

Jeff J. Kosovich, PhD
Curriculum Vitae

Research Scientist
Center for Creative Leadership
1 Leadership Place
Greensboro, NC 27410

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<https://www.linkedin.com/in/jjkosovich/>

Education

2017 Ph.D University of Virginia | Educational Psychology: Applied Developmental Science
2013 M.A. James Madison University | Psychological Science: Quantitative Psychology
2011 B.A. Northern Illinois University | Major: Psychology

Professional Appointments

2019-Present Center for Creative Leadership (CCL) | Associate Research Scientist in Global Research and Evaluation, Societal Advancement

2017-2019 Center for Creative Leadership (CCL) | Post-Doctoral Fellow for Evaluation in Societal Advancement

Publications

Peer-Reviewed (* Indicates Co-First-Authorship)

- Kosovich, J. J.**, Hulleman, C. S., Phelps, J. & Lee, M. (2019). Improving Student Success in Front-Door Math Courses: A Utility Value Intervention. *Journal of Developmental Education*, 42(2), 2-10.
- Rosenzweig, E. Q., Hulleman, C. S., Barron, K. E., **Kosovich, J. J.**, Priniski, S. J., & Wigfield, A. (2019). Promises and Pitfalls of Adapting Utility Value Interventions for Online Math Courses. *The Journal of Experimental Education*, 1-21.
- ***Kosovich, J. J.**, *Flake, J. K., & Hulleman, C. S. (2017). Short-term motivation trajectories: A parallel process model of expectancy-value. *Contemporary Educational Psychology*, 49, 130-139.
<http://dx.doi.org/10.1016/j.cedpsych.2017.01.004>
- Hulleman, C. S., **Kosovich, J. J.**, Barron, K. E., & Daniel, D. (2017). Making connections: Replicating and extending the utility value intervention in the classroom. *Journal of Educational Psychology*, 109(3), 387-404.
<http://dx.doi.org/10.1037/edu0000146>
- Kosovich, J. J.**, Hulleman, C. S., Barron, K. E., & Getty, S. (2015). A practical measure of student motivation: Establishing validity evidence for the expectancy-value-cost scale in middle school. *The Journal of Early Adolescence*, 35(5-6), 790-816.
<http://doi.org/10.1177/0272431614556890>

Chapters and Reviews

- Kosovich, J. J.**, Hulleman, C. S., & Barron, K. E. (2019). Measuring motivation in educational settings: A case for practical measures. In K.A., Renninger and S.

- Hidi, *Cambridge Handbook on Motivation and Learning*, Cambridge: Cambridge University Press. <https://doi.org/10.1017/9781316823279>
- Murrah, W. M., **Kosovich, J. J.**, & Hulleman, C. S. (2017). Measuring Fidelity in Educational Settings. To appear in: G. Roberts, S. Vaughn, T. Beretvas & V. Wong (Eds.), *Treatment Fidelity in Studies of Educational Intervention*. (pp. 39-60). New York: Routledge. <https://doi.org/10.4324/9781315734262>
- Lazowski, R. A., Barron, K. E., **Kosovich, J. J.**, & Hulleman, C. S. (2016). Are we ready to recommend a college readiness index?: A reply to Gaertner and McClarty (2015). *educational Measurement: Issues and Practice*, 35(3), 26-29.
- Hulleman, C. S., Barron, K. E., **Kosovich, J. J.**, & Lazowski, R. A. (2016) Expectancy-value models of achievement motivation in education. In: A. A. Lipnevich, F. Preckel, & R. D. Roberts (Eds.), *Psychosocial skills and school systems in the Twenty-First century: Theory, research, and applications* (pp. 241-278). Switzerland: Springer.
- Kosovich, J. J.**, Lazowski, R., Naumenko, O., & Sundre, D. L. (2013, June 3). Review of “Measuring College Learning Responsibly” [Review of the book *Measuring College Learning Responsibly*, by R. Shavelson]. *Research and Practices in Assessment*, 8, 53-56. <http://www.rpajournal.com/review-of-measuring-college-learning-responsibly/>

