
Lea Folsom

Senior Associate

Social Policy Research Associates

Lea has more than 10 years' experience as a mixed-methods researcher with expertise in higher education, workforce development, and survey administration. She is a skilled project manager and currently leads SPR's work on the *Strengthening Community Colleges (SCC4)* national impact evaluation for USDOL and the *Evaluation of the Breaking Barriers to Employment Initiative* for the California Workforce Development Board. Lea has extensive experience designing and managing large-scale surveys, including instrument development, survey programming and administration, and coordinating outreach and follow-up with diverse respondent groups. She has led survey efforts for federal, state, and foundation-funded evaluations, including surveys of college faculty, workforce practitioners, employers, and program participants. Some of her recent survey efforts involve leading the Breaking Barriers grantee survey (91% response rate), the National Council on Aging: Study of Public Benefits and Older Adults' Well-being survey (71% response rate), and an employer survey for the California Employment Training Panel (CA ETP; 48% response rate for single employers). During her time at SPR, Lea has also supported several DOL-funded WIOA and TAAACCT evaluations and has led numerous interviews and focus groups with youth, employers, and workforce partners across various federal, state, and local evaluations. Lea is originally from Manhattan, Kansas and earned her B.S. from Kansas State University.

EDUCATION & WORK EXPERIENCE

M.A., Psychology (Social Psychology), San Francisco State University, 2015

B.S., Psychology, Kansas State University, 2012

2025 – present **Senior Associate**
Social Policy Research Associates

2016 – 2024 **Associate**
Social Policy Research Associates

2013 – 2016 **Research Analyst**
Social Perception, Attitudes, and Mental Simulation Lab at San Francisco State University

2008 – 2012 **Research Assistant**
Prejudice Lab at Kansas State University

SKILLS AND EXPERTISE

- Survey methodology and administration
- Experimental methodology and design
- Qualitative data collection
- Quantitative data collection and analyses
- Career pathways and guided pathways
- Project management

REPRESENTATIVE PROFESSIONAL EXPERIENCE

Strengthening Community Colleges Training Grants (Program Round 4 Evaluation). The Strengthening Community Colleges Training Grants (Program Round 4 Evaluation) will evaluate the approaches taken by 16 grantee partnerships (i.e., 16 lead institutions and an additional 25 consortia members) to enhance community colleges' capacity to meet the skill development needs of employers and equitably support students in obtaining quality jobs in high demand industries. Each grantee will partner with the public workforce system and employers to improve the employment outcomes of dislocated workers, employed workers, and new workforce members. The evaluation includes (1) grant application reviews and knowledge development about all grantee partnerships, (2) an impact feasibility study, (3) an implementation study and (4) an impact study. Deliverables include an interim report, topic papers, and a final impact report.

Project Director: Responsible for project leadership and management-related duties, managing staffing, leading monitoring and implementation support for two community colleges in the RCT, co-developing implementation site-visit protocols, reviewing the grantee survey, conducting interviews and focus groups, and report writing.

New Jersey Department of Labor and Workforce Development (NJDOL) Career-Based Career Exploration. (2025 – present). SPR is supporting the New Jersey Department of Labor and Workforce Development (NJDOL) to develop interactive, data-drive sectoral career maps that will support jobseekers for four industry sectors in New Jersey. Through this project, SPR will gather and analyze multiple types of data—including labor market data, qualitative data from employers and industry partners, and feedback from potential users of the sectoral career maps—to inform the content for the occupational progressions and sectoral career maps. SPR will consult with the NJDOL's technology team on the usability and function of the recommendations for improved user experience and content development and provide a sector memorandum and a final memorandum to summarize best practices, and lessons learned.

Project Coordinator: Responsible for providing project management support, managing staffing, invoicing, and ensuring the project is completed on time and efficiently; conducts interviews and focus groups with job seekers, employers, and industry experts; leads the development of the transportation, distribution, and logistics pathway content.

