DR. RACHEL S. WHITE

The University of Texas at Austin
Department of Educational Leadership and Policy
RACHEL.WHITE@AUSTIN.UTEXAS.EDU

PROFESSIONAL EXPERIENCE

2024- **Associate Professor**
Department of Educational Leadership & Policy, University of Texas at Austin
Fellow, L.D. Haskew Centennial Professorship in Public School Administration

2022-2024 **Assistant Professor**
Department of Educational Leadership and Policy Studies, University of Tennessee-Knoxville
Dr. Andrew D. Holt Endowed Professorship
Faculty Affiliate, Howard H. Baker Jr. School of Public Policy and Public Affairs

2018-2022 **Assistant Professor**
Department of Educational Foundations & Leadership, Old Dominion University

2018-2022 **Local School Board Member (2018-2020) and Vice President (2020-2022)**
Van Wert City Schools

2017-2018 **Postdoctoral Scholar – Research Associate**
Rossier School of Education, University of Southern California

EDUCATION

2012-2017 **Michigan State University**, East Lansing, Michigan – Ph.D., Education Policy

2010-2012 **The Ohio State University**, Columbus, Ohio – M.A., Education Policy and Leadership
Focus Area: Cultural Foundations, Technology & Qualitative Inquiry
Master's Minor: Statistical Data Analysis

2006-2010 **University of Michigan**, Ann Arbor, Michigan – B.A., Public Policy
Focus Area: Multicultural Education Policy
Academic Minor: International Studies

HONORS & AWARDS

AERA Division L Short Policy Report Award, 2025
UTK Arie L. & Michael T. Nettles Award for Outstanding Research Award Recipient, 2024
UCEA Jack A. Culbertson Award Recipient, 2023
UTK EUReCA Faculty Research Mentor Award, 2023
Early Career Award, Education Policy Collaborative, 2022
YWCA of Van Wert County, Women of Achievement Volunteerism Award, 2022
William J. Davis Award for Most Outstanding Article Published by *Educational Administration Quarterly*, 2021
Most Collaborative Grant Award, Darden College of Education & Professional Studies, 2021
AEFP Early Career Mentorship Program Participant, 2021
Outstanding Reviewer of the Year, *American Educational Research Journal*, 2021
Outstanding Reviewer of the Year, *Educational Researcher*, 2020
New Investigator for Grants and Contracts Award, Darden College of Education & Professional Studies, 2020
ODU "Reign On" Faculty Recognition Award, Spring 2020
Outstanding Dissertation Award, American Educational Research Association (AERA) Division L, 2018
Dissertation of the Year Award, AERA Politics of Education Association, 2018
AEFP New Scholar Award, 2017
David L. Clark Seminar Scholar, UCEA and AERA Division L, 2015-2016

Alumni Fellowship, Michigan State University College of Education. 2015-2016
Dean's Scholar Award, Michigan State University College of Education, 2012-2017

PUBLICATIONS

Note: † *indicates graduate student advisee*, ‡ *indicates student mentee*

Peer-Reviewed Journal Articles

28. Evans, M., **White, R.S.,** & Malin, J. (2026). Superintendent communication strategies in an era of misinformation. *AERA Open.* https://doi.org/10.1177/23328584261489201

27. **White, R.S.,** Coviello, J., & England, E. S. (2026). Context 'matters': Issues of personal values, local politics and the superintendency. *Journal of Cases in Educational Leadership.* https://doi.org/10.1177/15554589261493957

26. Goodman-Scott, E., **White, R. S.,** & Sampson, D. J. (2026). "We've gone 100 years back:" School counseling district leaders' making sense of their lived experiences navigating DEI restrictions in K-12 education. *Educational Administration Quarterly, 62*(5), 946-971. https://doi.org/10.1177/0013161X261489598

25. Little, M., Rowan, R., Drake, T., **White, R.S.,** †McKenzie, L., Cohen-Vogel, L., & Yohe, K. (2026). School district superintendents' leadership of early childhood education: A national survey. *American Educational Research Journal.* https://doi.org/10.3102/00028312261475692

24. Rogers, J., **White, R.S.,** Shand, R., & Kahne, J. (2026). The cost of conflict: Examining the fiscal impact of culturally divisive conflict on U.S. K-12 schools. *Peabody Journal of Education, 101*(1), 6-19. https://doi.org/10.1080/0161956X.2026.2650967

23. Mickelsen, H. & **White, R.S.** (2026). Contributing factors to secondary administrator job satisfaction and outcomes. *AASA Journal of Scholarship and Practice.*

22. Miller, L.M., Sachs, E, N., **White, R.S.,** Player, D.W. (2026). Retaining from away and homegrown teachers in rural schools: Supportive working conditions, community connectedness, and person-organization fit theory. *Teaching and Teacher Education, 172*(105380). https://doi.org/10.1016/j.tate.2025.105380

21. **White, R.S.,** †McKenzie, L., Rowan, R., Little, M., Drake, T. (2025). Case for closing the superintendent gender gaps: Pre-K commitment. *Educational Researcher, 55*(3), 216-219. https://doi.org/10.3102/0013189X251399178

20. Long, D., **White, R.S.,** & Henderson, J. (2025). Implementing climate change education in the United States: A meso-level analysis of school systems. *Policy Futures in Education, 24*(2), 224-239. https://doi.org/10.1177/14782103251374378

19. Miller, L., **White, R.S**., Player, D. & Reynolds, A.L. (2025). Conditions for continuity: How school working conditions shape teacher retention and job satisfaction. *Educational Review, 78*(5), 672-694. https://doi.org/10.1080/00131911.2025.2533934