Social Media

- Ehrlich, V., Leisman, T., Leis, M., & **Kosovich, J. J.** (2018, May 7). Using social network analysis to evaluate professional development for teachers. [Weblog Article]. AEA 365. Retrieved from: <https://aea365.org/blog/ed-eval-tig-week-using-social-network-analysis-to-evaluate-professional-development-for-teachers-by-valerie-ehrich-tim-leisman-micela-leis-and-jeff-kosovich/>
- Kosovich, J. J.**, & Hulleman C. S. (2015, August 5). Questioning the Evidence. [Weblog Article]. Curry School of Education. Retrieved from <http://curry.virginia.edu/blog/2015/08/05/questioning-the-evidence/>
- Kosovich, J.** (2014, Dec 18). Adapting Value and Mindset Interventions to the Community College Setting. [Weblog Article]. Carnegie Foundation for the Advancement of Teaching and Learning. Retrieved from <http://www.carnegiefoundation.org/blog/adapting-value-mindset-interventions-community-college-setting/>

In Progress

- Leis, M. & **Kosovich, J. J.** (in prep). Student leadership: What is it and how does it relate to academic outcomes?
- Kosovich, J. J.** (in prep). Revisiting pre-post 360 feedback assessments: New metrics of change.
- Wormington, S., **Kosovich, J. J.**, Hulleman, J., Phelps, J., & Lee, M. (in prep). Is Practice Enough or Do I Need Help, Too? Assessing the Fidelity and Efficacy of Growth Mindset Interventions through a Mixed Methods Approach.

Presentations

Peer Reviewed

- Kosovich, J. J.**, Hulleman, C. S., & Barron, K. E. (2018, March). Motivation Validity: Motivational Implications of Measurement Practices. In K. A. Renninger and S. Hidi, *Synergies in Studies of Motivation and Learning: An Interactive Workshop*. Paper presented at the meeting of the American Educational Research Association, Toronto, Canada.
- Leis., M., Leisman, T., Ehrlich, V., **Kosovich, J. J.** (2018, March). Understanding and Measuring Leadership from a Student Perspective: Creation and Validation of the Student Leadership Scale (SLS). Poster accepted at the meeting of the Society for Research on Educational Effectiveness, Washington, D.C.
- Kosovich, J. J.**, & Hulleman, C. S. (2017, April). Motivating Students to Engage with Motivation Interventions: A Case Study of Large-Scale Utility Value Intervention Implementation. In J. R. Albrecht and S. A. Karabenick, *Opening the File Drawer for Innovation in Task Value Intervention*. Paper presented at the meeting of the American Educational Research Association, San Antonio, Texas.
- Kosovich, J. J.**, Hulleman, C. S., & Flake, J.K. (2017, March). Practical measurement: An argument-based approach to exploring alternative psychometric validity evidence. Poster presented at the meeting of the Society for Research on Educational Effectiveness, Washington, D.C.
- Kosovich, J. J.**, & Hulleman, C. S. (2016, August). Utility value and relevance: Interventions, processes, and conceptual distinctions. In J. R. Albrecht and S. A. Karabenick, *Conceptual Explication of Relevance in Motivational Theory*. Paper presented at the meeting of the International Conference on Motivation, Thessaloniki, Greece.
- Dicke, A., Hulleman, C. S. & **Kosovich, J. J.** (2016, August). Utility value interventions in Biology: Exploring their effectiveness within Hispanic youth. In U. Trautwein & H. Gaspard, *Promoting student motivation with utility value interventions*. Symposium presented at the meeting of the International Conference on Motivation, Thessaloniki, Greece.
- Rosenzweig, E. Q., Hulleman, C. S., Barron, K.E., **Kosovich, J. J.**, Priniski, S., & Wigfield, A. (2016, August). Helping students find value in online math courses: Comparing three utility value interventions in Algebra and Geometry. In U. Trautwein & H. Gaspard, *Promoting student motivation with utility value interventions*. Symposium presented at the meeting of the International Conference on Motivation, Thessaloniki, Greece.
- Kosovich, J. J.**, Hulleman, C. S., Phelps, J. & Lee, M. (2016, April). Improving Student Success in Developmental Math: A Utility Value Intervention. Poster presented at the meeting of the American Educational Research Association Annual Conference, Washington, D. C.
- Hulleman, C. S., Barron, K. E., **Kosovich, J. J.**, & Lazowski, R. (2016, April). Current Theories, Constructs, and Interventions within an Expectancy-Value Framework. In A. A. Lipnevich, *Psychosocial Skills in the Twenty-First Century: Theory, Research, and Applications*. Symposium presented American Educational Research Association Annual Conference, Washington, D.C.