Evaluation of Assembly Bill 628 and Senate Bill 129 Breaking Barriers to Employment. In this three-year evaluation for the California Workforce Development Board, in partnership with The Corporation for a Skilled Workforce (CSW), SPR will examine the implementation and outcomes of the Assembly Bill 628 and Senate Bill 129 Breaking Barrier grants by local workforce development boards and community-based organization (CBO)s and the impacts on employment of a prior Breaking Barriers cohort. These grant-based programs provide employment-based services to individuals with high barriers to employment (individuals e.g., with criminal justice system involvement, who are at risk of experiencing homelessness, who have low literacy skills or other skill levels, or are English language learners, etc.) and are designed to improve linkages for these individuals between private organizations and the public workforce system.

Project Director: Responsible for project leadership and management-related duties, leading the grantee survey, which resulted in a 91% response rate, conducting grantee interviews, analyzing qualitative findings, and report writing.

Evaluation of Pathway Home (2020 – present). This multi-year project involves knowledge development activities and an implementation and impact study of US DOL’s Pathway Home grants, using a QED design. Programs provide reentry services that begin pre-release in prisons, jails, and community correctional facilities, and transition to post-release services at community-based organizations, in partnership with community corrections, at locations around the country.

Task Leader: Responsible for overseeing criminal justice data administrative data collection and contributing to impact study activities.

Portland Community College (PCC) Boost Evaluation. (2020-2023). The Boosting Opportunities for Social and Economic Mobility for Families (BOOST) initiative, funded by the Kresge Foundation connected low-income students to human service and educational career pathways in partnership with a local Head Start program. Using a two-generational (2-Gen) approach, Boost connected parents (whose children receive Head Start services) to PCC’s Career Pathways Program and integrated student supports that include success coaching as well as connections to supportive resources to close affordability gaps. The Boost Evaluation provided a systems-level evaluation of the BOOST Initiative that focused on providing insights to inform ongoing program development. The evaluation included (1) an implementation study and (2) an outcomes study. Deliverables included producing a final evaluation report.

Project Director and implementation study lead: Responsible for project management-related duties, leading implementation study activities, conducting site-visit interviews and focus groups, analyzing qualitative findings, and report writing.

Adult Education Evaluation (2019-2025). This study is Congressionally-mandated National Assessment of Adult Education (via Title II of WIOA) sponsored by the U.S. Department of Education, IES. It has two phases. In the first phase, the study team conducted a feasibility study, interviewing adult education providers across the country, to assess the feasibility of study design options. The second phase, building on the first, is a site level random assignment study that will examine the impact of training for career navigators on adult learner outcomes, enrollment in postsecondary education and earnings. The study team will recruit 64 adult education institutions to participate in the study. Institutions will be randomly assigned to receive training for their career navigators in fall of 2022 or fall of 2024.

Project Director: Responsible for managing SPR’s recruitment team and subcontract with Mathematica

Random assignment monitoring: Present at State webinars, conduct recruitment screening calls, led the MOU negotiation process, set up the study procedures at sites. Participate in monitoring review

Technical Assistance for the Bay Area Community College Consortium (BACCC). (2023-2024). This research and technical assistance effort documents the current state of apprenticeship among the 28 colleges in the BACCC. In the first phase, the team will conduct a full analysis and

scan of all regional apprenticeship programs in the BACCC region, which will be used to create an interactive map of state and federally-approved apprenticeships and pre-apprenticeship programs within the Bay Area. The second phase will involve conducting qualitative interviews with program directors around the region to identify factors that support or slow apprenticeship expansion. Deliverables include producing an online apprenticeship map with searchable filters, conducting a consortium-wide convening and producing a final memorandum report with recommendations.

Project Lead/Manager: Responsible for managing SPR's research and technical assistance team and day-to-day project management.

Evaluation of Transition Supports for Youth with Disabilities (2019-present) This study, sponsored by U.S. Department of Education will assess the effectiveness of transition strategies for in-school youth with disabilities who are 2 years from expected graduation. The strategies being tested are designed to build student self-determination skills. The study will be an individual-level random assignment study, with an enrollment goal of 3,000 students. The study team anticipates that the evaluation will include up to 100 schools in 16 districts across the country. The study will examine the effects of the strategies on key student outcomes, including students' self-determination skills, knowledge of transition resources, and post-school outcomes such as secondary education enrollment and earnings.

