

# Nora Weber

Updated: November 2025

## Summary

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Experienced evaluator, researcher, and project manager with 10+ years supporting education and work. Skilled in program evaluation, multi-method data collection and analysis, and stakeholder engagement. Committed to building strong partnerships, communicating data clearly, growing organizations' research capacity, and working with teams to advance equity in education and work.

## Professional Experience

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### Senior Evaluation Analyst

Jul 2024 - Oct 2025

### Evaluation Analyst

Oct 2023 - Jun 2024

*Bellwether Education Partners (fully remote, worked from Minneapolis, MN)*

- Evaluated programs related to education and post-secondary pathways, to measure impact, demonstrate effectiveness, and inform organizations' strategic decision-making
  - Designed and conducted evaluations for a diverse portfolio of clients, including federal, nonprofit, and private grantees and philanthropic organizations
  - Conducted in-depth literature and policy reviews to summarize existing research and guide evaluation design and methodology
  - Served as a qualitative and quantitative methods expert and developed research instruments such as surveys, interviews, focus groups, and content analyses
  - Managed IRB approval and program and participant data collection, adhering to grant and legal regulations and the highest ethical standards
  - Analyzed complex data with a range of qualitative and quantitative approaches, using tools such as Qualtrics, R, Stata, Atlas.ti, LexisNexis
- Planned and facilitated stakeholder convenings and webinars, to engage community members, policymakers, researchers, and funders on education challenges and solutions
- Engaged diverse audiences by communicating findings and recommendations in professional reports, toolkits, publications, presentations, and data visualizations
- Supported client and workplace learning by sharing knowledge of specific subject areas, research tools, and methodologies

### Researcher & Associate Instructor

Aug 2018 - Dec 2023

*Indiana University, Department of Sociology (Bloomington, IN)*

- Assisted and led instruction for undergraduate and graduate classes (15-150 students), including Intro to Sociology, Sociology of Education, Survey Methods, and Statistics Lab
  - Aided and led classroom instruction and lab sections, developing curriculum, grading homework and assessments, and holding office hours
  - Trained students on research software such as Stata, R, Atlas.ti, and Qualtrics
- Served for 3+ years as manager of the IU Sociology lab, supporting large-scale research initiatives and helping students gain hands-on research experience
  - Hired, trained, and supervised about 12 total undergrad team members, and supported their professional learning

- Managed projects to ensure completion in a professional and timely manner, and that research followed legal and grant standards
- Conducted and collaborated on multi-method studies related to education and work
  - Collected, organized, and cleaned both qualitative and quantitative data, such as surveys, field and survey experiments, interviews, and content analyses
  - Analyzed data and summarized findings and recommendations in publications, reports, and presentations for a wide range of audiences

## **Adult Education Tutor & Instructor (volunteer, part-time)**

May 2012 - Oct 2022

### *Multiple Locations (MI, MA, NC, IN)*

- Taught and tutored adult and young adult learners, both one-on-one and in small- and medium-sized groups, helping develop their education skills and career readiness
  - Developed focused curriculum around subjects such as reading, writing, math, GED preparation, technology skills, and daily life skills
  - Created and taught lesson plans, selected texts and instructional materials, and created and graded assignments
- Instructed adults with diverse backgrounds, including adults learning English as a second language, adults with learning disabilities, and adults who were previously incarcerated
- Collaborated with adult learners and program staff to develop custom learning plans, to tailor teaching and tutoring sessions to learners' education and career goals

## **Research Assistant (internship, part-time)**

Oct 2017 - Feb 2018

University of North Carolina at Chapel Hill (Chapel Hill, NC)

- Conducted qualitative data analysis on a team-based research project, aimed at understanding trends in collaboration between international educational organizations
  - Conducted in-depth literature reviews on education policy and international cooperation, using platforms like Google Scholar and LexisNexis
  - Compiled and organized primary data from online sources and databases, and cleaned data in preparation for analysis
  - Analyzed documents to identify key themes and trends across the sample
- Summarized research findings in written briefs shared in weekly internal team meetings
- Collaborated with teammates to ensure timely project progress and grant compliance

## Senior Associate

Aug 2015 - Jul 2016

## Associate

Mar 2014 - Jul 2015

## *iProspect - Boston, MA*

- Primary analyst for a major healthcare client, helping them understand and improve their digital marketing performance
  - Collected, managed, and analyzed qualitative and quantitative performance data (web, social, and traditional media) to identify opportunities for improvement and growth using tools such as Google Analytics, Google Search Console, Moz Analytics
  - Conducted comparative analyses to understand the client's performance in the broader landscape, and in comparison to direct and indirect industry competitors

- Created custom reports and dashboards, and presented data-driven findings to help the client make and monitor strategic decisions
- Worked in a highly-regulated sector and aligned with the client's legal staff to ensure all recommendations met strict regulatory compliance
- Worked both independently and as a committed team member to meet strict deadlines and balance multiple priorities

## Education

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<b>Ph.D. Sociology ABD</b>	Indiana University - Bloomington, IN
<b>M.A. Sociology</b>	Indiana University - Bloomington, IN
<b>M.A. Political Science</b>	University of North Carolina - Chapel Hill, NC
<b>B.A. English &amp; German</b>	University of Michigan - Ann Arbor, MI

## Skills & Tools

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**Qualitative Analysis** (Atlas.ti, NVivo, MaxQDA), **Statistical Analysis** (Stata, R), **Survey Development** (Qualtrics), **Website Development** (WordPress, SquareSpace, HTML, CSS), **Project Management** (Asana, Sona), **Research Platforms** (LexisNexis, Factiva, ProQuest, & others), **Digital Marketing** (Looker Studio, Google Analytics, Google Search Console, Moz Analytics)

## Volunteering & Service

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<b>Evaluation Working Group Member</b> (Bellwether)	2023-25
<b>Lead - Graduate Experience Survey</b> (Indiana University Graduate Student Association)	2022-23
<b>Substitute Teacher</b> (Multiple Locations - MI, VA)	2018-23
<b>Education Section Webmaster</b> (American Sociological Association)	2019-22
<b>Advisory Committee</b> (Indiana University Workshop in Methods)	2019-22
<b>Conference Planning Committee</b> (Indiana University Preparing Future Faculty)	2018-22
<b>Adult Education Teacher &amp; Tutor</b> (Multiple Locations - MI, MA, NC, IN)	2012-22
<b>U.S. Teaching Assistant</b> (U.S. Fulbright Program in Austria)	2012-13

## Select Publications & Conference Presentations

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- “[A Year in Review: How National News Media Covers K-12 Education](#)” with M. Mission, K. Boone, J. Squire, and A. Jacob *Bellwether*. (2025)
- “No Cheap Substitute? An experimental study of secondary educational credentials, race, and gender in hiring” *American Sociological Association Annual Meeting*. (2023)
- “[Liberalization, education, and rights and tolerance attitudes](#)” with C. Brooks *Social Science Research*. (2022)

- “Opportunity or Requirement: How U.S. colleges & universities framed the shift to test-optional policies during COVID-19” *American Sociological Association Annual Meeting*. (2021)
- “Meritocracy or Inequality? Assessing the narratives of shifting standardized testing policy in higher education admissions” *Midwest Sociological Society Annual Meeting*. (2021)
- “Beliefs about Educational Inequality: Attribution & the case of adult literacy.” *American Sociological Association Annual Meeting*, Virtual (2020)