

ASHLYN SALVAGE

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EDUCATION

University of Pittsburgh

Ph.D., Education Policy
Department of Education, Foundations, & Policy
Advisor: Dr. Eleanor Anderson

Pittsburgh, PA
Expected April 2026
4.0 GPA

Tufts University

B.A. Art History & History
magna cum laude

Medford, MA
May 2017

RESEARCH EXPERIENCE

University of Pittsburgh

Graduate Student Assistant, Office of the Provost

Pittsburgh, PA
May 2024 – Present

Assist in the General Education Reform Initiative:

- Transcribed & analyzed faculty, staff, and student listening sessions; presented emergent themes to orient university-wide change efforts
- Analyzed mixed method data of student survey with over 3,000 responses
- Research peer institutions & present possible alternative general education models
- Maintain accurate records & organization for external facing materials and internal documentation; designed public LibGuide

Graduate Student Researcher, School of Education

September 2022-Spring 2024

Partners for Sustained Change Research Project:

- Initiated relationship with local informal learning organization
- Co-designed project research questions and methodologies
- Participated in Community Engaged Scholarship Design Intensive, Fall 2023
- Drafted & submitted project to IRB, received exemption
- Interviewed participants, took observation notes, and collected organizational documents
- Managed & maintained accurate, secure & organized data records
- Led data analysis based on advisor's organizational change framework
- Designed presentations & wrote summary reports, presented to stakeholders

Data Science for Social Justice Project:

September 2022-Spring 2023

- Co-designed project research questions and methodologies
- Drafted & submitted project to IRB, received exemption
- Interviewed participants, took observation notes, and collected organizational documents
- Managed & maintained accurate, secure & organized data records
- Conducted formal qualitative data analysis for themes of institutionalization
- Designed presentations & wrote summary reports, presented to stakeholders
- Co-wrote conference proposal, paper & presentation, led section on institutionalization

Commented [AS1]: Add more based on what you've done this semester

Commented [AS2]: I think we were technically funded on the project Fall 2022-Spring 2023. However, we did most of the data analysis and writing (to prepare for AERA) in Fall 2023-Fall 2024. What is the appropriate way to designate this difference?

TEACHING EXPERIENCE

University of Pittsburgh

Teaching Assistant, Education Foundations and Policy Department

Pittsburgh, PA

Fall 2023- Spring 2023

- EDUC 3505: Research Practice Partnerships, Fall 2022
- EDUC 3011: Policy Implementation, Spring 2022
- Assisted in course planning, syllabi creation and grading
- Provided consistent & in-depth writing feedback
- Published & maintained up to date Canvas, course materials, class notes, & assignments
- Led class sessions; taught complex topics & prompted class discussion
- Received positive OMET responses for both courses

PUBLICATIONS

Salvage, A. & Anderson, E. (2024). Racial Equity Frames in Creative Learning Organizations. In Lindgren, R., Asino, T. I., Kyza, E. A., Looi, C. K., Keifert, D. T., & Suárez, E. (Eds.), *Proceedings of the 18th International Conference of the Learning Sciences - ICLS 2024* (pp. 1506-1509). International Society of the Learning Sciences.

Zeller, L., Anderson, E. R., Salvage, A., & Hofman, D. (2024). Analyzing and Designing for Sustained Organizational Change. In Lindgren, R., Asino, T. I., Kyza, E. A., Looi, C. K., Keifert, D. T., & Suárez, E. (Eds.), *Proceedings of the 18th International Conference of the Learning Sciences - ICLS 2024* (pp. 91-98). International Society of the Learning Sciences.

IN PREPARATION

Salvage, A. & Anderson, E. (2025). *"We Care About (Racial) Equity: Analyzing Frames and Identities in Creative Learning Organizations"* [Manuscript in preparation]. School of Education, University of Pittsburgh.

Zaragoza, M., Anderson E., Salvage, A. & Buzard, A. (2025). *Institutionalizing Social Justice in Higher Ed: A Case Study* [Manuscript in preparation]. School of Education, University of Pittsburgh.

Zeller, L.; Anderson, E.; Salvage, A & Hofman, D. (2025). *A MORE Framework Revisited: Institutionalization Across Contexts and Levels* [Manuscript in preparation]. School of Education, University of Pittsburgh.

PRESENTATIONS

Salvage, A. & Anderson, E. (June, 2024). Racial Equity Frames in Creative Learning Organizations. Presented at the International Conference for the Learning Sciences, Buffalo, NY.

Zeller, L.; Anderson, E.; Salvage, A & Hofman, D. (June, 2024). Analyzing & Designing for Sustained Organizational Change. Presented at the International Conference for the Learning Sciences, Buffalo, NY.

Salvage, A. & Anderson, E. (April, 2024). Whose Work Is It Anyway? Presented at the Annual Meeting of the American Educational Research Association, Philadelphia, PA.

Commented [AS3]: This represents the first fully written version of my Milestone 2 paper, with a small subset of findings selected.

Commented [AS4]: I looked up APA citations for in preparation articles, is this correct? Also, since none of them are "complete" is it correct to say 2025? We haven't picked back up on the last two pieces in a bit but in theory we will write them in 2025?

Commented [AS5]: This paper has been the bulk of my work since Fall 2024, I had to do some additional analyses and then substantial revisions of the findings section to prepare for publication.