- Barron, K. E., Hulleman, C. S., Flake, J. K., **Kosovich, J. J.**, & Lazowski, R. (2016, April). Moving from an Expectancy-Value Model of Motivation to an Expectancy-Value-Cost Model of Motivation. In M. Bong, *Extending the Expectancy-Value Model: Definitions and Functions of Cost in Students' Choice, Engagement, and Performance*. Symposium presented American Educational Research Association Annual Conference, Washington, D.C.
- Kosovich, J. J.**, Hulleman, C. S., Cole, L., Centeno, J., Phelps, J. & Lee, M. (2015, October). Improving Developmental Math Pass Rates for Hispanic/Latino College Students: A Growth Mindset Intervention. Presented at the Northeastern Educational Research Association Annual Conference, Trumbull, CT.
- Cole, L., **Kosovich, J. J.**, Centeno, J., Loffredo, M., & Hulleman, C. S. (2015, March). Boosting Student Interest in Developmental Math with a Utility Value Intervention. Poster presented at the annual Curry Research Conference, Charlottesville, VA.
- Hulleman, C. S., **Kosovich, J. J.**, Barron, K. E., & Daniel, D. B. (2015, April). Examining for whom the utility intervention works: Moderation by performance and gender. In E. Canning, *Moving Utility Value Research Forward: Examining Moderators, Mediators, and Context*. Symposium presented American Educational Research Association Annual Conference, Chicago, IL.
- Kosovich, J. J.**, & Hulleman, C. S. (2014, October). Diagnosing the achievement gap: Gender and ethnicity comparisons of college math students' motivation. Poster presented at the Northeastern Educational Research Association Annual Conference, Trumbull, CT.
- Kosovich, J. J.**, Hulleman, C. S., Barron, K. E., & Getty, S. (2014, September). A practical measure of student motivation: Validity evidence for the Expectancy-Value-Cost Scale in middle school. Paper presented at the Society for Research on Educational Effectiveness Fall conference, Washington, DC.
- Kosovich, J. J.**, & Hulleman, C. S. (2014, April). Fostering perceptions of relevance for schoolwork: A mixed-methods study. In M. Hartwell & A. Kaplan, *Experiencing Relevance: Clarifying the Definition of a Vital Motivational Concept*. Symposium conducted at the meeting of the American Educational Research Association Annual Conference, Philadelphia, PA.
- Kosovich, J. J.**, Hulleman, C. S., & Barron, K. E. (2013, May). Testing conflicting factor structures of expectancy-value. Poster presented at the Society for the Study of Motivation (SSM).
- Hulleman, C. S., **Kosovich, J. J.**, Barron, K. E., & Daniel, D. B. (2012, October). Mediated motivation: Investigating Expectancy-Value Theory through longitudinal and experimental design. In J. K. Flake, *Multiple Methodologies for the Measurement of Motivation*. Symposium conducted at the meeting of the Northeastern Educational Research Association Annual Conference, Rocky Hill, CT.
- Kosovich, J. J.**, & Hulleman, C. S. (2012, May). Reciprocal relationships between motivation and academic performance. Poster presented at the Society for the Study of Motivation (SSM).