18. **White R.S.,** & †Jerman, J., (2025). Illustrating the complexity and power of a national longitudinal superintendent database through exploring national trends in superintendent mobility. *Journal of Educational Administration, 63*(4), 302-314. https://doi.org/10/1108/JEA-07/2024-0211

17. Malin, J.R., Acheampong, E., Abodunrin, A.S., **White, R.S.,** & Evans, M.P. (2025). United States superintendents' experiences with professional networks and other social supports during times of crisis. *Journal of Educational Administration, 63*(4), 329-343. https://doi.org/10/1108/JEA-06-2024/0204

16. Miller, L.C., Soland, J., Lipscomb, D., Player, D.W., & **White, R.S.** (2025). Latent classes of teacher working conditions in Virginia: Description, contextual factors, and the pandemic. *AERA Open, 11.* https://doi.org/10.1177/23328584251321454

15. **White, R.S.** (2025). Superintendents' beliefs about and engagement in state education policymaking. *Educational Policy, 40*(1), 106-145. https://doi.org/10/1177/08959048251329324

14. **White, R.S.** (2023). Ceilings made of glass and leaving en masse?: Examining superintendent gender gaps and turnover over time across the United States. *Educational Researcher, 52*(5), 272-285. https://doi.org/10.3102/0013189X231163139

13. **White, R.S.,** Schneider, J., & Mavrogordato, M. (2023). bELonging: Do English learners feel included? *AERA Open, 9.* https://doi.org/10.1177/23328584231179171

12. Collins, J., Gottlieb, D., Knight-Abowitz, K., Murray, B., Saultz, A., Schneider, J., Stitzlein, S., & **White, R. S.** (*authors listed in alphabetical order) (2023). Helping school districts function more democratically. *American School Board Journal.*

11. **White, R.S.,** †Jerman, J., †Fischer, H., ‡Lovegrove, M., ‡McDonald, A., & ‡Patrick-Rodriguez, A. (2023). Institutional structures as mediators for diversifying state education policymaking bodies. *The Educational Forum, 88*(1), 107-131. https://doi.org/10.1080/00131725.2023.2224849

10. **White, R.S.** (2021). What's in a first name? America's K-12 public school district superintendent gender gap. *Leadership and Policy in Schools, 22*(2), 385-401. https://doi.org/10.1080/15700763.2021.1965169

9. Schneider, J., **White, R.S.,** Carey, A., & Piazza, P. (2021). Student experience outcomes in racially integrated schools: Looking beyond test scores in six districts. *Education and Urban Society, 54*(3), 330-360. https://doi.org/10.1177/00131245211004569

8. Schneider, J, Noonan, J., **White, R.S**., Gagnon, D., & Carey, A. (2021). Adding "student voice" to the mix: Perception surveys and state accountability systems. *AERA Open, 7.* https://doi.org/10.1177/2332858421990729

7. **White, R.S.,** & Mavrogordato, M. (2019). Educators' use of policy resources to understand English learner policies. *Leadership and Policy in Schools, 18*(4), 560-590. https://doi.org/10.1080/15700763.2018.1513150

6. *Mavrogordato, M., & **White, R.S**. (2019). Leveraging policy implementation for social justice: How school leaders shape educational opportunity when implementing policy for English learners. *Educational Administration Quarterly, 56*(1), 3-45. https://doi.org/10.1177/0013161X18821364
*(*UCEA William J. Davis Award article)*

5. Schneider, J., Jacobsen, R., **White, R.S.,** & Gehlbach, H. (2018). The (mis)measures of schools: How data affect stakeholder knowledge and perceptions of quality. *Teachers College Record, 120*(5), 1-40.

4. Mavrogordato, M., & **White, R.S**. (2017). Reclassification variation: How policy implementation guides the process of exiting students from English learner status. *Educational Evaluation and Policy Analysis*, *39*(2), 281–310. https://doi.org/10.3102/0162373716689075

3. Saultz, A., **White, R.S**., McEachin, A., Fusarelli, L.D., & Fusarelli, B.C. (2017). Teacher quality, distribution and equity under ESSA. *Journal of School Leadership, 27*(5). https://doi.org/10.1177/105268461702700503

2. Jacobsen, R., **White, R.S**., & Reckhow, S. (2016). Cultivating political powerhouses: TFA corps members' experiences that shape local political engagement. *Education Policy Analysis Archives, 24*(18). https://doi.org/10/14507/epaa.24.1924

1. **White, R.S.** (2014). Shirking to success: An application of principal-agent theory to the implementation of Florida's third grade retention policy. *Michigan Journal of Public Affairs.*

Works Under Review/In Progress

10. Simko, T., Peterson, E., McKrain, J., Joyce, M., & **White, R.S.** (under review). The impacts of school board meeting conflict on school board and superintendent stability.

9. **White, R.S.** (under review). Superintendent (in)stability and student achievement in the United States.

8. **White, R.S.** (revise & resubmit). Beyond binaries in measuring district leadership turnover: Predicting the nature and type of superintendent departures. *Educational Administration Quarterly.*

7. **White, R.S.,** Welles, L., Fredericks, J., DeMatthews, D., Rivas, L., Reyes, P. (in preparation). Moving goalposts: Accountability system measurement instability and the validity of school performance data.

6. **White, R.S.,** Welles, L., Rivas, L., Fredericks, J. (in preparation). The impacts of a statewide school board governance framework on student outcomes and board operations.

4. Diem, S., Turner, E.O., Bustos, C., **White, R.S.,** Sampson, C., Tabron, L., Fredericks, J., Bachelor, A., & Chavez, R. (in preparation). A critical analysis of school board governance models.

