

EMILY S. KNAPHUS-SORAN

Curriculum Vitae

EKS Evaluation Consulting
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Center for Evaluation & Research for STEM Equity
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PROFESSIONAL POSITIONS AND AFFILIATIONS

- 2022-Present Affiliate Assistant Professor, Sociology, University of Washington
- 2020-Present Owner and Principal Consultant, EKS Evaluation Consulting
- 2018-Present Senior Research Scientist, Center for Research & Evaluation for STEM Equity, University of Washington
- 2024-2025 Senior Legal Systems Researcher, West Coast Poverty Center, University of Washington
- 2017-2018 Research Associate, Center for Evaluation & Research for STEM Equity, University of Washington

EDUCATION

- 2017 Ph.D. Sociology, University of Washington
Dissertation Title: Stigma and the Educational Experience of Children of Incarcerated Parents
Minor: Social Statistics
Graduate Certificate: Law & Society Studies
- 2010 M.A. Sociology, University of Washington
- 2005 B.A. Sociology, Smith College

RESEARCH INTERESTS

inequality; race and ethnicity; social psychology; punishment and society; socio-legal studies; education; behavioral health

PEER REVIEWED PUBLICATIONS

- Hiramori, D., Knaphus-Soran, E., Foster, J.L., Litzler, E. (2024) Critically Quantitative: Measuring Community Cultural Wealth on Surveys. *Race Ethnicity and Education*. ([PDF](#))
- Knaphus-Soran, E., Balids, J., Cunningham, S., Llewellyn, D., Milford, J. Pressley, S., Riskin, E. (2024). The Redshirt in Engineering Model: Lessons Learned Through Implementation Across Six Institutions. *Advances in Engineering Education*. ([PDF](#))
- Beckett, K., Beach, L. Knaphus, E., & Reosti, A. (2018). U.S. Criminal Justice Policy and Practice in the 21st Century: Toward the End of Mass Incarceration? *Law & Policy*, 40(4), 321-345. ([PDF](#))
- Beckett, K., Reosti A., Knaphus, E. (2016). The End of an Era? Understanding the Contradictions of Criminal Justice Reform. *The Annals of the American Academy of Political and Social Science*, 664(1), 238-259. ([PDF](#))

PUBLICLY AVAILABLE REPORTS AND RESOURCES

- Beach, M., Knaphus-Soran, E., Tanveer, M., Foxe, J., & Dott, P.C. (2025). Women in Engineering and STEM: A Review of the 2024 Literature. *SWE State of Women in Engineering*. ([PDF](#))
- Yazbek, C. and Knaphus-Soran, E. (2025). Measure What Matters: A Guide to Evaluating Post-Incarceration Humanities Partnerships. ([PDF](#))
- Knaphus-Soran, E., Riskin, E., & Milford, J. (2025). Gearing Up: Engineering students benefit from an extra year of preparation in the “redshirt” model. *ASEE Prism*.
- Evans, H., Knaphus-Soran, E. (2024). The Persistence of Racial Disparities in Juvenile Decline in Washington State, 2009-2022. ([PDF](#)).
- Knaphus-Soran, E. (2024). Whatcom County Alternative Response Team Evaluation Report. ([PDF](#))
- LEAD Support Bureau (2024). LEAD Fidelity Framework. Produced for the LEAD Proof of Concept Project. ([PDF](#))
- Beckett, K., Brydolf-Horwitz, M., Collins, D., Goldberg, A., Knaphus-Soran, E., Turner, A. (2021). JustCARE: The Development and Impact of a Multi-Faceted Collective Impact Model. ([PDF](#))
- Rincon, R., Knaphus-Soran, E., Schaefer, A. (2020). Diversifying STEM: Increasing Women’s Persistence on their Transfer Pathway in Engineering and Computer Science. Society of Women Engineers. ([PDF](#))

PRESENTATIONS, WEBINARS, AND INVITED TALKS

State of Women in Engineering (2025). Invited speaker for an Inspirational Insights session at the WE25 Conference hosted by the Society of Women Engineers. New Orleans, LA, October 23, 2025.