June 2019

Kosovich, J. J., Durik, A. M., & Hulleman, C. S. (2012, April). Boosting High-Success-Expectancy Student Performance: Effects of Utility and Goal Manipulations. Poster presented at the American Educational Research Association (AERA).

Professional Presentations

Kosovich, J. J. (2015, February). Aiding Student Engagement and Success using Psychological Research. Invited Talk at LaGuardia Community College, New York, NY.

Kosovich, J. J., Phelps, J., Hulleman, C. S., & Lee, M. (2014, July). Integrating Social Psychological Interventions: Using Mindset and Utility Value to Aid Developmental Math Students. Presentation conducted at the annual Carnegie Pathways Summer Forum.

Kosovich, J. J., Durik, A., & Hulleman, C. S. (2011, November). Increasing STEM Performance with a Motivation Intervention. Poster presented at the bi-annual Southwestern Consortium for Innovative Psychology in Education (SCIPIE).

Kosovich, J. J., Herlo, A., & Durik, A. (2010, December). The Implications of Item Order on Self-Reported Achievement Goals. Poster presented at the annual Northern Illinois Undergraduate Psychology Research Conference.

Holland, D., **Kosovich, J. J., & Durik, A.** (2010, April). The Effects of Goals and Utility Value on Task Performance. Poster presented at the annual Northern Illinois Undergraduate Research Conference.

Grant Research Experience

Funded Proposals

Key Personnel (PI: Chris Hulleman, University of Virginia; Co-PI's: Hank Murrah, University of Virginia; Maryke Lee, Valencia College; Deborah Howard, Valencia College): *Removing Barriers to Success: An Integrative Expectancy-Value Intervention*. National Science Foundation, approx. \$1,500,000. September 30, 2015 – September 29, 2018.

Unfunded Proposals

Key Personnel (Co-PI: Chris Hulleman, University of Virginia; Maryke Lee, Valencia College): *Removing Barriers to Success: An Integrative Expectancy-Value Intervention*. Institute for Education Sciences, approx. \$3,500,000. Submitted August, 2014.

Research Experience

The Motivate Lab (August '14 - 2017)

Supervisor: Chris Hulleman, Ph. D.

Activities: Supervising and leading research activities and meetings. Coordinating research tasks, including: rubric-based coding, data analysis, transcribing, and paper and presentation writing.

Foundations of Cognition & Learning [FOCAL] (August '13 – January '16)

June 2019

Supervisor: Chris Hulleman, Ph. D., Dave Grissmer, Ph. D.

Activities: Providing feedback on data collection and psychometric development; Consulting on data management and implementation fidelity for various projects

Carnegie Alpha Lab Research Network (August '13 - August '14)

Supervisor: Chris Hulleman, Ph. D

Activities: Designing and implementing large scale randomized field experiment through an online platform in developmental math courses; compiling, administering, managing attitudinal questionnaire data; coordinated data collection with school staff and faculty; refining research design and intervention protocol; interface with administrative colleagues

Motivation Research Institute (August '11 – 2017)

Supervisor: Chris Hulleman, Ph. D., Kenn Barron, Ph. D.,

Activities: Provided feedback on data collection and psychometric development, implemented randomized field experiment in college psychology course, cleaned and manipulated large data sets for analysis, conducted CFA, HLM, regression, and descriptive analyses.

Motivation Lab (Jan. '10 – 'May 11)

Supervisor: Amanda Durik, Ph. D.

Activities: Laboratory Survey Administration, Excel Data Entry, Implemented experimental interventions in a lab, conducted ANOVA and descriptive statistics in SPSS

Prosocial Behavior Research Lab (Jan. '09 – May '09)

Supervisor: Meredith McGinley, Ph. D.

