

Jennifer A. Freeman

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Current Position

Texas Tech University

Assistant Professor of Educational Leadership & Policy 2024 – present
College of Education

Affiliated Faculty 2024 – present
Center for Innovative Research in Change, Leadership, and Education
College of Education

Education

University of Pennsylvania

Ph.D., Education Policy 2024
Graduate School of Education (GSE)
Dissertation: *Navigating Educational Margins: Three Essays Detailing the Trajectories of Students with Disabilities and English Learners*

A.M., Statistics and Data Science 2023
The Wharton School

University of California, Santa Barbara (UCSB)

M.A., Education 2020
Gevirtz Graduate School of Education (GGSE)

B.S., Zoology 2018

Santa Barbara City College

A.A., Liberal Arts: Emphasis on Math and Science 2016

Research Grants and Contracts

External Grants (\$956,150 Total)

\$100,000 Houston Endowment. 2026. *The Road to Certification: Understanding the Interplay of Candidates' Background, Coursework, and Preparation Program on Successful Entry into the Teaching Profession*. Co-Principal Investigator, with J. J. Kirksey (PI) and K. Mansell (Co-PI).

\$300,000 Greater Texas Foundation. 2025. *Assessing the Impact of Outcomes-Based Funding on Rural Community Colleges: Insights from Texas House Bill 8*. Co-Principal Investigator, with J. J. Kirksey (PI).

\$109,567 Moody Foundation. 2025. *Exploring Dual Credit Programs and Key Indicators of Postsecondary Success in Texas*. Principal Investigator, with J. J. Gottlieb (Co-PI).

\$298,583 Walton Family Foundation. 2024. *Long-Term Social and Economic Benefits of CTE*

Courses and Credentials: A Closer Look at Texas. Co-Principal Investigator, with J. J. Kirksey (PI) and A. R. Crevar (Co-PI).

\$138,000 National Science Foundation. 2019. *The Effects of Undergraduate Research Experience on STEM Degree Attainment and Entrance to STEM Fields for Community College Transfer Students*. Principal Investigator.

\$10,000 ECMC Foundation. 2020. *The Postsecondary Effects of Applied STEM Coursetaking for High School Students with Learning Disabilities*. Principal Investigator.

Contracts (\$190,186 Total)

\$60,000 Texas 2036. 2025. *College, Career, and Military Readiness Indicators Study*. Co-Principal Investigator, with J. J. Kirksey (PI).

\$130,186 Dallas College. 2025. *Teacher Apprenticeships in Texas. A Research Agenda to Understand the Design, Implementation, and Impact of Innovative Approaches to Teacher Preparation*. Co-Principal Investigator, with J. J. Gottlieb (PI), A. W. Wiseman (Co-PI), and J. J. Kirksey (Co-PI).

Publications

IF Indicates 2-Year Impact Factor of the journal at the time of publication

+ Indicates graduate student mentee at time of initial submission

^ Indicates research-practice partnership coauthor

Refereed Journal Articles

13. **Freeman, J. A.** (2025). Accommodating success: Examining the effects of accessing accommodations on degree completion among community college students with non-apparent disabilities. *Exceptional Children*. [IF: 4.3]
12. Gottfried, M. A., **Freeman, J. A.**, & Egalite, A. (2025). Both/And: Students' academic benefits of sharing race/ethnicity and language with their teachers. *Educational Evaluation and Policy Analysis*. [IF: 2.4]
11. **Freeman, J. A.** (2024). Long-term English learners with learning disabilities: Is dual identification associated with high school absenteeism? *The High School Journal*, 106(3), 191-207. [IF: 0.700]
10. **Freeman, J. A.**, Gottfried, M. A., & Odle, T. K. (2024). Explaining course enrollment gaps in high school: Examination of gender-imbalance in the applied sciences. *Educational Policy*, 38(4), 897-936. [IF: 1.6]
9. Santibanez, L., Gottfried, M. A., & **Freeman, J. A.** (2024). English learner students and absenteeism: A within-group analysis of missing school. *Educational Researcher*, 53(8), 437-449. [IF: 5.400]
8. Gee, K., Gottfried, M. A., **Freeman, J. A.**, & Kim, P.⁺ (2024). Explaining disparities in absenteeism between kindergarteners with and without disabilities: A decomposition approach. *Early Childhood Research Quarterly*, 67, 295-306. [IF: 3.2]
7. **Freeman, J. A.**, & Kirksey, J. J. (2023). Linking IEP status to parental involvement for high school students of first-generation and native-born families. *Exceptional Children*, 89(2), 197-215. [IF: 5.0]