Sharing Information in Multi-Agency Partnerships Presentation & Panel (2025). Invited panelist for a webinar hosted by the LEAD Support Bureau. September 23, 2025.

Path to Freedom Documentary (2024). Provided expert commentary on mass incarceration for a documentary produced in partnership with Families Shoulder to Shoulder. ([URL](#))

Washington State Minority and Justice Commission Supreme Court Symposium. (2024). Invited speaker on the topic of racial disparities in juvenile decline to adult court. June 12, 2024. ([URL](#))

Beyond Arrest: Prioritizing Community Safety & Wellness Over Enforcement. (2023) Invited panelist for a webinar hosted by the Data Collaborative for Justice (DCJ) at John Jay College of Criminal Justice. March 2, 2023. ([URL](#))

Washington State LEAD (Law Enforcement Assisted Diversion/Let Everyone Advance with Dignity) Power Hour. August 2021, September 2021, February 2022, April 2022, August 2024. Presented on the LEAD Fidelity Framework, evaluation fundamentals, and collective impact.

LEAD Data & Evaluation Learning Community. (2021) Monthly learning community co-facilitated with Sara Wurzburg, Jessica Gonzales, and Sheila Tillman (Council for State Governments Justice Center), and Rebecca Brown (Further the Work), March 2021-present.

Aligning Your Research Methods with Your Social Justice Values. (2019) With Emily Affolter. Invited talk for the University of Washington, Tacoma Faculty Development Series, April 2019. Also presented for the University of Washington Sociology Graduate Student Professionalization Seminar, in October 2019, and for Prescott College Students in October 2019.

Diversity, Equity, and Inclusion in STEM Careers. (2018). University of Washington Data Science Studies Session, October 2018.

Mixed Methods Research. (2017). Guest Speaker at Modes of Inquiry: Interdisciplinary Research Design, Prescott College Online, November 2017.

Parental Incarceration and Education: Understanding the Effects of Stigma. (2014). University of Washington Sociology Deviance and Social Control Seminar, Seattle, WA, October 2014.

Knaphus, E. (2012). The Stigma of Parental Incarceration. University of Washington Sociology Deviance and Social Control Seminar, Seattle, WA, March 2012.

CONFERENCE PAPERS AND PRESENTATIONS

Litzler, L., Carll, E., Knaphus-Soran, E. Logic Models: How this tool can help you make the case for your DEI programs. Presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, February 2024.

Mackin-Freeman, D., Dott P.C., Knaphus-Soran, E.. (2024). Siloed Efforts and Collaboration Among STEM Equity Initiatives: An Organizational Network Analysis. Presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, February 2024.

Dott, P. C., Mackin-Freeman, D., Knaphus-Soran, E., Lindwall, J. (2023). How Siloed Are We?: Network mapping for improved integration of STEM equity efforts. Poster presented at NCORE (The National Conference on Race & Ethnicity in Higher Education). New Orleans, LA, May 2023.

Knaphus-Soran, E., Brown, R. (2022). LEAD: A Model for Systemic Harm Reduction. Poster presented at the 13th National Harm Reduction Conference. San Juan, Puerto Rico, October 2022.

Rincon, R., Carll, E., Knaphus-Soran, E. (2022). The Community College Pathway: A Study of Women in STEM. Presented at the American Society for Engineering Education, Minneapolis, MN, June 2022.

Llewellyn, D., Knaphus-Soran, E. (2022). The Impact of S-STEM Faculty Mentoring on the Mentors. Poster presented at the American Society for Engineering Education, Minneapolis, MN, June 2022.

Knaphus-Soran, E. (2021). The Role of Evaluation in Reimagining Public Safety. Presented virtually at the annual meeting of the American Evaluation Association, November 2021.

Knaphus-Soran, E., Hiramori, D., Litzler, E. (2021). Antiracist Institutional Transformation Matters: How Can Community Cultural Wealth and Counterspace Processes Illuminate Areas for Change? Paper presented at the American Society for Engineering Education Virtual Conference, July 2021.

Hiramori, D., Knaphus-Soran, E., Litzler, E. (2021). Critically Quantitative: Measuring Community Cultural Wealth on Surveys. Paper presented at the American Society for Engineering Education Virtual Conference, July 2021.