3. Tabron, L., Batchelor, A., Fredericks, J., Sampson, C., Tabron, C., **White, R.S**., Batchelor, A., Chavez, R. (in preparation). A QuantCrit analysis of school board governance and data cultures.

2. **White, R.S.,** Aylward, A., DeMatthews, D., Knight, D.S., Nguyen, T., & Anglum, C. (in preparation). Relationships between superintendent and principal stability: Variation across district contexts.

1. **White, R.S.,** & White, R.L. (in preparation). Approaching district governance in politically contentious times: Comparing non-negotiables from politically divergent school board members.

Books

1. Williams, H., **White, R.S., &** Cwiekle, W. (forthcoming). *Rural school leadership: Preparing and supporting rural superintendents and educators.* Corwin.

Book and Handbook Chapters

6. **White, R.S**., Muniz, D., Pernito, K., Malin, J., & Evans, M. (forthcoming). "They're in a semi-truck and you're in a little car; if they go out of their lane…": Superintendent decision-making alongside school boards in politicized contexts. In M. Mountford (Ed.), *Research on the Superintendency Series (Volume III)*.

5. **White, R.S.** (forthcoming). The politics of who makes education policy. In L. Fusarelli & B. Fusarelli (Eds). *A Modern Guide to Education Politics in the US.*

4. **White, R.S.** & Enfield, S. (2026). Protecting and nurturing yourself as a superintendent. In J. Cheatham, R. Wiener, & C. Grant (Eds). *Leading During Turbulent Times: Political Leadership in Education.* Harvard Press.

3. **White, R.S**. (2025). Superintendents. In D. Harris (Ed.), *Association of Education Finance and Policy Live Handbook.*

2. Bridgeforth, J., & **White, R.S.** (2025). School boards. In D. Harris (Ed.), *Association of Education Finance and Policy Live Handbook.*

1. Mavrogordato, M., & **White, R.S.** (2021). Educating English learners. In K. Bowman (Ed.), *The Oxford Handbook of U.S. Education Law*. Oxford University Press.

Editor/Editorial Board-Reviewed Articles in Journals

8. Cohn, C., & **White, R.S.** (2026). Disparate treatment of female superintendents (September 2026). *School Administrator.* https://www.aasa.org/resources/resource/disparate-treatment-of-female-superintendents

7. **White, R.S.,** DeMatthews, D., Shin, J., & Aylward, A. (2025). Challenges and opportunities in measuring superintendent impact. *Brookings Brief.* https://www.brookings.edu/articles/challenges-and-opportunities-in-measuring-school-district-superintendent-impact/

6. **White, R.S.,** Evans, M., & Malin, J. (2023). The unique (and not-so-unique) political battles of suburban superintendents. *Phi Delta Kappan, 104*(5), 6-10. https://doi.org/10.1177/00317217231156223

5. **White, R.S.** (2023). *The Crossover*- Bookshelf: *Kappan* authors on their favorite reads. *Phi Delta Kappan, 104*(5), 69. https://doi.org/10.1177/00317217231156247

4. **White, R.S.,** Stitzlein, S., Knight Abowitz, K., Gottlieb, D., & Schneider, J. (Winter 2023). Are locally elected boards really failing? *Education Next.* https://www.educationnext.org/are-locally-elected-school-boards-really-failing-work-in-progress-multiple-purposes-forum/

3. **White, R.S**., & Lineburg, M. (2021). School boards and superintendents should work in concert. *Phi Delta Kappan, 103*(1), 67-68. https://doi.org/10.1177/00317217211043639

2. **White, R.S.** (2018). Who do state policy makers listen to? The case of teacher evaluation. *Phi Delta Kappan, 99*(8), 13-18. https://doi.org/10.1177/0031721718775671

1. Schneider, J., Jacobsen, R., **White, R.S.**, & Gehlbach, H. (2017). Building a better measure of school quality. *Phi Delta Kappan, 98*(7), 43-48. https://doi.org/10.1177/00317217117702631

Book Reviews

3. **White, R.S.** (2022). Book review, Maya C. Whitaker. Public school equity: Educational leadership for justice. *Teachers College Record.*

2. **White, R.S.** (2022). Book review, Kathy L. Guthrie and Vivechkanand S. Chunoo. Shifting the mindset: Socially just leadership education. *Teachers College Record.*

1. Jacobsen, R., & **White, R.S.** (2013). Book review, Jack Schneider. Excellence for all: How a new breed of reformers is transforming America's public schools. *History of Education Quarterly, 53*(3), 327-330.

Non-Peer Reviewed Publications, Reports, and Policy Briefs

23. **White, R.S.** (2026). *Superintendent (in)stability and student achievement in the United States.* (EdWorkingPaper: 26-1585). Annenberg Institute at Brown University. DOI: 10.26300/zcw5-dg88

22. **White, R.S.** (2025). Superintendents and the intersections of sex, race, district composition, and professional experiences. In C. Tienken (Ed.). *The 2025 American superintendent study: Mid-decade update.* AASA.

21. **White, R.S.,** & Muniz, D. (2025). *Gender and the American superintendency: 2019-20 to 2024-25*. The Superintendent Lab.

20. **White, R.S.** (2025). *U.S. superintendent attrition: 2019-20 to 2024-25*. The Superintendent Lab.

19. DeMatthews, D., Aylward, A., & **White, R.S**. (2025). *The Texas superintendent workforce in 7 graphics*. Texas Association of School Administrators.

18**. White, R.S**. (2025). *Buckeye Association of School Administrators (BASA) Annual Superintendent Survey 2024*. BASA.