6. **Freeman, J. A.**, Gottfried, M. A., & Plasman, J. (2023). STEM-focused career courses and college pipeline for students with learning disabilities. *Educational Policy*, 37(2), 308-338. [IF: 1.6]
5. Gottfried, M. A., **Freeman, J. A.**, Odle, T. K., Plasman, J. S., Dougherty, S. M., & Klasik, D. (2023). Does high school STEM career coursework align with college employment? *Teachers College Record*, 125(3), 207-236. [IF: 1.3]
4. Kirksey, J. J., Gottfried, M. A., & **Freeman, J. A.** (2022). Does parental involvement change after schools assign a student an IEP? *Peabody Journal of Education*, 97(1), 18-31. [IF: 1.5]
3. Plasman, J. S., Gottfried, M. A., **Freeman, J. A.**, & Dougherty, S. M. (2022). Promoting persistence: Can computer science career and technical education courses support educational advancement for students with learning disabilities? *Policy Futures in Education*. [IF: 1.3]
2. Gottfried, M. A., Plasman, J., **Freeman, J. A.**, & Dougherty, S. M. (2021). Who's taking what? Applied STEM coursetaking patterns for high school students with learning disabilities. *AERA Open*, 7(1), 1-16. [IF: 3.4]
1. Kirksey, J. J., Sattin-Bajaj, C., Gottfried, M. A., **Freeman, J. A.**, & Ozuna, C. S. (2020). Deportations near the schoolyard: Examining immigration enforcement and racial/ethnic gaps in educational outcomes. *AERA Open*, 6(1), 1-18. [IF: 2.3]

Policy Briefs

- P5. **Freeman, J. A.**, Kirksey, J. J., Edwards, W., Holzman, B., & Lee, H.B. (2026). *Beyond the Threshold: What Dual Credit Benchmarks Signal About College Readiness in Texas*. Texas Tech University. Center for Innovative Research in Change, Leadership, and Education. <https://hdl.handle.net/2346/104880>
- P4. Kirksey, J. J., **Freeman, J. A.**, Edwards, W., Holzman, B., & Lee, H.B. (2026). *The Uneven Promise of Readiness: Which College and Career Readiness Indicators Actually Predict Success After High School?* Texas Tech University. Center for Innovative Research in Change, Leadership, and Education. <https://hdl.handle.net/2346/104820>
- P3. **Freeman, J. A.**, Kirksey, J. J., Edwards, W., Holzman, B., & Lee, H.B. (2026). *The Value of Earning Credentials in High School for Texas Graduates Entering the Workforce*. Texas Tech University. Center for Innovative Research in Change, Leadership, and Education. <https://hdl.handle.net/2346/104882>
- P2. Kirksey, J. J., **Freeman, J. A.**, Edwards, W., Holzman, B., & Lee, H.B. (2026). *Aligning Incentives with Opportunity in College and Career Readiness Across Rural Texas*. Texas Tech University. Center for Innovative Research in Change, Leadership, and Education. <https://hdl.handle.net/2346/104881>
- P1. Kirksey, J. J., **Freeman, J. A.**, Crevar, A. R., Reed, B., & Martin, R. (2025). *The value of alignment: How do industry-based certifications impact Texas high school students entering the workforce?* Texas Tech University. Center for Innovative Research in Change, Leadership, and Education. <https://hdl.handle.net/2346/103789>

Research and Policy Reports

- R1. Kirksey, J. J., Reed, B.,⁺ & **Freeman, J. A.** (2025). *Navigating the Transition: Disability services, funding, and student outcomes in Texas community colleges*. State Higher Education Executive Officers Association. <https://sheeo.org/wp-content/uploads/2025/07/Kirksey-et-al.pdf>

Book Chapters

- B1. Kirksey, J. J., Gottfried, M. A., & **Freeman, J. A.** (2024). Does parental involvement change after schools assign a student an IEP? In Lenhoff, S., Singer, J. & Gottfried, M. (Eds.), *Thinking Ecologically in Educational Policy and Research*. Routledge.