Hiramori, D., Knaphus-Soran, E., Foster, L.J., Litzler, E. (2021). Critically Quantitative: Measuring Community Cultural Wealth on Surveys. Paper presented the American Sociological Association Virtual Conference, August 2021.

- Knaphus-Soran, E., Rincon, R., Schaefer, A. (2020). Women on the Two-Year Transfer Pathway in Engineering. Paper presented at the American Society for Engineering Education Virtual Conference, June 2020.
- Knaphus-Soran, E., Pan, T. D., Riskin, E. A., Cunningham, S., Kwak Tanguay, S., Litzler, E. (2020). Who Benefits Most From a Holistic Student Support Program in Engineering? Presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, January 2021.
- Litzler, E., Margherio, C., Knaphus-Soran, E., & Affolter, E. (2019). Demystifying Evaluation: Meet Your New Best Friend in Change-Making. Presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, April 2019.
- Affolter, E., Knaphus-Soran, E., Litzler, E., & Margherio, C. (2019). Aligning Your Research Methods with Your Social Justice Values. Presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, April 2019.
- Margherio, C. & Knaphus-Soran, E. (2018). Utilizing Program Theory to Build a Dual-Purpose Application and Evaluation Survey. Poster presented at the annual meeting of the American Evaluation Association, Cleveland, OH, October 2018.
- Knaphus-Soran, E., Delaney, A., Tetrick, K. C., Cunningham, S., Cosman, P., Ennis, T. D., Myers, B. A.,...Ferrez,M. (2018). Institutional Context and the Implementation of the Redshirt in Engineering Model at Six Universities. Paper presented at the American Society for Engineering Education, Salt Lake City, UT, June 2018.
- Riskin, E. A., Milford, J. Callahan, J., Cosman, P., Schneider, J. B., Pitts, K., Knaphus-Soran, E.,...Baldis, J. (2018). The Redshirt in Engineering Consortium: Progress and Early Insights. Poster presented at the American Society for Engineering Education, Salt Lake City, UT, June 2018.
- Myers, B., Knaphus-Soran, E., Llewellyn, D. C., Delaney, A., Cunningham, S., Cosman, P., Pitts, K. (2018). Redshirt in Engineering: A model for improving equity and inclusion. Paper presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, May 2018.
- Knaphus, E. (2016). Parental Incarceration and School Discipline: Examining the School-Prison Circuit. Paper presented at the Law & Society Annual Meeting, New Orleans, LA, June 2016.
- Knaphus, E. (2015). Stigma and the Educational Experience of Children with Incarcerated Parents. Paper presented at the Law & Society Annual Meeting, Seattle, WA, May 2015.

Knaphus, E. & Reosti, A. (2014). The End of Mass Incarceration? The Contradictions of Criminal Justice Reform. Paper presented at the American Sociological Association Annual Meeting, San Francisco, CA, 2014.

Knaphus, E. (2014). The Stigma of Parental Incarceration. Paper presented at the American Sociological Association Annual Meeting, San Francisco, CA, 2014.

Beckett, K. Knaphus, E. & Reosti, A. (2013). The Puzzling Persistence of Racial Disproportionality in Criminal Sentencing in the Context of Drug Law Reform. Paper presented at the Law & Society Annual Meeting, Boston, MA, June 2013.

Reosti, A. & Knaphus, E. (2013). Drug Law Reform and Racial Disproportionality. Paper presented at the Tangled Webs: Race, Immigration, Poverty, and Prisons Conference. Bellingham, WA, January 2013.

Knaphus, E. (2011). The Experience of Parental Incarceration into Adulthood. Paper presented at the Research Symposium on Issues Facing Children and Families of the Incarcerated and Incarcerated Parents, Tacoma, WA, January 2011.

