*

Jan. 2016-Jan. 2018

- Led a two-year quantitative evaluation of Fundación Paraguaya's Business Clubs (entrepreneurship) program in secondary schools in Tanzania funded by the Human Development Innovation Fund. Designed the evaluation and validated survey tools. Established data management system and trained research teams.

Lead Project Fellow, Learn, Earn, and Save Initiative

Jan. 2014-May 2017

- Led two longitudinal youth evaluation activities for the MasterCard Foundation-funded livelihoods and entrepreneurship initiative in northern Tanzania with Swisscontact. Tasks included: overseeing quantitative and qualitative data collection with a team of ten researchers; developing training programs on all methods (quantitative and qualitative); and training/mentoring data collection teams. Conducted quantitative (propensity score matching) and qualitative (inductive coding) analyses.

Teaching Assistant

Sept. 2017-Jan. 2018

- Co-taught two PhD and Master-level courses: Gender, Development, and Education; Comparative Education.

Education Development Center, Inc. (EDC), Washington, DC**Sept. 2007-Mar. 2015***Monitoring, Evaluation & Research Advisor, International Development Division*

Sept. 2010-Mar. 2015

- Helped establish the International Development Division's Monitoring and Evaluation Department. Tasks included: creating a division-wide monitoring and evaluation system; developing tools and systems; and training all project team members. Wrote guides for designing performance monitoring plans, data quality assessments, and evaluation plans (process, outcome, and impact).
- Designed and oversaw evaluation activities for education and youth projects in Honduras, Liberia, Rwanda, Philippines, South Sudan, and Zambia. Served as the expert trainer for research teams and developed/validated all quantitative tools, including the Out-of-School Youth Literacy Assessment.
- Executed sampling, selected methods and methodologies, conducted analyses (quantitative, qualitative), and wrote research reports on topics from early grade reading to youth employability.
- Led performance monitoring activities. Created performance monitoring plans, developed gender and disability inclusion strategies, established data management systems, and conducted data quality assessments.

Project Director, International Development Division

April 2010-Sept. 2012

- Served as the director of two multimillion-dollar, USAID-funded education and early literacy projects in Tanzania and Rwanda. Contributed to proposal development for a 250-million-dollar portfolio.
- Provided oversight on all organizational matters: hired and managed staff, conducted financial analyses, developed budgets, trained staff, and led partnership activities and relations with external partners.
- Developed performance monitoring plans for project and staff, evaluation designs, subcontract monitoring system, and communications strategies.

Country Director (Chief of Party) and Education Advisor, Tanzania

Sept. 2007-Mar. 2010

- Managed three multimillion-dollar USAID-funded projects in Tanzania—*Tucheze Tujifunze*, *Zanzibar Teacher Upgrading through Radio*, and *Mambo Elimu*—and led a staff of 25 in collaboration with the Ministry of Education and Vocational Training, Zanzibar (MoEVT) and Tanzania Institute of Education (TIE).
- Served on the MoEVT's Training's Early Childhood Policy Team for Zanzibar and co-built a distance learning unit in the Ministry (Kwarara Media Education Center).
- Managed the establishment of 280 non-formal community learning centers, including: community mobilizing with local families and leaders, training nonformal teachers, and family engagement.
- Oversaw development of over 300 educational radio and video programs and all teacher and student learning materials. Co-designed distance teacher training programs, including drafting all planning documents, training scriptwriters, editing scripts, and co-writing educator guides.
- Provided production advisory for educational audio and video programs, including co-editing, writing songs, and developing scope and sequencing (plot, setting, characters, etc.).
- Principal Investigator on two internal mixed-methods evaluations. Tasks included: developing evaluation design and quantitative and qualitative instruments; training enumerator team from MoEVT; overseeing analyses and publication of findings.

ADDITIONAL PROFESSIONAL EXPERIENCE

Encompass LLC, Rockville, MD

Sept. 2018-January 2022

Senior Advisor (Consultant)

- Lead author on the [Distance Learning in Emergencies: A Review of Evidence and Best Practice](#) and [Toolkit for Designing a Comprehensive Distance Learning Strategy](#) (over 4,000 downloads each). Worked with global education leaders to create this guidance on how to design equitable and inclusive distance learning strategies.
- Advised on other distance learning and evaluation research and policy development efforts.