Co-Project Director and Recruiter: Responsible for conducting district outreach, screening calls, recruitment visits, leading the MOU negotiation process, and setting up the study procedures at sites.

Reentry Employment Opportunities Evaluation. In partnership with Mathematica Policy Research, SPR is evaluating the U.S. Department of Labor's Reentry Employment Opportunities (REO) grants, which fund programs to improve employment outcomes and workforce readiness for justice-involved individuals. The evaluation will include a knowledge development phase to situate REO grantees and their strategies within the existing evidence base, an implementation study to document how services are delivered, and an impact study to determine whether REO programs improve employment and recidivism outcomes for participants.

Project Manager and Associate: Responsible for project management-related duties; knowledge development and application review; and on-site data collection through observation and interviews.

Evaluation of Rush Education and Career Hub (REACH) (2020-2023). SPR is conducting an outcome and impact evaluation on a program that focuses on improving career pathways in STEM and healthcare for minority youth by providing enrichment programming and experiences for students at the elementary, middle, high school, and college levels. Program elements are focused on early career exploration, skill building and development, and career pathway internships and trainings in professional settings.

Analyst: Responsible for leading the literature review and report writing.

Evaluation of Guided Pathways to Success, Onondaga Community College (OCC) (2021-

2023). SPR is supporting OCC in evaluating their guided pathways initiative funded by the U.S. Department of Education’s Strengthening Institutions Program (SIP) grant, authorized by Title III. The initiative includes efforts to clearly map academic programs, implement an intake system that integrates assessments and predictive analytics to assess student needs and risk, implement of a pathway coaching model that provides structured guidance for students, and review of their accelerated developmental math and English education models to improve OCC’s retention, completion, and graduation. As part the evaluation, SPR is conducting a process study and an outcome/impact study with a quasi-experimental component.

Process Study Lead: responsible for leading process study activities, conducting interviews, focus groups, analyzing qualitative findings, and report writing.

Evaluation of the California Violence Intervention and Prevention Program. This multi-year project for the BSCC is examining the implementation and outcomes of the programs established through the third round of CalVIP grants, issued to large and small cities and CBOs around California. These programs provide a range of intervention and crime prevention services to California cities and counties, including employment, health, mentoring, and supportive services interventions. They assist participants of varying age groups and at various levels of involvement or risk of involvement in the criminal justice system. The evaluation includes both implementation and outcomes studies as well as evaluation-related technical assistance.

Quantitative Lead and Cities Grantee Liaison: Responsible for leading quantitative data collection and reporting, providing evaluation-related technical assistance to grantees, and report writing.

Evaluation of the City of San José’s Bringing Everyone’s Strengths Together (BEST) program—Outcomes Studies. This evaluation is for the Bringing Everyone’s Strengths Together (BEST) program which supports non-profit operated youth violence and gang-prevention, intervention and suppression programs in San José, CA, under the Mayor’s Gang Prevention Task Force and operated by the Parks, Recreation and Neighborhood Services Department. SPR conducts an annual program evaluation. The study is collecting and analyzing individual-level crime and education outcomes for participants, following SPR’s prior study of impacts of BEST on crime in San Jose. It also explores program implementation in each program year.

Associate: Responsible for various tasks during the current program evaluations, including drafting IRB application, data collection task lead, data analyses, providing technical assistance to grantees as a grantee liaison, survey task leadership, and report writing.

National Council on Aging: Study of Public Benefits and Older Adults’ Well-being. The National Council on Aging (NCOA) engaged SPR to study the effects of enrollment in public benefit programs, such as Supplemental Nutrition Assistance Program (SNAP) on older adults’ overall well-being. Study participants will be recruited from a select number of Benefit Enrollment Centers (BECs) across the United States. SPR will conduct a telephone survey measuring various validated measures of well-being at the time study participants enroll in one of four public benefit programs and at six months’ follow-up.

Survey Administration Task Lead: responsible for overseeing survey administration, which received a 71% response rate, and report writing.

California Employment Training Panel Survey and Impact Study. As a follow-up project to our previous assessment of the California Employment Training Panel (ETP), ETP has contracted with SPR to execute an employer survey and conduct a company-level impact study. SPR is surveying employers about their experiences applying to ETP, managing their contracts, and their training needs. The impact study uses data from a third party to assess ETP's company-level impacts on firm size, revenue, etc.