17. Rogers, J., **White, R.S.,** Shand, R., & Kahne, J. (2024). *The cost of conflict: The fiscal impact of culturally divisive conflict on public schools in the United States*. UCLA's Institute for Democracy Education and Access, School of Education.

16. White, R.S. (2024). *Trends in U.S. interim/acting superintendents*. The Superintendent Lab.

15. ‡Eckley, L., & **White, R.S.** (2024). *Gender and the U.S. superintendency across red, blue, and swing states*. The Superintendent Lab.

14. ‡Bengyak, E., & **White, R.S.** (2024). *Data availability and transparency around superintendent attrition*. The Superintendent Lab.

13. **White, R.S.** (2023). *"Trial and error" and "trudging up a hill": Superintendents' beliefs about and engagement in state education policymaking.* (EdWorkingPaper: 23-816). Annenberg Institute at Brown University. DOI: 10.26300/zmha-pc81

12. Miller, L.C., Soland, J., Lipscomb, D., Player, D.W., & **White, R.S.** (2023). *Latent classes of teacher working conditions in Virginia: Description, teacher preferences, and contextual factors*. (EdWorkingPaper: 23-890). Annenberg Institute at Brown University. DOI: 10.26300/91e6-5k60

11. Schwartz, N., Kang, H., Loeb, S., Grissom, J., Bartanen, B., Cheatham, J., Chi, O., Donaldson, M., Lemos, R.F., Mellon, G., Moffit, S., Nurshatayeva, A., Owens, J., Pinker, E., **White, R.S.,** & Zimmerman, S. (2023). *Studying the superintendency: A call for research.* Annenberg Institute at Brown University.

10. **White, R.S.,** Evans, M., & Malin, J.M. (2023). *Superintendent job-seeking behaviors: Types of positions sought and reasons for job-seeking*. Indiana University Center for Evaluation and Education Policy.

9. **White, R.S.,** Evans, M., & Malin, J.M. (2023). *Superintendents experiencing threats and contention*. Indiana University Center for Evaluation and Education Policy.

8. Schneider, J., Welner, K., Carey, A., Mork, K., …, & **White, R.S**. (2023). *Educational accountability 3.0: Beyond ESSA*. Beyond Test Scores Project and National Education Policy Center.

7. Schneider, J., Carey, A., Piazza, P., & **White, R.S**. (2020). *School integration in Massachusetts: Racial diversity and state accountability*. University of Massachusetts Lowell, Center for Education and Civil Rights, MA Consortium for Innovative Education Assessment, and Center for Collaborative Education.

6. Polikoff, M. S., Campbell, S., Korn, S., **White, R.S.,** Wrabel, S., Hardaway, T., Gasparian, H., & Koedel, C. (2020). *Curriculum counts: Math and science textbook adoptions and effects*. USC Rossier School of Education Center on Education Policy, Equity and Governance.

5. **White, R.S.,** & Polikoff, M.S. (2019). *The properties of non-academic school accountability measures in the CORE districts.* Stanford Center for Education Policy Analysis.

4. Bell, C.A., **White, R.S**., & White, M.E. (2018). *A system's view of California's teacher education pipeline*. Stanford Center for Education Policy Analysis, Getting Down to Facts II Project.

3. **White, R.S.** (Spring 2017). Teacher evaluation post-ESSA: Implications for districts and whose voice is heard in the policy decisionmaking process. *Politics of Education Association Bulletin*.

2. **White, R.S.,** Martin, K., Scorsone, E., & Bowman, K. (2015). *Developing an early warning system for Michigan's schools.* [White Paper]. Michigan State University Extension.

1. **White, R.S.,** Martin, K., Scorsone, E. & Bowman, K. (2015). *Knowledgeable navigation to avoid the iceberg: Considerations in proactively addressing school districts fiscal stress in Michigan*. [White Paper]. Michigan State University Extension.

Product and Data Contributions

1. White, R.S. *The National Longitudinal Superintendent Database.*
    a. Superintendent Labor Market Data Dashboard
    b. Examples of usage beyond research:
        i. AASA Magazine, *School Administrator* – regular data feature
        ii. Regular *Education Week* features
        iii. Nebraska Council of School Administrators Annual Snapshot (2023-present)
        iv. Yearly presentation at AASA National Conference on Education
        v. Yearly presentation at AASA State Executives Conference
        vi. Presentations at AASA Conference for State Lobbyists and Executive Committee meetings
        vii. Collaborations and research-practice partnerships with state associations of school administrators (Arizona, California, Colorado, Connecticut, Idaho, Illinois, Massachusetts, Montana, New Hampshire, New Jersey, New York, Ohio, Oregon, Tennessee, Texas) and superintendent support organizations (Association of Latino Administrators and Superintendents (ALAS), Leading Now, The Holdsworth Center, Voice4Equity, Lucy Leadership Project, the JED Foundation).
2. White, R.S., *SuperMetric*
    a. Online platform developed for aspiring, current, and retiring superintendents to characterize their own labor market experiences, used in conjunction with state associations to provide data analysis and insights into the nuances of their local superintendent labor market
3. White, R.S. *National Dataset of State Education Policymakers (2016-2022)*

RESEARCH GRANT AND CONSULTATION ACTIVITY

Funded Awards and Grants

The Barr Foundation, PI, 2026-2029
"The superintendent stability and success initiative"
Award Amount: $300,000

The Stuart Foundation (Gift), Lead, 2026
"Advancing the Superintendency: From Research to Action", Co-Lead of Convening Planning
Gift Amount (The Superintendent Lab): $30,000