Conference Presentations

+ Indicates graduate student mentee at time of presentation

^ Indicates research-practice partnership coauthor

2025

Kirksey, J. J. & **Freeman, J. A.** (2025). *How teachers who received special education services shape disciplinary outcomes for students with disabilities*. Paper presentation at the annual conference of the University Council for Educational Administration, San Juan, Puerto Rico.

Kirksey, J. J., **Freeman, J. A.**, & Crevar, A. R. (2025). *Examining the labor market returns of aligned and misaligned industry-based certifications in Texas*. Paper presentation at the annual conference of the Association for Public Policy Analysis and Management, Seattle, WA.

Crevar, A. R., **Freeman, J. A.**, & Kirksey, J. J. (2025). *From classroom to career: Career clusters and workforce entry*. Paper presentation at the annual conference of the Association for Public Policy Analysis and Management, Seattle, WA.

Freeman, J. A., Kirksey, J. J., Crevar, A., & Reed, B.⁺ (2025). *Multiple definitions, one pathway? How CTE coursetaking criteria shape concentrator classification and student outcomes*. Paper presentation at the annual conference of the Society for Research on Educational Effectiveness, Chicago, IL.

Kirksey, J. J., **Freeman, J. A.**, Crevar, A., & Reed, B.⁺ (2025). *Credentialing for what? Examining the labor market returns of aligned and misaligned industry-based certifications in Texas*. Paper presentation at the annual conference of the Society for Research on Educational Effectiveness, Chicago, IL.

Crevar, A. R., **Freeman, J. A.**, & Kirksey, J. J. (2025). *From classroom to career: Career clusters and workforce entry*. Paper presentation at the annual conference of the Society for Research on Educational Effectiveness, Chicago, IL.

Kirksey, J. J., **Freeman, J. A.**, Crevar, A., & Reed, B.⁺ (2025). *Credentialing for what? Examining the labor market returns of aligned and misaligned industry-based certifications in Texas*. Paper presentation at the 2025 Postsecondary CTE and Workforce Development Research Forum, Virtual.

Kirksey, J. J. & **Freeman, J. A.** (2025). *Investigating the postsecondary effects of course-based undergraduate research experiences in Texas*. Paper presentation at the annual International Conference on Education of the Athens Institute for Education and Research, Athens, GR.

Freeman, J. A. (2025). *Accommodating success: Examining the effects of disability accommodation receipt on degree completion among community college students in Texas*. Paper presentation at the annual conference of the Association for Education Finance and Policy, Washington, DC.

2024

Freeman, J. A. (2024). *Pathways to college and career for English Learner-classified students: A within-group analysis of high school career and technical education outcomes*. Paper presentation at the annual conference of the Association for Public Policy Analysis, National Harbor, MD.

Freeman, J. A. (2024). *CURating STEM pathways for community college transfer students: The effects of course-based undergraduate research experiences*. Paper presentation at the annual conference of the Association for Education Finance and Policy, Baltimore, MD.

Gottfried, M. A., **Freeman, J. A.**, & Egalite, A. (2024). *Both/And: Students' academic benefits of sharing race/ethnicity and language with their teachers*. Paper presentation at the annual conference of the Association for Education Finance and Policy, Baltimore, MD.

2023

Freeman, J. A., Kirksey, J. J., Gottlieb, J. J., Higgins, R., Spott, J., Johnson, L., Lansford, T. & Crevar, A. R. (2023). *Tracking undergraduate research in Texas: What student and institutional characteristics are associated with participation in course-based undergraduate research?* Paper presentation at the annual European Conference on Educational Research of the European Educational Research Association, Glasgow, Scotland.