Survey Administration task lead: Responsible for overseeing survey administration, data collection, report writing.

National Council on Aging: SNAP Initiative Evaluation. The National Council on Aging (NCOA) engaged SPR to study the outcomes of their SNAP lab initiative, which used social media advertising to drive potentially eligible seniors to three enrollment centers to increase SNAP enrollment among eligible older adults. The evaluation collected data from client logs of the three local enrollment centers, from interviews of a group of clients who were lost to follow-up, and from surveys of online users of the Benefits Check Up website.

Site Liaison: Responsible for administrative data collection and grantee data collection through interviews.

National Council on Aging: Benefits Enrollment Centers Promising Practices Project. The National Council on Aging (NCOA) engaged SPR to study a selection of their Benefits Enrollment Centers (BECs), which help low-income seniors identify and apply for an array of benefits programs, including SNAP, Medicaid, Medicare Savings Programs, Medicare Part D Low-Income Subsidy, and the Low-Income Energy Assistance Program. SPR will study the key activities undertaken by eight high-performing Benefits Enrollment Centers (BECs) along with the outcomes they generate, in order to derive a promising practices report that can inform continued progress.

Lead Site Visitor: Responsible for on-site data collection through observation and interviews; report writing.

Evaluation of Alternatives to Improve Elderly Access to Supplemental Nutrition Assistance Program. The United States Department of Agriculture's Food and Nutrition Service (FNS) commissioned this multi-year study to better understand how to maximize elder (60+) access to SNAP, and selected Social Policy Research Associates (SPR) and its subcontractor, Mathematica Policy Research (Mathematica), to conduct the evaluation from Fall 2016 through Fall 2019.

Associate: Responsible for managing administrative data collection and recruitment.

America's Promise Job-Driven Grant Program Evaluation. The America's Promise Job-Driven Grant Program Evaluation will examine the approaches taken by 23 regional grantee partnerships

designed to provide a pipeline of workers to fill existing job openings, meet existing employer needs for expansion, fuel the talent needs of entrepreneurs, and attract more jobs from overseas. Each grantee consists of a regional workforce partnership that is creating sector-based career pathways for H1-B positions and offering tuition-free training to meet the needs of workers and businesses. The evaluation includes (1) grant application reviews and knowledge development about all grantee partnerships, (2) implementation site visits, and (3) a quasi-experimental impact study. Deliverables include briefing papers and a final report.

Project Manager and analyst: Responsible for project management-related duties, conducting site-visits, interviews, and focus groups, analyzing qualitative findings, and report writing.

Workforce Data Quality and Public Use Data. In this project, SPR cleans, analyzes, and helps to manage administrative data, assesses performance outcomes covering programs authorized under the Workforce Innovation and Opportunity Act (WIOA), and provides technical assistance to states, grantees, and DOL on data quality and performance. Programs included under this project are the Adult, Dislocated Worker, and Youth programs; the Indian and Native American (INA) program; the National Farmworkers Jobs Program (NFJP); Wagner-Peyser (W-P) and Veterans' (VETS) Employment and Training programs.

Project Manager and Analyst: Responsible for project management related-duties and providing technical assistance to WIPs users.

The Longitudinal Evaluation of the Second Chance Act (SCA) Program. This follow up study to SPR's original RCT impact study of the SCA program will explore the long-term impacts of SCA program participation nearly 10 years later. Funded by the National Institute of Justice, SPR and partner NORC, will engage in a multi-phase evaluation focused on initial feasibility and design prior to engaging in long-term data collection activities with the original study sample to see whether initial positive impacts on employment endure over the long-term.

Associate: Responsible for administrative data collection, analysis, and report writing.

Evaluation of AB1111. This 2-year project for the California Workforce Development Board is examining the implementation of services targeted toward individuals with high barriers to employment, including those who have criminal justice system involvement, are at risk of homelessness, have low education levels, and face other socio-economic and cultural barriers. The evaluation includes an implementation and outcomes study of program participants located throughout California receiving services through partnerships between government and community-based organizations.