Harvard University Graduate School of Education Catalyst Fund for the Initiative on Superintendent as Civic Leader, PI, 2026-2028
"The national landscape of superintendent training and support"
Award Amount: $141,750

Sangeeth Peruri (Gift), Lead/PI, 2026-2027
"The national landscape of superintendent training and support"
Gift Amount (The Superintendent Lab): $45,000

Spencer Foundation, Vision Grant, Co-PI, 2024-2025
"Transforming the production and use of educational data: Empowering educators and communities"
Award Amount: $75,000

Civitas Public Affairs, subaward under University of California Los Angeles, Co-PI, 2024-2025
"The costs of conflict"
Award Amount: $10,000

Hewlett Foundation, Harvard Dean's Venture Fund, University of Southern California Dean's Fund, Co-PI, 2024-2026
"Simulations to support political leadership development in the superintendency"
Award Amount $85,000

Hamilton County Public Schools, PI, 2024
"HCPS policy analysis and root causes of chronic absenteeism"
Award Amount: $36,752

Institute of Education Sciences (IES), U.S. Department of Education, Co-PI, 2020-2024
"Teacher working conditions and equitable student outcomes"
Award amount: $1,399,996

Faculty Research Assistants Funding Award, University of Tennessee, PI, 2022-2023
Support to hire undergraduate to assist in research endeavors focused on developing a national longitudinal superintendent database, cleaning data, analyzing data, and writing policy briefs, reports, conference presentation and academic publications.
Award Amount: $3,000 to support student researcher; $250 for materials

Faculty Innovator Grant, Old Dominion University, PI, 2022-2023
"Real-world, time-constrained simulations in education policy, politics, and legal situations"
Award Amount: $2,000

Spencer Foundation Small Research Grant, PI, 2019-2021
"School district leaders' perceptions of and engagement in state education policymaking"
Award amount: $47,072

Culturally Competent Content Development Grant, Old Dominion University, PI, 2021
Grant to review existing course content for opportunities to infuse multicultural and diverse perspectives, particularly from scholars of color and female scholars, and to advance the focus on multicultural competence, and racial and social justice
Award amount: $1,000

Old Dominion University Summer Research Fellowship, PI, 2019
"Exploring gendered and racial differences in state policymakers' approaches to the education policymaking process"
Award amount: $6,000

Grants Under Review

Spencer Foundation, Transformation Research Grant, Co-PI, 2026-2030
"Planning for improvement: An equitable and democratic approach to school level change"

Institute of Education Sciences (IES), U.S. Department of Education, Co-PI, 2025-2028
"Examining the Selection and Implementation of School Quality and Student Success"
Award request:$1,250,000
UT Sub-award amount: $77,218

Consultation Activity

Texas Association of School Administrators, Research-Practice Partnership with The Superintendent Lab, Principal Researcher, 2025-present
Principal Researcher Amount: $8,000

Holdsworth Foundation, Partnership with The Superintendent Lab, Principal Researcher, 2025
Consultant Amount: $3,000

Buckeye Association of School Administrators, Research-Practice Partnership with The Superintendent Lab, Principal Researcher, 2024-present
Principal Researcher Amount: $8,000

World Language Advancement and Readiness Program, U.S. Department of Defense Education Activity (DoDEA), External Evaluator, 2025-2030

Serve as external evaluator for Portsmouth Public School's expansion of two-way DLI programs in all elementary schools and use of professional training and support to strengthen the three existing one-way world language immersion programs

External Evaluator Award Amount: $2,000 per year

World Language Advancement and Readiness Program, U.S. Department of Defense Education Activity (DoDEA), External Evaluator, 2024-2029

Serve as external evaluator for Virginia Beach City Public School's expansion of two-way DLI programs in two elementary schools and use of professional training and support to strengthen the three existing one-way world language immersion programs (*Total Grant Award: $2,000,000)*

External Evaluator Award Amount: $16,000 per year

World Language Advancement and Readiness Program, U.S. Department of Defense Education Activity (DoDEA), External Evaluator, 2022-2027

Serve as external evaluator for Virginia Beach City Public School's expansion of two-way DLI programs and strengthening world language immersion programs in VBCPS high schools (*Total Grant Award: $1,500,000)*

External Evaluator Award Amount: $16,000 per year

Redrawing Attendance Boundaries (Kentwood Public Schools), External Evaluator of Public Input, 2024

Serve as external evaluator of public input related to proposed boundary changes in Kentwood Public Schools

External Evaluator Amount: $2,000

The School Board Fellowship, External Evaluator, 2023-2024

Serve as external evaluator for fellowship focused on providing professional development and support to fellows interested in serving as public school board members.

External Evaluator Award Amount: $5,000

PRESENTATIONS

Invited Talks

74. White, R.S. (2026, November). *Moving goalposts: Accountability system measurement instability and the validity of school performance data.* Keynote speaker for the Annual Conference of the Italian National Institute for the Evaluation of the Education and Training System, Lecco, Italy.

73. White, R.S. (2026, October). *The impacts of superintendents on student opportunities and outcomes*. Politecnico di Milano School of Management Papers Meeting, Milano, Italy.

72. White, R.S. (2026, July). *Inside the superintendency: A first look at superintendent labor market and workplace conditions across Massachusetts*. Invited keynote for Massachusetts Association of School Superintendents Paul J. Andrews Executive Leadership Institute, Cape Cod, MA.

71. White, R.S. (2026, June). *The data and stories behind the superintendent gender gap.* Invited presenter and panel facilitator for the When Women Lead Conference, Vancouver, WA.