Sesame Workshop, New York, NY

June 2021

Distance Learning Advisor (Consultant)

- Presented evidence and best practices on equitable distance learning for formal education. Advised Workshop teams on how to work with communities and governments to create inclusive radio education programming.

Inclusive Development Partners, Milford, NH

April 2020-March 2021

Education and Gender Advisor (Consultant)

- Co-led an education sector analysis of policies, system infrastructure, and implementation of inclusive education in mainland Tanzania and Zanzibar. Led analyses of caregiver's and educator's perspectives.
- Co-led an evaluation of inclusive education radio programming for caregivers and communities (Tanzania).

Dexis Consulting Group, Washington, DC

April 2020-January 2021

Distance Learning Advisor (Consultant for United States Agency for International Development [USAID])

- Co-authored [A Roadmap for Measuring Distance Learning: A Review of Evidence and Emerging Practices](#), guidance for researchers, evaluators, and educators on measuring distance learning programming.
- Curated materials for the open source: [Global Digital Library Radio](#).

University Research Company, Chevy Chase, MD

Sept. 2018-Dec. 2019

Senior Researcher (Consultant)

- Developed the content and protocols for the *USAID Literacy Landscape Assessment Toolkit*, which guides policymaking teams in examining operational and contextual factors influencing countries' reading achievement.

Miske Witt & Associates International [MWAI], Shoreview, MN

Mar. 2017-July 2019

Senior Technical Advisor (Consultant)

- Principal Investigator for an evaluation of the Echidna Global Scholars Program, implemented by The Brookings Institution. Gender Advisor for USAID, United Nations, and foundation-funded projects.
- Co-investigator for Gender-Responsive Education Sector Analysis pilot for Tanzania (United Nations).
- Oversaw research design and activities in the areas of gender, literacy, and youth development.
- Designed and developed measurement and evaluation frameworks, protocols, and tools.

EdLITE (Education and Literacy Improvement), Zanzibar, Tanzania

Sept. 2006-July 2007

Interim Program Director

- Led community-based organization in developing their mission, programming, and monitoring and evaluation system. Developed a performance monitoring plan and trained team members.

Exegesis Consulting, Washington, DC

Sept. 2005-May 2006

Monitoring and Evaluation Specialist and Trainer

- Created toolkits for an external, meta-evaluation of USAID's African Education Initiative. Built the capacity of implementing minority serving institutions to evaluate their programs.

State of Minnesota, Perpich Center for Arts Education, Golden Valley, MN

Feb. 2000-May 2004

Arts Partnership Manager and Research Assistant (Assessment and Curriculum Center)

- Coordinated Minnesota's K-12 learning and teaching standards development and educators' network.
- Taught dance and directed student work for 1st, 11th, and 12th graders (dance and theater).

OTHER RELEVANT EXPERIENCE

<i>Workforce Measurement Consultant</i> , Education Development Center, Washington, DC	2018-2019
<i>Gender Analysis Consultant</i> , Winrock International, Washington, DC	2007
<i>Volunteer Case Manager for Refugee Women</i> , Empowered Women International, Alexandria, VA	2004-2005
<i>Assistant Social Worker for Youth</i> , Social Service Network, St. Paul, MN	2000-2004

RESEARCH FELLOWSHIPS AND HONORS

2019 Gail Kelly Award for Outstanding Dissertation, Comparative and International Education Society	2019
Hugh and Elizabeth Thompson Travel Research Award (Research in Zanzibar, Tanzania)	2017
Mary Corcoran Endowed Fellowship in Evaluation and Policy Studies (University of Minnesota)	2016
Mixed-Methods Interdisciplinary Group Research Award (University of Minnesota)	2016
Women's Philanthropic Leadership Circle Award (Research in Zanzibar, Tanzania)	2016
The Brookings Institution's Learning Metrics Task Force Member (Washington, DC)	2012-2013
Boren Graduate Research Fellowship (Research in Zanzibar, Tanzania)	2006-2007
Dean's Merit Award/Fellowship (The American University, Washington, DC)	2004-2006
Fulbright Institute Research Fellowship (Research in Tanzania)	1999-2000
Morris Udall Research Fellowship (Research in Zimbabwe)	1997-1998