Associate: Responsible for data collection, analysis, and writing.

ApprenticeshipUSA State Accelerator and Expansion Grants Program Evaluation (SAE). Together with Mathematica Policy Research, Inc. and the Urban Institute, SPR is participating in a comprehensive implementation evaluation focused on operations and strategies that support the grants program's primary objectives: expanding and diversifying apprenticeships. The research

team is using a wide range of data collection methods across 37 state and territorial grantees and 14 national partners to identify the key factors that influence the successful initiatives and the primary barriers to expansion and diversification efforts.

Project Manager: Responsible for project management duties and conducting interviews with state partners to identify successes and challenges of the SAE initiative.

Evaluation of the San Jose Bringing Everyone’s Strengths Together (BEST) Program—Impact Evaluation. This two-year evaluation is looking at the implementation and impact of the BEST program, which is a series of grants, supporting non-profit operated gang-prevention, intervention and suppression programs in San Jose, CA, under the auspices of the Mayor’s Gang Prevention Task Force and operated through the Department of Parks, Recreation and Neighborhood services. The study is looking at the impact the program has on crime in the city, exploring the implementation and program services provided by grantees and advising on future evaluation of the program.

Associate: Responsible for administrative data collection, on-site data collection through observation and interviews with grantees, as well as task management of administrative analyses.

Evaluation of the Women’s Economic Security Initiative. SPR was the evaluation partner of AARP Foundation, which used a grant from the Social Innovation Fund of the Corporation for National and Community Service to implement and expand a model program designed to help women between 50 and 64 years of age enter employment and move into increasingly better jobs that will lead to economic stability. SPR designed and conducted an implementation evaluation that includes site visits to each participating community college to assess fidelity to the WESI program model, as well as a net impact study to assess how WESI improved participant employment stability, earnings, financial management skills, and quality of life after the completion of program services.

Analyst: Responsible for data cleaning and report writing.

Evaluation of the Performance Partnership Pilots (P3). A five-year project that examines the Performance Partnership Pilots (P3), a collaborative project among five Federal agencies to enable grantees to pilot better ways of improving outcomes for disconnected youth by giving them greater flexibility in the use of discretionary funds across multiple programs. The evaluation includes a formal implementation study of the initial nine P3 grantees, the collection of administrative data from these grantees on the characteristics of participants, the services they received, and their outcomes, quarterly and annual reports based on these data, technical assistance to the grantees to strengthen their required local evaluations, and an outcomes analysis of the grants.

Lead Site Visitor: Responsible for on-site data collection through observation and interviews; analysis and report writing.

Evaluation for the Los Angeles Regional Initiative for Social Enterprise (LA:RISE). This five-year evaluation for the City of Los Angeles Economic and Workforce Development Department

and Workforce Development Board was funded through a U.S. Department of Labor Workforce Innovation Fund grant. The evaluation examined the impacts of the innovative Los Angeles Regional Initiative for Social Enterprise (LA:RISE) program, which provided enhanced transitional employment services to individuals with high barriers to employment, including opportunity youth, individuals with a criminal record, and people with unstable housing, at-risk of homelessness. This pilot phase of the program, which has been sustained by both the City and Los Angeles County, featured a partnership between social enterprises and the city's WIOA Adult and Youth program providers, co-enrolling participants in both systems, and providing them with transitional employment, work readiness and job search services, access to special employment opportunities and targeted supportive services both during enrollment and after placement in a job. The evaluation included an implementation study, a random assignment impact study and a cost-effectiveness analysis.

Associate: Responsible for conducting criminal justice administrative data collection, criminal justice data analyses, and final report writing.

Evaluation of the Workforce Accelerator Fund Grants (2017-present). This year-long project, funded by the California Workforce Development Board, includes an implementation study of over 100 grants issued in several stages to agencies and organizations throughout California. The study includes surveys, interviews and site visits to grantees to learn how program funds spurred innovation around services focused on some of the state's hardest to employ, including disconnected youth, the formerly incarcerated, individuals at-risk of homelessness, and the long-term unemployed.

Associate: Responsible for conducting interviews with grantees, interview analyses, and report writing, including co-authoring a briefing paper.