RESEARCH AND EVALUATION POSITIONS

2021-	Law Enforcement Assisted Diversion/Let Everyone Advance with Dignity (LEAD) Support Bureau, evaluation consultant
2018-	Senior Research Scientist, UW Center for Evaluation & Research for STEM Equity (formerly Center for Workforce Development). Lead evaluator for: <ul style="list-style-type: none"> • American Physical Society IDEA • Pacific Northwest Louis Stokes Alliance for Minority Participation, NSF HRD 1410465 • Washington State Academic RedShirt in Engineering Program, NSF DUE 1317246 & 1317349 • The Redshirt in Engineering Consortium, NSF DUE 1564656, 1565042, 1564681, 1564940, 1564648, 1564494 • ASEE Engineering Deans Gender Equity (EDGE) Initiative, NSF HRD 1760002 • GP-EXTRA: Lab Camp, NSF RISE 1911615 • Active Societal Participation in Research and Education (ASPIRE), NSF RISE 1645401
2024-2025	Senior Legal System Researcher, UW West Coast Poverty Center, support linkage of Washington State criminal legal system data with the WashPop full-population data effort
2024-2024	Humanities New York, evaluation of the Post-Incarceration Humanities Partnership grant program and evaluation capacity-building for grantees
2022-2024	Whatcom County Health and Community Services, evaluation consultant for the ART (Alternative Response Team) and Sheriff's Office Co-Responder programs
2022-2024	King County Public Defender's Association, statistical analysis of racial disparities in juvenile transfer to adult court

2020-2023	LEAD Proof of Concept Project, evaluation consultant
2014-2017	Research Assistant, UW Center for Evaluation & Research for STEM Equity (formerly Center for Workforce Development)
2012-2013	Research Assistant to Dr. Katherine Beckett, University of Washington
2013	Research Affiliate, Northwest Social Research Group
2008	Research Assistant to Dr. Paul Burstein, University of Washington

TEACHING POSITIONS

Course Mentor, Prescott College
 Advanced Research Methods
 Equity Research in STEM Education: Grant Writing

Instructor, University of Washington
 Women in the Social Structure
 Criminology
 Introduction to Criminal Justice

Teaching Assistant, University of Washington
 Who Gets Ahead? Public Schooling in America
 Criminology
 Sociology of Sport
 Murder
 Sociology of Sexuality
 Statistics for the Social Sciences
 Introduction to Sociology
 Social Problems
 Law and Society

GRANTS

2019-2024	The Louis Stokes STEM Pathways and Research Alliance: Pacific Northwest (PNW LSAMP). NSF HRD 1911026 \$4,000,000.00. Lead proposal writer for social science research component
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SERVICE

2025-present	Ad hoc reviewer for <i>Journal of Diversity in Higher Education</i>
2023-2024	Ad hoc reviewer for <i>Social Problems</i>
2022-2023	Washington Substance Use Recovery Services Advisory (SURSA) Committee, data subcommittee member
2018-2022	Ad hoc reviewer for the <i>Research Journal of Engineering Education</i>
2018-2021	Ad hoc reviewer for American Society for Engineering Education Annual Conference
2018-2020	Ad hoc reviewer for <i>Sociology of Education</i>
2017-2018	Ad hoc reviewer for <i>The Journal of Sustainability Education</i>
2016-2018	Reviewer for Casey Family Programs Human Subjects Review Committee
2012-2014	Student Editorial Board Member, <i>Social Problems</i>

2011-2012 GSA Representative to the Chair, UW Sociology Graduate Student Association

FELLOWSHIPS, HONORS, AND AWARDS

- 2008 Foreign Language and Area Studies Fellowship in Danish, Jackson School of International Studies, University of Washington
- 2005 Karel Fierman Wahrsager Scholarship for graduate studies in Sociology, Smith College
- 2005 Kathleen Bostwick Boyden Prize for outstanding dedication to volunteerism, Service Organizations of Smith College

PROFESSIONAL AFFILIATIONS

American Evaluation Association (AEA)
Seattle Evaluation Association

STUDENTS AND TRAINING

Christina Merz, Prescott College Sustainability Education (PhD 2021), Dissertation committee member

Sociology Honors Thesis Advisor, Cordelia Ilton (2018-19) and Logan Young (2019-20), University of Washington

EXPERT WITNESS AND CONSULTING EXPERIENCE

State of Washington v. Kennon, methodological review of research, 2025