70. White, R.S. (2026, June). *The critical role of public relations and communications in district leaders' navigating political contention and conflict.* Invited keynote speaker for the Colorado School Public Relations Association, Breckenridge, CO.

69. White, R.S. (2026, June). *Contributors to and consequences of political divisiveness and implications for superintendent*. Invited keynote speaker for Gateway Superintendent Summit, St. Louis, Missouri.

68. Perera, R., Valant, J., featuring White, R.S., Jacobsen, R.J., Collins, J.E. (2026, June). The past, present, and future of America's school boards. *The Brookings Institute.* https://www.brookings.edu/events/the-past-present-and-future-of-americas-school-boards/

67. Cheatham, J., White, R.S., & Marsh, J. (2026, February). *Building capacity for political leadership.* AASA National Conference on Education, Nashville, TN.

66. White, R.S. (2026, January). *Unpacking the Massachusetts superintendency: Trends, truths, and path forward.* Invited keynote for Massachusetts Association of School Superintendents Winter Conference, Boston, MA.

65. White, R.S. (2026, January). *Strengthening superintendent-board partnerships: Insights from research*. Invited guest speaker for Leading Now Community Roundtable.

64. White, R.S. (2025, December). *Superintendent-school board relationships*. Invited keynote for School Board Fellows training institution.

63. White, R.S. (2025, December). *The intersections of women superintendents' labor market realities and engaging in political leadership work.* Invited keynote speaker for Connecticut Association of Public School Superintendents.

62. White, R.S. (2025, December). *The role of gender in the nature of superintendent turnover: New insights from the NLSD*. Invited keynote speaker for AASA State Executives Conference, Key Largo, FL.

61. White, R.S. (2025, December). *AASA Decennial Study*. AASA State Executives Conference, Key Largo, FL.

60. White, R.S. (2025, October). *The complexity of measuring superintendent impact*. Department of Education Reform Lecture Series at the University of Arkansas, Fayetteville, AR.

59. White, R.S. (2025, September). *The cost of conflict and implications for superintendent well-being and school board relations*. Invited keynote speaker for School Administrators of Montana Annual Conference, Bozeman, MT.

58. White, R.S. (2025, September). *Superintendent turnover and mobility in a complex political environment*. Invited keynote speaker for School Administrators of Montana Annual Conference, Bozeman, MT.

57. White, R.S. (2025, September). *High-level leadership practices to shift concerning trends in the superintendent labor market*. Invited keynote speaker for CUSD 201 Leadership Team, Westmont, IL.

56. White, R.S. (2025, September). *Building resilience for women in the superintendency: Where we are and we can we go*. Invited keynote speaker for Illinois Association of School Administrators Elevate Conference, Springfield, IL.

55. White, R.S. (2025, September). *Patterns in the Illinois superintendent labor market.* Invited keynote speaker for Visions on Issues and Choice in Education (VOICE) Membership Meeting, Illinois.

54. White, R.S. (2025, September). *Unpacking the Massachusetts superintendency: Trends, truths, and path forward.* Invited keynote speaker for Massachusetts Association of School Superintendents Executive Committee Summit, Cambridge, MA.

53. White, R.S. (2025, September). *The intersections of superintendent attrition and gender in a complex political environment*. Invited keynote speaker for Illinois Association of School Administrators Elevate Pre-Conference, Springfield, IL.

52. White, R.S. (2025, July). *The intersections of superintendent attrition and gender in a complex political environment*. Invited keynote speaker for New York State Association for Women in Administration Annual Conference, Saratoga Springs, NY.

51. White, R.S. (2025, March). *The intersections of superintendent attrition and gender in a complex political environment*. Invited keynote speaker for Women Educators Leading Learning (WELLNE), Plymouth, NH.

50. White, R.S. (2025, March). *Fireside chat on superintendent well-being and stability with Dr. Rachel White of The Superintendent Lab.* The Holdsworth Foundation.

49. White, R.S. (2025, February). *The intersections of superintendents navigating policy spaces, superintendent attrition, and gender inequities*. Invited speaker for Association of California School Administrators – Region 14, Downey, CA.

48. White, R.S. (2025, February). *The cost of conflict and implications for superintendent well-being and stability*. Invited speaker for California Association of Latino School Administrators - Superintendent Circle.

47. White, R.S. (2025, February). *The cost of contention for superintendents and districts*. Invited keynote for Tennessee Organization of School Superintendents Legislative Conference, Nashville, TN.

46. White, R.S. (2024, December). *The cost of contention for superintendents and districts*. Invited keynote speaker for AASA State Executives Conference, Phoenix, AZ.

45. White, R.S. (2024, December). *The intersections of superintendent attrition and gender in a complex political environment*. Invited keynote speaker for Women in Leadership initiative from Illinois State University, Virtual.

44. White, R.S. (2024, October). *Superintendent attrition and mobility in a complex political environment*. Invited keynote speaker for the Arizona School Administrators Fall Conference, Tucson, AZ.

43. White, R.S. (2024, October). *Superintendent attrition and mobility in a complex political environment*. Invited keynote speaker for the Colorado Association of School Administrators Fall Conference, Vail, CO.

42. White, R.S. (2024, September). *Empowering superintendent associations with data.* Invited speaker for the Coalition of Oregon School Administrators Statewide Superintendent Meeting. Virtual.

41. White, R.S. (2024, June). *Refining and deepening our understanding of superintendent attrition and mobility inequities.* Invited speaker for the Voice4Equity When Women Lead Conference, Vancouver, WA.

40. White, R.S. (2024, June). *Refining and deepening our understanding of superintendent attrition and mobility.* Invited speaker for The Superintendent's Circle, Grand Rapids, MI.