Workforce Investment and Opportunity Act (WIOA) Implementation Study. The WIOA Implementation Study will look at how states are implementing changes to the core workforce programs authorized under Title I (Adult, Dislocated Worker, and Youth) and Title III (Employment Services) of WIOA. It will examine the variation in the approaches states take to implement key WIOA provisions, assess early implementation progress, and identify needs for further guidance or technical assistance. To accomplish this, the study includes (1) a structured review of states' approved WIOA plans, (2) early interviews with key informants, (3) a survey of state-level workforce administrators in all 50 states and the District of Columbia, (4) in-depth site visits to 18 states and 36 local areas, and (5) an analysis of participant-level administrative data.

Junior Site Visitor: Responsible for conducting site-visits to local areas.

Experimental Evaluation of Youth CareerConnect. This study estimates the impacts of the Youth CareerConnect (YCC) grants and gathers lessons learned through an implementation study. To do so, the study randomly assigned youth to a YCC-funded program or as part of the comparison group that did not enroll in YCC, and compared outcomes between those two groups. In addition, the evaluation conducted a grantee survey, reviewed grantee documents, and conducted four rounds of site visits.

Lead Site Visitor: Responsible for on-site data collection through observation and interviews; analyses and report writing.

Regional Educational Lab (REL) Midwest. SPR's role on this project is to provide technical support for the Midwest College Readiness Research Alliance (MCRRA), a partnership between the Regional Education Laboratory (REL) Midwest at AIR and the Minnesota Department of Education (MDE). SPR is providing training to: (1) increase the capacity of Minnesota's districts to understand and use evidence-based practices to implement their World's Best Workforce (WBWF) plans, and (2) increase the capacity of MDE to support its districts during implementation through enhanced knowledge of district plans and potential challenges.

Associate: Completed analyses of district school plans.

Evaluation of the Los Angeles Reconnections Career Academy. This four-year evaluation is being conducted for the City of Los Angeles's Community Development Department and Workforce Investment Board, which are recipients of a US Department of Labor Workforce Innovation Fund grant. The evaluation uses a random assignment design to analyze the impacts of the Los Angeles Reconnections Career Academy program, which targets out of school youth, ages 16 to 24, providing them educational, work readiness, supportive, training and employment services. The study includes a process study, and impact study and a cost-effectiveness analysis.

Associate: Responsible for conducting quantitative data analysis for several datasets, including criminal justice data, secondary education data, and higher education data; report writing.

Workforce System Strategies Initiative. In this project, SPR conducts scholarly and field research to identify evidence-based and innovative practices in the areas of education and training; employment, retention, and advancement; and management and operation. The research team developed profiles describing these research studies and tools and posted them on ETA-sponsored website, Workforce System Strategies, associated with the larger workforce community of practice, WorkforceOne.

Associate: Responsible for profile development.

Third Party Evaluation of Advanced Manufacturing, Mechatronics and Quality Consortium (AMMQC) TAACCCT Grant. AMMQC is a consortium of four community colleges in Massachusetts, Ohio, Tennessee, and Louisiana. The goal of AMMQC is to make systems-level investments in advanced manufacturing training programs and support the development of career pathways in collaboration with regional businesses to address skills gaps. SPR's evaluation includes an implementation study, outcomes study, and impact study. Mount Wachusett Community College commissioned the evaluation, through a Trade Adjustment Assistance and Community College and Career Training (TAACCCT) grant (round three) from the U.S. Department of Labor (DOL).

Associate: Designed and conducted an employer engagement survey to assess employers' levels of engagement with the colleges. Analyzed employer focus group findings in addition

to employer survey findings to determine the system-level changes required for the colleges to build strong, productive relationships with employers; report writing.

Institutional Analysis of American Job Centers. The goal of this study for the U.S. Department of Labor's Chief Evaluation Office was to analyze the structure and operations of American Job Centers (AJCs). To do so, the study conducted multi-day site visits to AJCs, and surveyed AJC partners.

Junior Site Visitor: Responsible for on-site data collection through observation and interviews.