Freeman, J. A., Kirksey, J. J., Gottlieb, J. J., Higgins, R., Spott, J., Johnson, L., & Crevar, A. R. (2023). *Tracking undergraduate research in Texas: What student and institutional characteristics are associated with participation in course-based undergraduate research?* Poster presentation at the annual conference of the American Educational Research Association, Chicago, IL.

Freeman, J. A., Baker, R., Nguyen, V. ^, Hsu, K., & Fagioli, L. ^ (2023). *Finishing strong: A randomized trial examining the effects of a re-enrollment campaign for community college students near completion*. Paper presentation at the annual conference of the Association for Education Finance and Policy, Denver, CO.

Kirksey, J. J., **Freeman, J. A.**, Gottlieb, J. J., Higgins, R., Spott, J., Johnson, L., & Crevar, A. R. (2023). *Tracking undergraduate research in Texas: What student and institutional characteristics are associated with participation in course-based undergraduate research?* Paper presentation at the annual conference of the Association for Education Finance and Policy, Denver, CO.

2022

Gottfried, M. A., **Freeman, J. A.**, Odle, T. K., Plasman, J. S., Dougherty, S. M., & Klasik, D. (2022). *Pursuits beyond high school: Can STEMM-CTE courses sustain college going and employment?* Paper presentation at the annual conference of the American Educational Research Association, San Diego, CA.

Kirksey, J. J., Gottfried, M. A., & **Freeman, J. A.** (2022). *Does parental involvement change after schools assign an IEP?* Paper presentation at the annual conference of the American Educational Research Association, San Diego, CA.

Gottfried, M. A., **Freeman, J. A.**, Odle, T. K., Plasman, J. S., Dougherty, S. M., & Klasik, D. (2022). *Pursuits beyond high school: Can STEMM-CTE courses sustain college going and employment?* Paper presentation at the annual conference of the Association for Public Policy

Analysis, Austin, TX.

Freeman, J. A., Gottfried, M. A., & Odle, T. K. (2022). *Can student and school factors explain gender differences in STEM-career coursetaking?* Paper presentation at the annual conference of the Association for Education Finance and Policy, Denver, CO.

Kirksey, J. J., **Freeman, J. A.**, & Mansell, K. (2022). *Comparing types of special education services in charter versus traditional public schools in Texas.* Paper presentation at the annual conference of the Association for Education Finance and Policy, Denver, CO.

Gee, K., Gottfried, M. A., **Freeman, J. A.**, & Kim, P. (2022). *What explains disability disparities in early chronic absenteeism?* Paper presentation at the annual conference of the Association for Education Finance and Policy, Denver, CO.

2021

Freeman, J. A., Gottfried, M. A., & Plasman, J. (2021). *Can STEM-focused career courses strengthen the secondary-to-postsecondary pipeline for students with learning disabilities?* Paper presentation at the annual conference of the American Educational Research Association. [Virtual due to COVID-19]

Freeman, J. A., & Kirksey, J. J. (2021). *Receipt of special education services and associated changes in parental involvement of immigrant and non-immigrant families of high school students.* Paper presentation at the annual conference of the Association for Education Finance and Policy. [Virtual due to COVID-19]

Freeman, J. A., Gottfried, M. A., & Plasman, J. (2021). *Can STEM-focused career courses strengthen the secondary-to-postsecondary pipeline for students with learning disabilities?* Poster presentation at the annual conference of the Council for Exceptional Children. [Virtual due to COVID-19]

2020

Freeman, J. A., Gottfried, M. A., & Plasman, J. (2020). *Can STEM-focused career courses strengthen the secondary-to-postsecondary pipeline for students with learning disabilities?* Paper presentation at the annual conference of the Association for Career and Technical Education Research. [Virtual due to COVID-19]

Gottfried, M. A., Plasman, J., **Freeman, J. A.**, & Dougherty, S. (2020). *Understanding the antecedents of STEM career and technical education coursetaking for high school students with learning disabilities.* Paper presentation at the annual European Conference on Educational Research of the European Educational Research Association, Glasgow, Scotland. [Cancelled due to COVID-19]