39. White, R.S. (2024, June). Tennessee Education Association's Summer Leadership Academy, Nashville, TN. Presentations: (1) *Experiencing and responding to contentious issues in schools*, (2) *Examining established and emerging teacher working conditions that influence teacher retention,* (3) *The intersections of superintendents navigating policy spaces, superintendent attrition, and gender inequities*

38. White, R.S. (2024, March). *The intersections of superintendents navigating policy spaces, superintendent attrition, and gender inequities.* Invited speaker for the Arizona Women in Leadership Conference, Phoenix, AZ.

37. White, R.S. (2024, March). *Women superintendents' navigating politically contentious environments.* Invited speaker for the BASA Women's Conference, Columbus, OH.

36. White, R.S. (2024, March). *Women superintendents' navigating politically contentious environments.* Invited speaker for the NJASA Women's Conference, Trenton, NJ.

35. White, R.S. (2024, February). *Deepening our understanding of superintendent attrition and why it matters for navigating politics.* Invited speaker for The University of Pennsylvania Politics of Education Symposium, Philadelphia, PA.

34. White, R.S. (2024, February). *Education system changes*. Invited panelist for the TN League of Women Voters.

33. White, R.S. (2024, January). *Addressing the challenge of postpandemic district leadership*. Invited panelist for the Policy Analysis for California Education (PACE) Conference, Sacramento, CA.

32. White, R.S., (2024, January). *Blount County forum on rejection of federal funding.* Invited panelist for the Statewide Organization for Community eMpowerment (SOCM), Blount County, TN.

31. White, R.S. (2024, January). *Why superintendent-school board relations matter in 10 data visualizations.* Invited speaker for The School Board Fellowship.

30. White, R.S. (2024, January). *Understanding New Jersey superintendent gender gaps and how women can support one another to close the gap.* Invited speaker for the New Jersey Association of School Administrators Women's Committee.

29. White, R.S. (2024, January). *Racial gaps and women superintendent attrition and mobility.* Invited speaker for the Buckeye Association of School Administrators Women's Outreach Committee.

28. White, R.S. (2024, January). *Using research to inform the 2024 AASA legislative agenda.* Invited speaker for the AASA Executive Committee.

27. White, R.S. (2023, December). *Superintendent attrition, contributors to turnover, and advocacy to reduce undesirable churn.* Invited speaker for Missouri Association of School Administrators.

26. White, R.S. (2023, December). *Superintendent attrition, contributors to turnover, and advocacy to reduce undesirable churn.* Invited speaker for Oakland Intermedia School District (MI) Superintendents Association.

25. White, R.S. (2023, December).*"Like a donkey in a hail storm, you just have to stand there and take it": Exploring superintendent attrition and mobility, local political context, and engagement in state policy.* Invited keynote for The American Association of School Administrators Conference of State Executives, Hilton Head, NC.

24. White, R.S. (2023, November). *"Trial and error" and "Trudging up a hill": Superintendents' engagement in state education policymaking.* Invited keynote for The American Association of School Administrators Conference for State Lobbyists, Chicago, IL.

23. White, R.S. (2023, November). *Superintendent attrition, contributors to turnover, and what we can do to reduce undesirable churn.* Invited speaker for joint University of Pennsylvania Graduate Center for Educational Equity and Center for School Study Councils webinar.

22. White, R.S. (2023, October). *Where are women* not *leading? Understanding locality of gender gaps and how women can support one another to close the gap.* Invited speaker for the Buckeye Association of School Administrators Women's Outreach Committee.

21. White, R.S. (2023, October). *Advancing K-12 education: A deep dive into one of Tennessee's Grand Challenges*. Invited speaker for the UTK honors department and Institute of American Civics Tennessee Grand Challenge Fellowship session, Knoxville, TN.

20. White, R.S. (2023, October). *Developing a research study.* Invited guest scholar in University of South Carolina Educational Leadership and Policies Program "Introduction to Research Methods" PhD course.

19. White, R.S. (2023, October). Tennessee Education Association's Teaching and Learning Symposium, Knoxville, TN. Presentations: (1) *Experiencing and responding to contentious issues in schools*, (2) *Examining established and emerging teacher working conditions that influence teacher retention,* (3) *Examining and identifying avenues to reduce inequities in access to educational leadership position.*

18. White, R.S. (2023, September). *Developing a research agenda.* Invited guest scholar in The University of Tennessee College Student Personnel Program "Introduction to Research" PhD course, Knoxville, TN.

17. White, R.S. (2023, August). *Superintendents as key policy partners: Understanding local context to avoid "trial and error" and "trudging up a hill."* Invited keynote for The College System of Tennessee Academic Affairs Leadership Academy.

16. White, R.S. (2023, July). *Equity and equality implications of superintendent gender gaps and turnover*. Invited keynote for the University of Pennsylvania Coalition for Educational Equity Summer Leadership Institute.

15. White, R.S. (2023, June). *Directions for accountability in the wake of the pandemic*. Invited panelist by the Education Writers Association, Atlanta, GA.

14. White, R.S. (2023, April). *The portrait of a superintendent: A deep dive into the demographic data.* Invited panelist by the American Association for School Administrators.

13. White, R.S. (2023, March). *Ceilings full of glass & leaving en masse?: A longitudinal, national exploration of superintendent turnover and gender and racial gaps.* UT Provost's MicNite, Knoxville, TN.

12. White, R.S. (2023, February). *Experiences writing research grants.* Invited guest scholar at University of Tennessee Department of Educational Leadership and Policy Studies "Grant Writing" PhD course.