PROFESSIONAL LEADERSHIP AND AFFILIATIONS

Member: <i>American Evaluation, African Studies Association, Comparative and International Education Society</i>	
Co-chair: <i>Youth Development and Education Special Interest Group (CIES)</i>	2018-present
Academic liaison: <i>Monitoring and Evaluation Special Interest Group (CIES)</i>	2021-present
Board of Directors: <i>Comparative International Education Society (CIES)</i>	2017-2020
Board of Directors: <i>Global Empowerment Theatre, New York, NY</i>	2012-2016
Board of Directors: <i>Creative Education Foundation, Zanzibar, Tanzania</i>	2011-2014

PUBLICATIONS

Peer-reviewed Publications (order by lead author)

Morris, E. (2021). Re/writing gendered scripts: A longitudinal research partnership reshaping gender and education policy in Zanzibar, Tanzania. In M. J. Maynes, D. Levinson, & F. Vavrus (Eds). [*Children and Youth as Subjects, Objects, Agents*](#). Palgrave Macmillan.

Morris, E. and Adjei, M. (2020, Dec.). Performing and hustling in Zanzibari and Ghanaian schools: Navigating education aspirations as first-generation secondary school and university students. In S. Swartz, A. Cooper, C. Batan, & R-M. Camarena-Cordova. [*Oxford Handbook of Global South Youth Studies*](#). Oxford University Press.

DeJaeghere, J., **Morris, E.**, & Bamattre, R. (2019). Moving beyond employment and earnings: Reframing how youth livelihoods and wellbeing are evaluated in East Africa. [*Journal of Youth Studies*, 11\(5\)](#). DOI: 10.1080/13676261.2019.1636013

Research and Evaluation Reports and Toolkits (order by lead author)

Morris, E. & Tan, Y. (2021). [*Toolkit for Designing a Comprehensive Distance Learning Strategy*](#). USAID.

Morris, E. & Chachage, K. (2021). *USAID Hesabu na Elimu Jumuishi: A Review of Inclusive Education Supports and Barriers for Children with Disabilities in Tanzania and Zanzibar*. USAID.

Chachage, K. & **Morris, E.** (2020). *USAID Hesabu na Elimu Jumuishi: Formative Evaluation of the Soma Nami Radio Program on Inclusive Education*. USAID.

Morris, E., Farrell, A., & Venetis, E. (2020). [*A Roadmap for Measuring Distance Learning: A Review of Evidence and Emerging Practices*](#). USAID.

Morris, E., and Farrell, A. (2020). [*Distance Learning in Emergencies: A Review of Evidence and Best Practice*](#). USAID.