Gottfried, M. A., Dougherty, S. M., Plasman, J., & **Freeman, J. A.** (2020). *STEM-focused career and technical education: Coursetaking for high school students with learning disabilities.* Paper presentation at the annual American Educational Research Association, San Francisco, CA. [Cancelled due to COVID-19]

Kirksey, J. J., & **Freeman, J. A.** (2020). *More than an email: The importance of transfer student-faculty communication at a four-year university.* Paper presentation at the annual American Educational Research Association, San Francisco, CA. [Cancelled due to COVID-19]

Gottfried, M. A., Dougherty, S. M., Plasman, J., & **Freeman, J. A.** (2020). *Coursetaking patterns for high school students with learning disabilities.* Paper presentation at the annual Council for

Exceptional Children, Portland, OR.

2019

Kirksey, J. J., & **Freeman, J. A.** (2019). *More than an email: The importance of transfer student-faculty communication at a four-year university*. Paper presentation at the annual conference of the University Council for Educational Administration, New Orleans, LA.

Kirksey, J. J., **Freeman, J. A.**, & Karawan, R. (2019). *Going beyond what is expected: ICE enforcement and chronic absenteeism of migrant and non-migrant students in California*. Paper presentation at the annual conference of the Association for Education Finance and Policy, Kansas City, MO.

Kirksey, J. J., Sattin-Bajaj, C., Gottfried, M. A., & **Freeman, J. A.** (2019). *Debunking the myth that schools are sanctuaries: Examining variation in the impact of immigration enforcement actions on education outcomes*. Paper presentation at the annual conference of the Association for Education Finance and Policy, Kansas City, MO.

Kirksey, J. J., Sattin-Bajaj, C., Gottfried, M. A., & **Freeman, J. A.** (2019). *Schools as sanctuaries? Examining variation in the impact of immigration enforcement actions on educational outcomes for Hispanic youth*. Paper presentation at the annual conference of the American Educational Research Association, Toronto, Canada.

2018

Kirksey, J. J., Karawan, R., & **Freeman, J. A.** (2018). *Going beyond what is expected: ICE enforcement and chronic absenteeism of migrant and non-migrant students in a California school district*. Paper presentation at the annual conference of the Association for Public Policy Analysis and Management, Washington D.C.

Kirksey, J. J., Flores, P., Hollins, C., Gottfried, M. A., **Freeman, J. A.**, & Karawan, R. (2018). *Sensemaking of absenteeism data via a research-to-practice partnership*. Poster presentation at the annual conference of the Association for Education Finance and Policy, Portland, OR.

Kirksey, J. J., **Freeman, J. A.**, & Karawan, R. (2018). *Schools as sanctuaries: Is ICE raiding public education?* Paper presentation at the annual conference on Social Justice for Education at California State University, Channel Islands, Camarillo, CA.

Kirksey, J. J., **Freeman, J. A.**, & Karawan, R. (2018). *Effects of increased immigration enforcement on school absenteeism*. Poster presentation at the annual Undergraduate Research Colloquium, Santa Barbara, CA.

Freeman, J. A., & Maalizadeh, K. (2018). *Determinants of success for transfer students*. Poster presentation at the annual UCSB Undergraduate Research Colloquium, Santa Barbara, CA.

Invited Presentations and Guest Lectures

Freeman, J. A. (2026). *Multiple definitions, one pathway? How CTE coursetaking criteria shape concentrator classification and student outcomes*. Expanded Brown Bag Series, Texas Tech University.

Freeman, J. A. (2025). *Multiple definitions, one pathway? How CTE coursetaking criteria shape concentrator classification and student outcomes*. LONESTARP3 Brown Bag Series.

Freeman, J. A. (2024). *More than an email: The effects of transfer student-faculty interactions*

at a four-year university. ExpandedED Brown Bag Series, Texas Tech University.

Freeman, J. A. (2024). *Pathways to college and career for English learner-classified students: A within-group analysis of high school career and technical education outcomes*. Postsecondary CTE and Workforce Development Research Forum, North Carolina State University.