Zaragoza, M., Anderson E., Salvage, A., & Buzard, A. (April 2024). Designing Lasting Impact: Efforts Towards the Institutionalization of a Multidisciplinary Social Justice-Oriented Program Model. Presented at the Annual Meeting of the Educational Research Association, Philadelphia, PA.

Salvage, A. Racial Equity Frames in Creative Learning Organizations. (March, 2024). Presented at Empowering Voices: Council for Graduate Students in Education Spring Conference, University of Pittsburgh, Pittsburgh, PA.

Salvage, A. Zines & Dreams. (March, 2023). Workshop Facilitator. Teaching for the Now: Council for Graduate Students in Education Spring Conference, University of Pittsburgh, Pittsburgh, PA.

Porter, M., Marshal, L., Illig, A., & Salvage, A. (September, 2021). Community Outcomes of the Singing Tree Project. Presented at the Community Engaged Scholarship Design Intensive, University of Pittsburgh, Pittsburgh, PA.

HONORS & AWARDS

Student Dissertation Research Award School of Education, University of Pittsburgh	Awarded Spring 2025 \$2,150
Magna Cum Laude, Dean’s List Tufts University	2014-2017

PROFESSIONAL AFFILIATIONS

Organizational Theory Special Interest Group American Educational Research Association <i>Graduate Student Member</i>	Fall 2023-Present
Katz/Tepper Organizational Theory Speaker Series <i>Graduate Student Representative</i>	Spring 2023 - Present
Council for Graduate Students in Education, School of Education <i>Events & Conference Co-Chair</i> <i>Secretary</i>	Fall 2023-Spring 2024 Spring 2024-Present
Dean’s Office, School of Education, University of Pittsburgh <i>Event Planner & Workshop Facilitator, Dean’s Book Club</i>	Fall 2022- Spring 2023

COURSES TAKEN

Readings in Organizational Theory, *Katz School of Business*
Research and Theory in DEI in Organizations, *Katz School of Business*
Inside the Museum, *Dietrich School of Arts & Sciences*
Social Networks and Health, *School of Public Health*
Organizational Perspectives on Educational Improvement, *School of Education*
Learning Science & Educational Change, *School of Education*
Educational Systems, Macro Policy & Politics, *School of Education*
Educational Policy Implementation, *School of Education*
Introduction to Quantitative Methods, *School of Education*
Advanced Quantitative Methods, *School of Education*

Commented [AS6]: This was specifically for an application to an org theory institute. I will take off for most applications, but these are all my methods and org related courses that I will leave on this main version for now and cut and paste for versions as needed.

Casual Inference in Educational Research, *School of Education*
 Introduction to Qualitative Methods, *School of Education*
 Advanced Qualitative Methods, *School of Education*
 Field Methods, *School of Education*
 Historical Analysis & Archival Methods, *School of Education*
 Research-Practice Partnerships, *School of Education*

PROFESSIONAL EXPERIENCE

Pittsburgh Center for Arts & Media Pittsburgh, PA
Summer Camp Director, Education April 2024 – September 2024

- Oversaw 80 art camps for students K-12, supervised 20 instructors, maintained safety

Center of Life Pittsburgh, PA
Youth Development Specialist May 2023- August 2023

- Led classroom of students ages 7-9 in a variety of hands-on activities
- Responsible for physical and emotional safety, facilitated social-emotional learning, fostered relationships of care

Pennsylvania Governor's School for Global & International Studies Pittsburgh, PA
Program Manager January 2022- September 2022

- Managed end-to-end program operation, from application & admission cycle to implementation and graduation
- Responsible for physical and emotional safety, facilitated social-emotional learning, fostered relationships of care, led professional development trainings, planned group trips

Northern Virginia Science Center Fairfax, VA
Education Specialist, Education September 2021- Present

- Design & implement evaluation tools for several youth programs
- Evaluate & summarize data from evaluations for grant reporting, program improvement, and organizational reports/records
- Lead professional development sessions for museum educators
- Write summer camp & field trip curriculum

Manager of Education & STEM Educator November 2017 – August 2021

- Managed camp programs for summer and school breaks including curriculum and hiring
- In response to COVID-19 closures, rapidly developed original virtual camp programs that attracted a 200 percent increase in participation and generated 50 percent more revenue than prior year in-person summer camp programming
- Designed and delivered professional development trainings
- Built program and educator evaluation tools, analyzed and presented data for internal and external audiences

Denver Zoo Denver, CO
Summer Safari Captain May 2017 – September 2017

Museum of Fine Arts Boston, MA
Gallery Learning Intern, Outreach September 2016 – May 2017

Commented [AS7]: My understanding is that professional experience should not take up a significant length of your CV. I feel it is important to include mine as it is very relevant to my area of interest. Additionally, I think it's important to represent in my doctoral progress because I reference it in how I have spent my time over the past few years and how it is pushing my research forward.

Commented [AS8]: I spent the summer making additional money and more important making a strong connection with a local arts education organization (one that was included in my Milestone 2 data) to enable future research partnerships, perhaps for my dissertation, as well as continuing to see theories in practice and stay grounded and connected to informal learning and teaching.

Commented [AS9]: I plan to spend some time there again this summer, though less of a time commitment to have more time to work on my dissertation.

Tufts University Office of Sustainability
Student Manager, Eco-Reps Program

Hitchcock Center for the Environment
Teacher Naturalist, Nature Camp

Amherst Regional Public Schools
Substitute Special Education Teacher

Medford, MA
September 2015 – May 2017

Amherst, MA
May 2015 – September 2015

Amherst, MA
May 2014 – September 2015