- Healy, H, **Morris, E.**, & Kotchekova, E. (2019). *Literacy Landscape Assessment Toolkit*. USAID.
- Morris, E.**, Meagher, M., & Farrell, A. (2019). *Evaluation of the Echidna Global Scholars Program*. MWAI.
- Lefebvre, E., Nikoi, A., Bamattre, R., Jafaar, A., & **Morris, E.** (2018). [Getting Ahead and Getting By: Exploring Outcomes of Youth Livelihoods Programs](#). MasterCard Foundation.
- Morris, E.** & DeJaeghere, J. (2018). *Evaluation of Fundación Paraguaya Business Clubs in Iringa District, Tanzania: 2017 Endline Report*. University of Minnesota [UMN].
- Morris, E.**, Pellowski Wiger, N. & DeJaeghere, J. (2017). *Evaluation of Fundación Paraguaya Business Clubs in Iringa District, Tanzania: 2016 Endline Report*. UMN.
- Bamattre, R., Chachage, K., Jaafar, A., Lefebvre, E., **Morris, E.**, Nikoi, A., Pellowski Wiger, N., Chapman, D., & DeJaeghere, J. (2017). *Final Report of the Five-year Mixed-methods Longitudinal Study of the Learn, Earn, and Save Initiative*. UMN and The MasterCard Foundation.
- Bamattre, R. & **Morris, E.** (2016). *Year 5 Synthesis Report for Swisscontact Tanzania*. UMN.
- Morris, E.**, Bamattre, R., & Krause, B. (2015). *Year 4 Synthesis Report for Swisscontact Tanzania*. UMN.
- Morris, E. et al. (2014). [Employability Study: An Evaluation of METAS' Basic Labor Competencies Training and Certification Program in Honduras](#). USAID.
- Morris, E.**, Strucker, J., Bell, B., & Vinogradova, E. (2014). *Out-of-School Youth Literacy Assessment in Liberia: An Impact Evaluation*. Education Development Center.
- Morris, E.**, & Vinogradova, E. (2014). *Youth Livelihoods in Liberia: An Impact Evaluation*. USAID.
- Vinogradova, E. & **Morris, E.** (2014). [Radio Instruction to Strengthen Education \(RISE\) and Zanzibar Teacher Upgrading by Radio \(ZTUR\): Post-project Evaluation](#). Education Development Center.
- Morris, E.** et. al (2009). [Learning Gains Assessment in Zanzibar: More than Child's Play](#). USAID.
- Morris, E.** & Romero, W. (2005). [La Juventud En Ecuador Y El Guasmo Sur de Guayaquil](#). (Youth in Ecuador and El Guasmo Sur). Mi Cometa.

Curriculum and Teaching and Learning Materials

- Mohammed, B., Ahmed, A., **Morris, E.**, Simard, S. & Ministry of Education and Vocational Training, Zanzibar. (2010-2012). *Zanzibar Teacher Upgrading through Radio Training Course for Pre-school Teachers (5 Unit Guides; 5 video programs; 20 radio programs)*. Education Development Center.
- Mohammed, B., Ahmed, A., **Morris, E.**, Simard, S. & Ministry of Education and Vocational Training, Zanzibar. (2008-2010). *Radio Instruction for Strengthening Education Teacher and Student Guides (3 Teacher Guides; 300 radio programs; 5 children's books)*. Education Development Center.

PRESENTATIONS (INVITED/SELECTED)

- Morris, E.** (2022, April). *Telling the Story of Pushout: Girls' and Boys' Struggles to Finish Secondary School in Zanzibar, Tanzania*. Presented at the Interdisciplinary Center for the Study of Global Change, Minneapolis.
- Morris, E.** & Chipindi, F. (2022, April). *Decolonizing the Portrayal of African Schools: A Critical Movie Analysis with Educators*. Presented at the Annual Meeting of the Comparative and International Education Society, Minneapolis.
- Morris, E. (2021, June). *Teaching Foundational Skills & Building Community Early Childhood Development Support through Radio*. Presented at Sesame Workshop's Roundtable on Distance Learning (virtual).