Freeman, J. A. (2022). *Can student and school factors explain gender differences in STEMM-career coursetaking?* Career and Technical Education Research Network Brown Bag.

Freeman, J. A. (2021). *Navigating missing data: An introduction to multiple imputation strategies in STATA*. Guest Lecture: Educational Policy Analysis Methods, Texas Tech University.

Freeman, J. A. (2021). *STEM-focused career courses and college pipeline for students with learning disabilities*. Guest Lecture: Workforce Development and Education, The Ohio State University.

Freeman, J. A. (2020). *An overview of career and technical education*. Guest Lecture: Educational Policy Analysis Methods, Texas Tech University.

Teaching Experience

**Denotes new course developed*

Texas Tech University

- ***Methods of Economic Evaluation in Education**
Spring 2026
- **Communication for School Leaders**
Spring 2026
- **Economics of Education**
Fall 2024; Fall 2025
- **Data Management**
Fall 2025
- **Education Policy Analysis Methods**
Summer 2025
- ***Issues in Special Education Policy and Practice**
Summer 2025
- **Education Policy Analysis**
Spring 2025
- ***Decision-Making in Educational Leadership**
Summer 2024

University of Pennsylvania

- ***Issues in Special Education Policy and Practice**, Instructor
Summer 2022–2023
- **Inquiry Foundations in Education Policy**, Teaching Assistant
Summer 2023
- **Education Policy Research Practicum**, Teaching Assistant
Spring 2021

University of California, Santa Barbara

- **Practicum in Teaching Higher Education**, Teaching Assistant
Spring 2020
- **Introduction to Research Methods**, Teaching Assistant
Winter 2020
- **The Research University and the Transfer Student Experience**, Discussion Leader
Winter 2020

Other Teaching Experience

- **Causal Inference with Bigger and Better Data**, Methods University
PhD students, Institutional Researchers, and Faculty
Summer 2018
- **Instructional Aide**, Bliss School for Autism and Developmental Disabilities
High school students
2018–2019

Advising and Mentoring

Ph.D. Students (Committee Member)

Andrew Roland, TTU	2026
Shawn Sheehan, TTU	2026
Derek Piel, TTU	2025
Braden Reed, TTU	Current
Carolyn Phillips, TTU	Current

Graduate Student Researchers

Bonnie Casson-Deweese, TTU	2026
Jazmine Johnson, TTU	2025
Braden Reed, TTU	2024–Present
Owen Vadala, UPenn	2023–2025
Cecilia Dye, UPenn	2021–2023
Kimi Zhong, UPenn	2022–2023
Frances James, UPenn	2022–2023

Undergraduate Research Assistants

Rishika Vats, TTU	2025–2026
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Academic Honors, Fellowships, and Awards

Fellow, TExPD: Texas Education Policy-Data Fellowship, *Gates Foundation*: 2026

Fellow, Summer Institute for Advanced Research Methods (SIARM) for STEM Fellowship, *National Science Foundation*: 2025–2028

Fellow, Graduate Research Fellowship, *National Science Foundation*: 2019–2024

Fellow, Dean’s Fellowship, *University of Pennsylvania*, *GSE*: 2020–2021

Fellow, Postsecondary Career and Technical Education Research Fellowship, *ECMC Foundation*: 2020–2021

Transfer Student Research Award, *UCSB*: 2018

Professional Service

Ad Hoc Reviewer, *Exceptional Children, Journal of Higher Education, Career and Technical Education Research Journal, Educational Evaluation and Policy Analysis, American Educational Research Journal, Education Finance and Policy*

Mentor, *ECMC Foundation Postsecondary Career and Technical Education Research Fellowship*: 2025–2026

Research Mentor, *Education Policy Research Internship, Penn GSE*: 2021–2024

Campus Liaison, *Graduate Student Leadership Committee, AERA Division L*: 2020–2022

Course Development Consultant, *Office of Undergraduate Research, UCSB*: 2020–2022

Affiliations

American Educational Research Association

Association for Education Finance and Policy

Association for Public Policy Analysis and Management

Society for Research on Educational Effectiveness

University Council for Educational Administration