Activities: Classroom Survey Administration, Excel Data Entry

Assessment & Consultation

Office of Residence Life

Graduate Assistant

Supervisor: Kathleen Campbell

- Assessment consultation for student learning programs
- prepared assessment plans, analyzed data, and provided reports to faculty

August 2012 – May 2013

James Madison University

campbekl@jmu.edu

Center for Assessment and Research Studies

Graduate Assistant

Supervisor: Dr. Laine Bradshaw

Dr. Christine Demars

- Assessment consultation for two general education clusters
- Analyzed data, and provided reports to faculty

July 2011 – August 2012

James Madison University

lainebradshaw@jmu.edu

Demarsce@jmu.edu

Technical Experience

Technical Reports

- Kosovich, J. J.**, & Williams, A. (2018, December). Culture of Health Leaders Cohort 2: Midpoint Evaluation. Greensboro, NC: Center for Creative Leadership, Societal Advancement Insights and Impact.
- Ehrlich, V., **Kosovich, J. J.**, Leisman, T., & Young, E. (2018, October). American Express Leadership Academy: A Decade of Building Non-Profit Leaders. Greensboro, NC: Center for Creative Leadership, Societal Advancement Insights and Impact.
- Kosovich, J. J.**, Leisman, T., Leis, M., & Ehrlich, V., (2018, October). Golden LEAF Foundation Scholars Leadership Program: Impact Report 2018. Greensboro, NC: Center for Creative Leadership, Societal Advancement Insights and Impact.
- Leis, M., **Kosovich, J. J.**, Leisman, T., & Ehrlich, V., (2017, October). Golden LEAF Foundation Scholars Leadership Program: Impact Report 2017. Greensboro, NC: Center for Creative Leadership, Societal Advancement Insights and Impact.
- Kosovich, J. J.**, Campbell, K., Stephens, K., & Day-Miller, B. (2013, February). Graduate Club Assessment Results, 2012. Harrisonburg, VA: James Madison University, Office of Residence Life.
- Kosovich, J. J.**, Campbell, K., Stephens, K., & Day-Miller, B. (2012, November). Academic Mentor Program Assessment Results, 2011-12. Harrisonburg, VA: James Madison University, Office of Residence Life.
- Kosovich, J. J.**, Marsh, K. R., & Bradshaw, L. P. (2011, December). Cluster Three: NW-9 Fall 2011 Assessment Results. Harrisonburg, VA: James Madison University, Center for Assessment & Research Studies.
- Kosovich, J. J.**, Marsh, K. R., & Bradshaw, L. P. (2012, May). Cluster Three: 2012 NW-9 Assessment Results. Harrisonburg, VA: James Madison University, Center for Assessment & Research Studies.
- Kosovich, J. J.**, Naumenko, O., & Lazowski, R. (2012, November). Information Seeking Skills Test: Backward Translation. Harrisonburg, VA: James Madison University, Center for Assessment & Research Studies.
- Lazowski, R., Naumenko, O., & **Kosovich, J. J.** (2012, November). Information-Seeking Skills in the 21st Century: A Test Overview. Harrisonburg, VA: James Madison University, Center for Assessment & Research Studies.
- Naumenko, O., **Kosovich, J. J.**, & Lazowski, R. (2012, December). Madison Research Essential Skills Test (M-REST) Test Manual. Harrisonburg, VA: James Madison University, Center for Assessment & Research Studies.

Skills & Training

- SAS
- SPSS
- R, R-Studio
- Qualtrics
- MPlus
- Microsoft Excel, Word
- Powerpoint

Workshops and Teaching Experience

Workshops

June 2019

Hulleman, C. S., **Kosovich, J. J.**, & Murrah, W. (2014, September). Intervention fidelity: Models, methods, and applications. Workshop at the Fall Conference of the Society of Research on Educational Effectiveness (SREE), Washington, DC.
Kosovich, J. J. (2014, July) Data Management 101. Summer Undergraduate Research Program (SURP) training at the University of Virginia, Charlottesville, VA.
Kosovich, J. J. (2013, June.) Implementation Fidelity. Assessment Fellows Training Workshop at the Center for Assessment & Research Studies (CARS), Harrisonburg, VA.