Evaluation of the ShaleNET U.S. TAACCCT Grant. The evaluation of ShaleNET U.S. includes an implementation study (site visits, document review, observations, survey of WIB directors, data collected from industry associations), an outcomes study (based on administrative data from the program, site visits and an employer survey), and a quasi-experimental analysis of participant impacts. ShaleNET U.S., funded by a Round Two Trade Adjustment Assistance and Community College and Career Training (TAACCCT) grant from the U.S. Department of Labor, trains workers for high-demand jobs in the shale gas and oil industry.

Associate: Conducted employer survey data analysis, quantitative analyses, and report writing.

Attitudes toward Pregnant Women: A Test of the Evolutionary Social Psychological Perspective. A between-groups experimental design sought to examine whether social norm violation contribute to negative attitudes toward pregnant women by controlling for threats to reproduction. This project consequently sought to organize reproductionist theory within evolutionary social literature.

Graduate Research Assistant-Lead Researcher: Designed study method, survey design, Qualtrics survey design, lead data collection, M-Turk data collection, quantitative analyses, report writing; and presented findings, including at a national psychology conference.

Racial Attitudes are Classist too: The Interdependence of Racial and Class Attitudes in Blame Judgments. A between-groups experimental design sought to examine how the relationship between class (higher versus lower) and race (Black versus White) contribute to blame judgments.

Graduate Research Assistant: Completed quantitative analyses, completed report of findings, and presented findings, including at a national conference.

The Name Game: Exploring the Effects of Gendered Names on Gendered Evaluations. Several studies sought to examine how dual-gendered names affect gendered evaluations on job applications.

Graduate Research Assistant: Designed study, designed surveys for data collection, lead data collection, completed quantitative analyses, presented findings.

The Moderating Roles of Socioeconomic Status and Political Orientation in Reactions to White privilege. This project sought to examine whether individuals’ socioeconomic status and political orientation contributed to positive or negative reactions towards another’s White Privileged beliefs.

Undergraduate Research Assistant: Completed survey data collection, assisted with quantitative analyses, and presented findings at a national conference.

Justifying Prejudice towards Pregnant Women: Examining Attitudes towards Pregnant Women on a College Campus. Two studies sought to examine whether religiosity served as a protective factor for social norm violations in pregnant women using both survey and behavioral studies.

Undergraduate Research Assistant: Designed survey and behavior studies under Doreen Shanteau Undergraduate Research Fellowship, lead data collection, completed quantitative analyses, completed report writing, and presented findings at several conferences.

SELECTED REPORTS

“An Impact Evaluation of the Breaking Barriers to Employment Initiative: Final Report for the AB 1111-Funded Programs,” (with R. DeFever, et al.), prepared for the California Workforce Development Board by the Corporation for a Skilled Workforce and SPR, 2025 [Forthcoming].

“An Implementation and Early Outcomes Evaluation of the Breaking Barriers to Employment Initiative: Interim Report for the AB 628-Funded Programs,” (L. Folsom, et al.), prepared for the California Workforce Development Board by the Corporation for a Skilled Workforce and SPR, 2025 [Forthcoming].

Folsom, L., Negoita, M., and Sturdevant, L. 2023. *Portland Boosting Opportunities for Social and Economic Mobility for Families (BOOST) Final Evaluation Report*. Report prepared for Portland Community College.

Dunham, K., and Folsom, L. 2022. *Employer Engagement Strategies in Regional Partnerships: Lessons from America’s Promise*. Research brief prepared for the U.S. Department of Labor.

Levin, M., Folsom, L., Geckeler, C., Muñoz, J., Rangnekar, M. & Wiegand, A. 2020–2021 *Program year annual report: Evaluation of the San José Bringing Everyone’s Strengths Together (BEST) Program*. Social Policy Research Associates, 2022.
<https://www.sanjoseca.gov/home/showpublisheddocument/83652/637852792663000000>

“Survey Issue Brief on User Experience” (Folsom, L., et al.), prepared for the California Employment Training Panel by SPR, 2019.