- Morris, E. (2021, April). *The Struggle for the good life: How geography shapes girls' and boys' post-schooling pathways in Zanzibar, Tanzania*. Paper presented at the Bristol Poverty Institute's Sixth Peter Townsend Memorial Conference (virtual).
- Morris, E., Worden, E. & Gibbons, M. (2021, April).** *Reflections on decolonizing a comparative international education graduate program in North America*. Presented at the Annual Meeting of the Comparative and International Education Society (virtual).
- Morris, E. & Chipindi, F. (2020, Nov.).** *"I want to be a teacher": Persistence and adaptability among Zambian and Zanzibari early-career educators*. Presented at the Annual Meeting of the African Studies Association (virtual).
- Adjei, M. & **Morris, E. (2019, Nov.).** *Performing and hustling in Zanzibari and Ghanaian schools: Navigating education aspirations as first-generation secondary school and university students*. Presented at the Annual Meeting of the African Studies Association, Boston.
- Morris, E. (2019, April). *Resisting playing the dropout: Girls' performances on staying in school in Zanzibar*. Presented at the Annual Meeting of the Comparative and International Education Society, San Francisco.
- Morris, E. & Othman, A. (2018, April; 2017, Oct.).** *Mind the gap: Creating bridges between early childhood development evidence and policy through an inter-agency learning partnership in Zanzibar*. Presented at the Annual American Evaluation Association Conference, Washington, DC and the Annual Meeting of the Comparative and International Education Society, Mexico City.
- Morris, E. (2018, April). *Persistence and fade out of preschool education in Zanzibar, Tanzania*. Presented at the Annual Meeting of the Comparative and International Education Society, Mexico City.
- DeJaeghere, J., **Morris, E., & Bamattre, R. (2017, Mar.).** *Problematizing methodological approaches to impact evaluation in education and development*. Paper presented at the Annual Meeting of the Comparative and International Education Society, Atlanta.
- Morris, E. & Kashaga, R. (2016, Sept.).** *What if all schools prepared young people to be entrepreneurs?* Presented at the 2016 Global Youth Economic Opportunities Summit, Washington, DC.
- Morris, E. & Krause, B. (2015, Nov.).** *Earnings diversity in the face of adversity: A mixed-methods youth evaluation in Tanzania*. Paper presented at the Annual American Evaluation Association Conference, Chicago.
- Morris, E. (2015, Mar.). *Longitudinal evaluations and partnerships: How do we tell the bigger story?* Paper presented at the Annual Meeting of the Comparative and International Education Society, Washington, DC.
- Morris, E., & James, S. (2014, Oct.).** *Out-of-School Youth-Literacy Assessment (eOLA): Data collection and analysis via tablets*. Presented at the 2014 Mobiles for Education Alliance Symposium, Washington, DC.
- Morris, E. & Armenta, F. (2014, Oct.).** *Tools for measuring youth's employability*. Presented at the 2014 Global Youth Economic Opportunities Summit, Washington, DC.
- Roberts, R., Taggart, N., & **Morris, E. (2014, Sept.).** *Measuring the Big Five: What international youth work readiness programs can learn from evidence-based research*. Presented at the Alliance for International Youth Development Learning Series, Washington, DC.
- Morris, E., Louge, N., & Vinogradova, E. (2014, Mar.).** *Out-of-School Youth Literacy Assessment (OLA): Measuring youth literacy skills*. Presented at the Annual Meeting of the Comparative and International Education Society, Toronto.

Morris, E. & Sanoe, M. (2013, Mar.). *Teaching, learning, and working: Models of technology innovation and support in low resource communities*. Presented at the Annual Meeting of the Comparative and International Education Society, New Orleans.

Morris, E. (2010, Mar.). *Interactive Radio Instruction for early childhood education: A cost-effective solution for problems of scale and quality*. Presented at the Annual Meeting of the Comparative and International Education Society, Chicago.

Morris, E. (2008, Aug.). *Providing early childhood development education through the radio: More than child's play*. Paper presented at UNICEF's ECD Symposium, Livingstone, Zambia.

Morris, E. (2008, April). *Reaching the hardest to reach: Nonformal education and Interactive Radio Instruction (IRI) in Tanzania*. Presented at USAID's African Education Regional Workshop, Addis Ababa, Ethiopia.

INVITED TALKS/LECTURES

"Gendered Scripts and Global Policy," *Interdisciplinary Center for the Study of Global Change* (Doctoral class), Dr. Kelly Condit-Shrestha, University of Minnesota (2022, April).

"Performing graduates and dropouts: The gendered scripts and aspirations of secondary school students in Zanzibar," *Gender and Education* (Doctoral Class), Dr. Supriya Baily, George Mason University (2019, June).

"Putting policy into practice: Integrating research, evaluation, and sustainable management into health programs," *Program Planning in Global Health* (Master's Class), Dr. Nina Yamanis, American University (2019, April).

"Leading evaluations in formal and nonformal programs in Tanzania" *Development and Evaluation of International Education Projects* (Undergraduate class), Dr. Peggy Kong, Lehigh University (2018, Nov.).

"Developing and managing education programs with host-country governments," *Comparative Education* (Master's Class), Dr. Heidi Eschenbacher, University of Minnesota (2015, July).

LANGUAGES: English (native), Swahili (proficient), Spanish (proficient)