

Rebecca N. Baelen

4 Montague Place, San Francisco, CA 94133

BACKGROUND & PROFESSIONAL INTERESTS

I have a doctorate in Education Policy from the University of Pennsylvania with a specialization in program and policy development, implementation and evaluation. My methodological expertise is in the conduct of iterative rapid-cycle testing that supports the development and improvement of educational programs and policies, particularly those that seek to foster social-emotional competencies (e.g., grit and empathy) and well-being in teachers and students.

I would be interested in serving on an advisory board or committee spearheaded by the Biden administration that aims to develop and improve policies in one or more of my areas of expertise: 1) teacher education and professional development, 2) social-emotional learning, and 3) educational equity and access. My decade of teaching experience and my expertise as an education policy researcher would position me well to support this administration as it seeks to improve our education system and help *all* students reach their fullest potential.

EDUCATION

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| 2020 | Ph.D. with Distinction, Education Policy, University of Pennsylvania, Philadelphia, PA
Dissertation: “ <i>An Experimental Evaluation of a Brief Self-Compassion Training with First Year Teachers.</i> ” |
| 2014 | M.S., Education, University of Pennsylvania, Philadelphia, PA |
| 2012 | Certificate in Teaching, Program in Teacher Preparation, Princeton University, Princeton, NJ |
| 2009 | A.B., Religious Studies and Certificate in Environmental Studies, Princeton University, Princeton, NJ |

PROFESSIONAL EXPERIENCE

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| 2020-2021 | <i>Visiting Lecturer</i> , Princeton Program in Teacher Preparation, Princeton University, Princeton, NJ |
| 2020-2021 | <i>Visiting Lecturer</i> , Klingenstein Center, Teachers College at Columbia University, New York, NY |
| 2016- 2020 | <i>Research Coordinator & Graduate Assistant for Rebecca Maynard</i>
Division of Education Policy, Graduate School of Education, University of Pennsylvania, Philadelphia, PA |
| 2014- 2016 | <i>Research Coordinator for Angela Duckworth</i> , Positive Psychology Center, University of Pennsylvania, Philadelphia, PA |
| 2013 | <i>History Teacher</i> , The Island School, Eleuthera, The Bahamas |
| 2012-2014 | <i>History & Religious Studies Teaching Fellow</i> , The Lawrenceville School, Lawrenceville, NJ |
| 2012 | <i>Student Teacher</i> , Princeton High School, Princeton, NJ |

- 2010- 2011 *Princeton in Asia Teaching Fellow*, Can Tho University, Can Tho, Vietnam
- 2009- 2010 *Americorps/VISTA Volunteer*, Venice Community Housing Corporation, Venice, CA

PROFESSIONAL HONORS & AWARDS

- 2016-2020 *Lee Spelman Doty & George E. Doty, Jr. Endowed Fellowship*, University of Pennsylvania
- 2017 *1440 Grant Award Recipient for Outstanding Research Proposal*, Mind and Life Institute
- 2012 *New Jersey State Certificate of Eligibility, Advanced Standing for Social Studies*
- 2009 *Carolyn L. Drucker '80 Prize for Best Senior Thesis in Field of Judaic Studies*

OTHER ROLES

- 2017-present *Founding Columnist*, The Behavioral Scientist (<https://behavioralscientist.org/>)
- 2018-present *Advisor on Success Metrics*, Homeworks (<https://www.homeworkstrenton.org/>)
- 2017 *Curriculum Developer*, Character Lab
- 2015 *Co-Founder & Manager*, Imagination Institute Summer Internship Program, Positive Psychology Center, University of Pennsylvania

EXTERNAL GRANT FUNDING

Co-Principal Investigator, “Developing and Testing the Effectiveness of a Self-Compassion Intervention for Beginning Teachers.” Principal Investigators: Rebecca N. Baelen & Brian M. Galla. Co-Investigator: Rebecca Maynard. Agency: Mind and Life Institute. Project Period: 2017 –2019. Amount: \$25,000.

Research Coordinator/Project Manager, “An Evaluation of the Professional Training Corps-Philadelphia.” Principal Investigators: David Fein and Rebecca Maynard. Agency: GreenLight Fund. Project Period: 2014-2017. Amount: \$700,000.