- “The Impact of a Social Enterprise and Workforce System Operated Transitional Employment Program in Los Angeles: Final Report for the Impact Evaluation of the Los Angeles Regional Initiative for Social Enterprise (LA:RISE) Program,” (with L. Hebbar, et al.), prepared for the Los Angeles Economic and Workforce Development Department by SPR, 2019.
- “Reducing Gang-Related Crime in San José: An Impact and Implementation Study of San José’s Bringing Everyone’s Strengths Together (BEST) Program” (with J. Henderson-Frakes, et al.), prepared for the San José Parks, Recreation and Neighborhood Services Department by SPR, 2019.
- “Youth CareerConnect: Evolution of Implementation Over Time.” (with R. Gonzalez et al.), prepared for the U.S. Department of Labor by Mathematica, 2019.
- “Creating Systems Change: Sustaining and Scaling Innovation: A Briefing Paper for the Accelerator Innovation Evaluation” (with K. Dunham), prepared for the California Workforce Development Board by SPR, 2018.
- “Bringing Together Social Enterprise and Workforce Development System Agencies to Deliver Transitional Employment: Interim Report for the Evaluation of the Los Angeles Regional Initiative for Social Enterprise (LA:RISE)” (with H. Diaz, et al.), prepared for the Los Angeles Economic and Workforce Development Department by SPR, 2018.
- “NCOA Benefits Enrollment Center Promising Practices Report.” (Folsom, L., et al.), prepared for the National Council on Aging, Washington DC. Social Policy Research Associates, Oakland, CA, 2017.
- “*Advanced Manufacturing, Mechatronics, and Quality Consortium (AMMQC) Final Report*” (with Marian Negoita et al.), prepared for AMMQC by SPR, 2017.
- “NCOA Benefits Enrollment Center Promising Practices Report”, prepared for NCOA by SPR, 2017.
- “Helping Dropout Youth Find Education and Employment: Final Report for the Evaluation of the Los Angeles Reconnections Career Academy (LARCA) Program” (with C. Geckeler, et al.), prepared for the Los Angeles Economic and Workforce Development Department by SPR, 2017.
- “ShaleNET Round 2 TAACCCT Grant Third-Party Evaluation: Final Report” (with K. Dunham, et al.), prepared for ShaleNET, Pennsylvania College of Technology by SPR, 2016.

PRESENTATIONS

Reimagining Workforce Services: Proven Models for Reaching Underserved Populations. Panel Discussion at the California Workforce Association's Annual Meeting of the Minds. September 2025. Monterey, California.

Attitudes toward Pregnant Women: A Test of the Evolutionary Social Psychological Perspective. Poster Presented at the Annual Meeting of the Society for Personality and Social Psychology. January 2016. San Diego, California.

Racial Attitudes are Classist too: The Interdependence of Racial and Class Attitudes in Blame Judgments. Poster presented at the annual meeting of the Society for Personality and Social Psychology. February 2015. Long Beach, California.

The Name Game: Exploring the Effects of Gendered Names on Gendered Evaluations. Presentation given at the SFSU Social/MBB Brownbag. November 2014. San Francisco, California.

The Moderating Roles of Socioeconomic Status and Political Orientation in Reactions to White privilege. Poster presented at the annual meeting of the Society for Personality and Social Psychology. January 2013. New Orleans, Louisiana.

Justifying Prejudice towards Pregnant Women: Examining Attitudes towards Pregnant Women on a College Campus. Poster presented at the annual meeting of the Society for Personality and Social Psychology. January 2012. San Diego, California.

Examining the Relationships between Religiosity and Sexual Prejudice in Helping Scenarios. Poster presented at the annual meeting of the Society for Personality and Social Psychology. January 2011. San Antonio, Texas.

PROFESSIONAL AND ACADEMIC SERVICE

Graduate Teaching Assistant, Psychology of Sexual Behavior, Fall 2013

Student Committee Member, College of Arts and Sciences Teaching and Advising Award Committee, Kansas State University, 2012

Undergraduate Recitation Instructor, General Psychology, Fall 2010, Fall 2011

CAT Community Learning Assistant, Psychology of Prejudice Seminar as part of Kansas State First Program—a program which sought to increase success and retention rates of first-generation college students, Fall 2011

PROFESSIONAL ACTIVITIES

Membership:

- Psi Chi Honor Society, 2010 – present
- Society for Personality and Social Psychology, 2009 – present
- Pacific Chapter of American Association for Public Opinion Research, 2019 – present