The following biographies represent the experience of Hanover Research's analysts who develop tailored research solutions on behalf of our K-12 partners.

**SARAH VAN DUYN | Managing Content Director**

Seasoned Hanover Leader Providing Strategic Guidance to K-12 Education Practices

Sarah has experience working in both the non-profit and K-12 education spaces. She has served as a Research Assistant at the Cornell University Institute for Policy Research analyzing the impact of public policies, as an Account Executive at MKDM Membership Development and Advocacy developing fundraising communications for non-profit organizations, and as an MBA student consultant at the Academy for Urban School Leadership in Chicago.

These experiences are complemented by Sarah's experience working in human resources as a summer Associate Strategic Project Manager at Suntrust Bank, where she developed strategies to increase talent acquisition.

M.B.A., with high distinction
M.A., Educational Studies, Education Leadership and Policy
**University of Michigan**
B.S., Political Analysis and Management
**Cornell University**

**JEEHYE SHIM DEOGRACIAS | Content Director**

Education Expert and Former Public School District Accountability Analyst

Prior to her work at Hanover, Jee was an Accountability Analyst for Alexandria City Public Schools, where she was responsible for the division's data analysis, program evaluations, and state assessment administration. Within this role, Dr. Deogracias led in-service trainings for school staff and administrators in the use of testing, assessment, and evaluation data. Jee also spent three years in the classroom teaching elementary band students with Fairfax County Public Schools.

Additional professional experience includes positions with the American Council on Education and the University of Maryland. As a Content Director for K-12 partners, Jee works with education organizations as a strategic thought partner and liaises with her research team to produce high-impact reports. Jee currently serves on the Board of Directors for Project Create, where she oversees the program evaluation of arts classes for children living in homelessness and poverty.

Ph.D., Education Policy
**University of Maryland**
M.P.P., Family, Social and Education Policy
**Georgetown University**
B.M., Music Education
**University of Michigan**
HEATHER POPIELSKI | Content Director

Research Manager
Specializing in Program Evaluation and Statistics

M.A., International Affairs  
Columbia University

M.A., European Integration  
University of Limerick, Ireland

M.S., Economics  
University of North Carolina, Chapel Hill

B.A., International Studies  
American University

Heather specializes in program evaluation and the use of statistical techniques for Hanover's K-12 education partners. Professionally, Heather worked in the Economics Research department at the headquarters of Chase Manhattan Bank, providing research support to both the Chief U.S. Economist and the Currency Strategist. In an academic setting, Heather was an instructor for introductory and intermediate macroeconomics courses and classes in quantitative policy analytics at UNC-Chapel Hill. She won the Javits Fellowship in recognition of her academic achievement and demonstrated commitment to public service while earning a Master of International Affairs degree at Columbia University.

At Hanover, Heather serves some of the company’s most progressive education partners and recently managed an evaluation of state assessments that enabled a partner district to eliminate over twenty ineffective standardized tests and procedures.

BRENT DUPAY | Survey Research Manager

Survey Research Expert and Leader in Data Visualization Initiatives

A.B.D. and M.A., Political Science  
University of Pittsburgh

B.A., Political Science  
Western Michigan University

Brent has over seven years of hands-on survey research experience. Prior to joining Hanover Research, he was a doctorate student and research fellow at the University of Pittsburgh specializing in political opinion and behavior. Since joining Hanover in 2011, Brent has worked with over 100 Hanover clients and partners across a wide range of industries. He is experienced with a variety of survey research methods, including conjoint and MaxDiff analysis, TURF analysis, cluster analysis, perceptual mapping, and text mining.

Brent also has a strong interest in presenting data and results in innovative ways through the use of custom dashboards, data maps, and interactive graphics. He currently leads a team of survey researchers working across all of Hanover’s major practice areas.
WAEL MOUSSA | Research Consultant-Quantitative Research

Expert in the Economics of Education, Education Policy, Public Policy, Program Evaluation, and Applied Econometrics

Ph.D., Economics
Syracuse University
M.A., Economics
B.A., Economics
American University of Beirut

Prior to his tenure at Hanover, Wael worked as an Education Research Analyst at the New York State Education Department. In this role, he estimated Student Growth and Value-Added Models, conducted impact analyses, performed beta modeling for future implementation, and provided quality control for data reporting. Before this position, Wael worked as a Graduate Research Associate at Syracuse University. His dissertation, “Essays on Academic Achievement and Student Behavior in Public Schools,” examined various mechanisms that affect student achievement in both the short- and long-run. Wael has also been published in the Economics of Education Review and is involved in a working paper on compulsory attendance legislation and its effects on grade attainment and high school graduation. Dr. Moussa is affiliated with the American Economic Association and Association for Education Finance and Policy, speaks four languages, and is well versed in Stata, SAS, SPSS, and R data programs.

AMBER MOORER | Senior Content Analyst

K12 Expert Specializing in Common Core, College and Career Readiness, and Education Policy

Ed.M., Risk and Prevention
Harvard Graduate School of Education
B.A., English, Psychology
Columbia University

Amber joined Hanover with a background in education research and practice. While at Harvard, she studied counseling techniques and researched the impact of teacher efficacy on student achievement. She spent a total of five years working for federally funded TRIO programs, including Upward Bound and Talent Search, as a college admissions specialist and counselor. Since then, she has served as a consultant to nonprofit organizations devoted to improving college matriculation rates among under-resourced youth. Her work at Hanover has focused on Common Core implementation, indicators of college and career readiness, and trends in education policy.
DEREK DAMRON | Senior Content Analyst-Quantitative Research

Derek joined Hanover’s quantitative research team with a background in mathematics, statistics, and database marketing. After earning a bachelor’s degree in mathematics, Derek worked as a database analyst and application developer for Acxiom Corporation, a leading database marketing services provider. While at Acxiom, Derek’s primary responsibilities included designing, building, and transitioning source file processing into production as well as interacting with both internal and external stakeholders with varying degrees of technical expertise to ensure proper implementation.

Derek then went on to earn a master’s degree in statistics from The George Washington University with a focus in statistical programming, data mining, and applied statistics. In his current role, Derek leverages his statistical knowledge to help partners make informed decisions through the use of predictive analytics and segmentation.

M.S., Statistics
The George Washington University
B.S., Mathematics
University of Central Arkansas

YANHUA CHENG | Quantitative Research

Prior to her role at Hanover, Yanhua served as both a Research Assistant and Teaching Assistant at North Carolina State University. As the lead graduate researcher at the institution’s Adult Cognition and Emotion Lab, Yanhua conducted multiple research projects addressing topics such as experimental manipulation of emotions and student learning outcomes – presenting her findings at conferences and preparing manuscripts for peer-reviewed journal publications.

Yanhua is experienced in collecting data via the following research methods, among other advanced methodologies: survey design (traditional or online), experiment design, secondary data analysis, longitudinal design/data analysis, and experience sampling. She is highly adept in conducting general linear models, multilevel modeling, structural equation modeling, growth curve modeling, exploratory factor analysis, confirmatory factor analysis, scale development, binary and multinomial logistic regression, meta-analysis, and cluster analysis.

Ph.D., Lifespan Developmental Psychology
M.S., Development Psychology
North Carolina State University
B.S., Psychology
Jilin University, China