Research Coordinator/Project Manager, “Development of College- and Employer-based Career Pathways Models Based on the Year Up Core Program.” Principal Investigators: David Fein and Rebecca Maynard. Agency: Institute of Education Sciences. Project Period: 2015-2018. Amount: \$1.5 million.

Research Coordinator/Project Manager, “Raising GPA: Partnering to Increase Grit, Perseverance and Achievement in Baltimore City Middle Schools.” Principal Investigators: Angela Duckworth, Gregory Thornton, and Faith Connolly. Agency: Institute of Education Sciences. Project Period: 2014-2015. Amount: \$400,000.

Research Coordinator/Project Manager, “Character Development in Adolescence.” Principal Investigators: Angela Duckworth and William Damon. Agency: John Templeton Foundation. Project Period: 2014-2016. Amount: \$1.5 million.

Research Coordinator/Project Manager, “Getting Grittier: Grit Curriculum & Professional Development for RBCS Elementary & Middle School.” Principal Investigator: Angela

Duckworth. Agency: R.K. Mellon Family Foundation. Project Period: 2013-2016. Amount: \$100,000.

PUBLICATIONS

Roeser, R.W., Galla, B.M., & **Baelen, R.N.** Mindfulness in schools: Evidence on the impacts of school-based mindfulness programs on student outcomes in P– 12 educational settings. University Park, PA: Edna Bennett Pierce Prevention Research Center, The Pennsylvania State University. (In press)

Baelen, R. N., Galla, B. M., & Maynard, R. A. A brief self-compassion intervention builds a resilient mindset and growth orientation toward teaching six-months later: A longitudinal field experiment with first-year teachers. (Manuscript in preparation)

Baelen, R. N., Britt, J., Maynard, R. A., Souvanna, P. & Warfield, G. (2020). *To Improve and to prove: Tools to improve academic monitoring and support for young adults*. Rockville, MD: Abt Associates Inc.

Fein, D. J., Maynard, R. A., **Baelen, R. N.**, Shivji, A., & Souvanna, P. (2020). *To Improve and to Prove: A Development and Innovation Study of Year Up's Professional Training Corps*. Rockville, MD: Abt Associates Inc.

Maynard, R. A., **Baelen, R. N.**, Fein, D. J., & Souvanna, P. (2020). Using an iterative experimental evaluation to accelerate program improvement: A case example. *Evaluation Review*. <https://doi.org/10.1177/0193841X20923199>

Metz, S. E., **Baelen, R. N.**, & Yu, A. (2020). Actively open-minded thinking in American adolescents. *Review of Education*, 8(3), 768-799.

Baelen, R. N., Esposito, M. V., & Galla, B. M. (2019). A selective review of mindfulness training programs for children and adolescents in school settings. In P. Jennings (Ed.), *The mindful school: Transforming school culture with mindfulness and compassion*. New York, NY: Guilford.

Liau, I., **Baelen, R. N.**, Borah, R. F., Yu, A., & Colby, A. (2018). Gratitude for teachers as a psychological resource for early adolescents: A mixed-methods study. *Journal of Moral Education*, 1-18.

Maynard, R. A. & **Baelen, R. N.** (2018). *Reflections from a Mini-Experiment to Test Alternative Strategies for Academic Monitoring and Support of Students in Year Up's Professional Training Corps Programs*. Philadelphia, PA: University of Pennsylvania.

Maynard, R. A., **Baelen, R. N.**, Souvanna, P., Fein, D. J., & Shivji, A. (2018). *Final Evaluation Report for Year Up's Professional Training Corps Program in Philadelphia*. Rockville, MD: Abt Associates.

Park, A., Yu, A., **Baelen, R. N.** & Duckworth, A. L. (2018). Perceived school goal structure

influences growth in grit and grades. *Contemporary Educational Psychology*, 55, 120-128.

Galla, B. M., **Baelen, R. N.**, Duckworth, A. L., & Baime, M. J. (2016). Mindfulness, meet self-regulation: Boosting out-of-class meditation practice with brief action plans. *Motivation Science*, 2(4), 220-237.