Teaching/Mentoring

Research Assistant—The Motivate Lab

Mentor

Supervisor: Chris S. Hulleman

Aug 2014-2017

University of Virginia

Chris.Hulleman@virginia.edu

Responsibilities: Selected and organized lab projects and duties for Master's and Undergraduate students. Provided support for data analysis, transcription, coding, and writing. Provided feedback and aid in poster creation and design.

Teaching Apprenticeship

Mentor

Supervisor: Vivian C. Wong

Jan 2015-May 2015

University of Virginia

vcw2n@virginia.edu

Responsibilities: Aided in course management through the online Collab system. Helped to prepare example data sets and example activities. Co-taught several classes and/or supported students during in-class activities.

Summer Undergraduate Research Program [SURP]

Mentor

Supervisor: Chris S. Hulleman

June 2014-July 2014

University of Virginia

Chris.Hulleman@virginia.edu

Responsibilities: Weekly progress check-in's and reports with SURP Mentee. Coordinated intern's responsibilities for summer projects. Trained intern in lab protocols, coding conventions, and basic statistical analyses. Provided intern with feedback regarding work and professional development.

Peer Assisted Learning Tutor

Private & Group Tutor

Supervisor: Hillard Hebda

September 2008-May 2011

Northern Illinois University

PAL@wpo.cso.niu.edu

Topics Covered: Basic Statistics, Introductory Psychology, Lifespan Development Psychology, Introduction to Cognitive Science, Human Anatomy, Introductory Sociology, Introductory Philosophy

Professional Development

- Hayes, A. F. (2015, June) Statistical Mediation, Moderation, and Conditional Process Analysis. Analysis. Virginia Education Science Training (VEST) Program Workshop at the University of Virginia, Charlottesville, VA.
- Enders, C. (2014, May) Missing Data Analysis. Virginia Education Science Training (VEST) Program Workshop at the University of Virginia, Charlottesville, VA.
- Hulleman, C. S. (2013, Sept) Intervention Fidelity: Models, Methods, and Applications. Workshop at the Fall Society for Research in Educational Effectiveness conference.
- Billups, F. (2013, Oct.) Taking the Mystery Out of Qualitative Data Analysis. Training Workshop at the Northeastern Educational Research Conference, Rocky Hill, CT.
- Bandalos, D. & Gerstner, J. (2013, Oct.) SEM Methods for Assessing Measurement Invariance. Training Workshop at the Northeastern Educational Research Conference, Rocky Hill, CT.
- Lake, S. (2013, Sept.) Metadata for Life Sciences & Social Sciences. Workshop at the University of Virginia, Charlottesville, VA.
- Ford, C. (2013, Sept.) Introduction to R. Workshop at the University of Virginia, Charlottesville, VA.
- Sallans, A. (2013, Sept.) Best Practices in Collecting Data. Workshop at the University of Virginia, Charlottesville, VA.
- Finney, S. J. & Gerstner, J. (2012, Feb.) Incorporating Implementation Fidelity into the Outcomes Assessment Cycle. Training Workshop at the Center for Assessment & Research Studies, Harrisonburg, VA.
- Bradshaw, L. P. & Jurich, D. P. (2012, Oct.) An Introduction to Diagnostic Measurement. Training Workshop at the Northeastern Educational Research Conference, Rocky Hill, CT.

Professional Activities

Professional Affiliations

- American Educational Research Association (AERA)
- Motivation Research Institute (MRI)
- Northeastern Educational Research Association (NERA)
- Society for Research in Educational Effectiveness (SREE)
- American Evaluation Association (AEA)

Peer Reviewer

- Journal of Educational Psychology

Honors and Awards

- Virginia Education Science Training Fellow (2013-2017)
- Brenda Holiday Loyd Award (2016-2017)
- Curry Trustees Fellowship (2015-2016)
- Carnegie Alpha Lab Research Network Fellow (2013-2014)

June 2019