CONFERENCE PRESENTATIONS

Baelen, R. N. (2020, November). *A brief self-compassion training fosters a resilient mindset and growth orientation toward teaching six months Later: A longitudinal field experiment with first-year teachers*. Poster to be presented at the virtual Mind & Life Contemplative Research Conference.

Baelen, R.N., & Roeser, R. W. (2020, October). *Improving the science of mindfulness-based interventions for children and youth*. The Robert Wood Johnson Foundation & Edna Bennett Pierce Prevention Research Center, Penn State.

Baelen, R.N., Galla, B. M., & Maynard, R. A. (2020, March). *A brief self-compassion training boosts teachers' resilient mindset and growth orientation toward teaching six-months later: A longitudinal field experiment with first-year teachers*. Virtual poster presentation at the annual Society for Research on Educational Effectiveness Conference.

Baelen, R.N. (2019, July). *Taking a self-compassionate approach to curb self-doubt in the transition to teaching*. Roundtable presentation at the 6th World Congress on Positive Psychology, Melbourne, Australia.

Baelen, R. N. & Chang, T. F. H. (2019, July). *Yoga as a foundation for positive leadership*. Poster presented at the 6th World Congress on Positive Psychology, Melbourne, Australia.

Chang, T. F. H & **Baelen, R. N.** (2019, June). *An inclusive framework of flourishing leaders and positive leadership*. Paper presented at the Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, Michigan.

Baelen, R. N. & Maynard, R. A. (2019, May). *Developing and testing the effectiveness of a self-compassion intervention for beginning teachers*. Paper presented at the School District of Philadelphia's 2019 Research, Policy and Practice (R2P) Conference, Philadelphia, PA.

Yang, H., Edgerton, A. K., Williams, N., & **Baelen, R. N.** (2019, April). *Time not wasted: The effects of principal time and autonomy on student achievement and attendance*. Paper presented at the annual American Educational Research Association Conference (AERA), Toronto, Ontario.

Galla, B. M., **Baelen, R. N.**, Fiore, H., Hutt, S., & Shenhav, A. (2018, November). *Compared to self-immersion, mindfulness reduces social media desires and boosts academic self-control in undergraduates*. Poster presented at the biennial meeting of the International

Symposium for Contemplative Research (ISCR), Phoenix, AZ.

Maynard, R., **Baelen, R. N.**, Britt, J. Fein, D., Shivji, A, Souvanna, P., & Yursza Warfield, G. A. R. (2018, June). *Improving academic success in Year Up's Professional Training Corps: Program improvement through integrating rigorous evaluation into routines of practice*. Panel Presentation at the Research & Evaluation Conference on Self-Sufficiency, Washington, D.C.

Fein, D., **Baelen, R. N.**, Yursza Warfield, G. A. R, Maynard, R.M., Britt, J., Souvanna, P., & Shivji, A. (2018, February). *Learning Together: Building Evidence to Close the Opportunity Gap for Low-Income Youth*. Panel Presentation at the annual Society for Research on Educational Effectiveness Conference (SREE), Washington, D.C.

Fein, D., Maynard, R., Yursza Warfield, G. A. R., **Baelen, R. N.**, Britt, J., Souvanna, P., Shivji, A. (2017, November). *Learning together: Building evidence to close the opportunity gap for low-income youth*. Panel Presentation at 39th Annual Fall Research Conference, Association for Public Policy Analysis and Management (APPAM), Chicago, IL.

Schurr, M., Shryrock, C., & **Baelen, R. N.**, (2017, April). *Creating a teacher well-being program*. Learning & the Brain Conference: Educating Mindful Minds, New York, NY.

Baelen, R.N., Jonathan, O., Heath, M., Colket, L., & Rust, F. (2017, February). *Inquiry over time: Layered reflections from researcher inquirers and university-based faculty who support them*. Panel Presentation at 38th Annual Ethnography in Education Research Forum, University of Pennsylvania, Philadelphia, PA.

Galla, B. M. & **Baelen, R. N.** (2017, January). *Coping with #FOMO (fear of missing out): Brief mindfulness strategies reduce craving for social media in undergraduates*. Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP), San Antonio, TX.

Nyquist, R. & Colket, L. (2016, February). *Teacher research: A process for cultivating historical empathy and a mindful practitioner stance*. Presented at 37th Annual Ethnography in Education Research Forum, University of Pennsylvania, Philadelphia, PA.

Nyquist, R. (2015, April). *The psychology of achievement: Strategies for cultivating self-control and grit in adolescence*. Middle States: Sustaining Excellence Conference, Lawrenceville, NJ.

INVITED TALKS (SELECTED)

Baelen, R. N. & Chander, V. (2020, March). *Tools for turning inwards & flourishing in teaching*. Invited speakers at Princeton University: Teachers as Scholars Seminar, Princeton, NJ.

- Baelen, R.N.** (2019, December). *Flourishing in teaching & helping students to flourish*. Invited speaker at Princeton Program in Teacher Preparation, Princeton, NJ.
- Baelen, R. N.** (2018, December). *Mindfulness: Learning how to flourish on the path to achievement and innovation*. Invited keynote speaker at the Enspire Conference: Young Entrepreneur Institute, Cleveland, Ohio.
- Maynard, R. M., **Baelen, R.N.**, & Fein, D. (2018, October). *Improvement science with a twist: Embedding experimental tests of improvement into routines of practice*. Invited speakers at OPRE's Meeting on Rapid Learning: Methods for Testing and Evaluating Change in Social Service Programs, Washington, DC.
- Baelen, R. N. & Galla, B. M.** (2018, July). *Should we bring mindfulness into schools? Exploring the evidence base and practical considerations for implementation*. Character Lab & Relay GSE Educator Summit, Philadelphia, PA.
- Baelen, R. N.** (2018, June). *Using positive psychology and mindfulness to flourish*. Invited speaker at the Holderness School, Holderness, NH.
- Baelen, R. N.** (2018, March). *Mindfulness: From reactivity to responsiveness*. Invited speaker at Moorestown School District, Moorestown, NJ.
- Baelen, R. N.** (2017, December). *Mindfulness: Flourishing in school*. Invited speaker at the Ensworth School, Nashville, TN.
- Baelen, R. N. & Galla, B. M.** (2017, July). *What is mindfulness really? Understanding the benefits and potential for schools*. Presentation at Character Lab & Relay GSE Educator Summit, Philadelphia, PA.
- Baelen, R. N.** (2017, January). *The power of grit and mindfulness: Using positive psychology to help kids flourish*. Invited speaker at Ontario Camping Association's Annual Conference, Toronto, Ontario, Canada.
- Baelen, R. N.** (2016, October). *Grit and mindfulness: Cultivating character through and for scientific research*. Invited speaker at Research Teachers Conference, Society for Science and the Public, Washington, DC.
- Baelen, R. N.** (2016, August). *The importance of grit for college success: What we know about it and how we can grow it*. Invited speaker at Student Success Training: A Learning Community for Scholarship Professionals, National Scholarship Providers Association, Washington, DC.
- Nyquist, R.** (2016, March). *Mindfulness: A practice for cultivating self-control and promoting greater learning in students*. Invited speaker at Extra Learning Opportunities Conference, 21st Century Community Learning Centers, Harrisburg, PA.

Nyquist, R. (2015, June). *The psychology of achievement: Strategies for cultivating self-control and grit in adolescence*. Invited speaker at Bright Futures Conference, Eastern Michigan University, Ypsilanti, MI.

Nyquist, R. & Galla, B. (2015, March). *Mindfulness and craving*. Invited speakers at Wharton Business School, Philadelphia, PA.

SELECTED PROFESSIONAL AFFILIATIONS

Member, Society for Research on Educational Effectiveness, 2016-present

Member, American Educational Research Association, 2018-present

POPULAR MEDIA ARTICLES

Baelen, R. N. (2020, January). [Imagining the next decade of behavioral science](#). *Behavioral Scientist*.

Baelen, R.N. (2018, August). [To cultivate a mindfulness practice, you need to do just that: Practice](#). *Behavioral Scientist*.

Baelen, R.N. (2017, September). [The mindful student](#). *Behavioral Scientist*.