11. White, R.S. (2023, February). *Conducting education policy research and paths to policy research careers.* Invited guest scholar at the University of Tennessee Baker Scholars program seminar, Knoxville, TN.

10. White, R.S. (2022, September). *Doing & studying school governance: Insights from a school governance scholar & former school board member.* Invited guest lecturer at North Carolina State University "Policy Research in Education" PhD course.

9. White, R.S. (2022, April). *Is the glass ceiling of K-12 education cracking at all? Exploring superintendent gender gaps and turnover.* Invited keynote at the American Association of School Administrators State Leadership Conference, San Antonio, TX.

8. White, R.S. (2022, March). *Institutional structures as mediators for diversifying state education policymaking bodies*. Invited speaker at Boston University Wheelock Policy Center Seminar, Boston, MA.

7. White, R.S. (2022, March). *Taking a mixed methodological approach to a case study in education policy implementation.* Invited guest lecturer for education policy Doctorate course. Michigan State University.

6. White, R.S. (2021, July). *Interviews: Communication and building rapport before, during, and after*. Invited guest lecturer for Advanced Qualitative Data Analysis Master's course. Central Michigan University Department of Educational Leadership.

5. White, R.S. (2020, July). *Interviews: Communication and building rapport before, during, and after*. Invited guest lecturer for Advanced Qualitative Data Analysis Master's course. Central Michigan University Department of Educational Leadership.

4. White, R.S. (2018, August). *The role of democracy in developing accountability systems: Voices in the teacher evaluation policymaking process in the United States*. Invited guest lecturer for education policy Master's course. University of Pennsylvania Graduate School of Education.

3. White, R.S. (2016, November). *Meta-reflections on contemporary education policy and policy analysis.* Invited guest lecturer for education policy doctoral student seminar. Michigan State University College of Education, East Lansing, MI.

2. White, R.S., & Scorsone, E. (2015, July). *Understanding Michigan's new early warning system for schools.* Public presentation at MSU College of Law, in partnership with MSU-Extension, East Lansing, MI.

1. White, R.S. (2015, January). *Governance on the ground: Exploring how governance structure choices impact policy outcomes.* Invited guest lecturer for education policy doctoral student seminar. Michigan State University College of Education, East Lansing, MI.

Peer-Reviewed Conference Presentations

Note: † *indicates student advisee*, ‡ *indicates student mentee*

80. White, R.S., & Welles, L. (2026, October). *Moving goalposts: Accountability system measurement instability and the validity of school performance data*. International Workshop on Efficiency in Education, Health, and other Public Services. Dublin, Ireland.

79. White, R.S., Marsh, J., & Cheatham, J. (2026, April). *Developing political leadership among K-12 public school leaders: Imagining a future of research-based tools*. Symposium presented at the American Educational Research Association Annual Conference, Los Angeles, CA.

78. Sampson, C., White, R.S., Diem, S., Turner, E., & Tabron, L. (2026, April). *A critical examination of school board governance models: Imagining a better future*. Symposium presented at the American Educational Research Association Annual Conference, Los Angeles, CA.

77. White, R.S., McKenzie, L.,DeMatthews, D., Shin, J., Brown, C. (2026, April). *How superintendents make sense of leading public Pre-K programs*. Paper presented at the American Educational Research Association Annual Conference, Los Angeles, CA.

76. White, R.S., McKenzie, L., Little, M., Drake, T., Rowan, R. (2026, April). *Making a case for closing the superintendent gender gap: Strong early childhood education leadership.* Paper presented at the American Educational Research Association Annual Conference, Los Angeles, CA.

75. White, R.S., McKenzie, L.,DeMatthews, D., Shin, J., Brown, C. (2026, April). *The road less traveled: Early childhood teachers' rare ascent to the superintendency and its impact on leadership*. Paper presented at the American Educational Research Association Annual Conference, Los Angeles, CA.

74. White, R.S., Welles, L. †, Rivas, L. †, & Fredericks, J. (2026, April). *The impacts of Lone Star Governance on Texas school districts.* Paper presented at the American Educational Research Association Annual Conference, Los Angeles, CA.

73. Park, S., White, R.S., Rogers, L. (2026, April). *Voices from the top: District leaders' perspectives on occupational wellbeing*. Paper presented at the American Educational Research Association Annual Conference, Los Angeles, CA.

72. White, R.S., Welles, L. †, Rivas, L. †, & Fredericks, J. (2026, March). *"Cui bono?": The impacts of Lone Star Governance on districts and school boards.* Paper presented at the Association of Education Finance and Policy Annual Conference, Chicago, IL.

71. White, R.S., Cheatham, J., Marsh, J., Uka, A., O'Neal, Tang, J., Roy, S., McKenzie, L. (2025, November) *Superintendents as political leaders: Simulation-based instructional approaches for transformative leadership*. Symposium session at University Council of Educational Administration Annual Conference, San Juan, PR.

70. Sampson, C., Diem, S., Tabron, L., Turner, E., & **White, R.S.** (2025, November). *Exploring the possibilities and shortfalls of school board governance frameworks*. Paper presented at University Council of Educational Administration Annual Conference, San Juan, PR.

69. McKenzie, L. ‡, **White, R.S.,** Brown, C., Shin, J., DeMatthews, D. (2025, November). *Prevalence of superintendents with early childhood education backgrounds and their beliefs about ECE*. Paper presented at University Council of Educational Administration Annual Conference, San Juan, PR.

68. White, R.S., Muniz, D., & Pernito, K.‡ (2025, November). *The role of identity and context in superintendent decision-making in politicized contexts*. Paper presented at University Council of Educational Administration Annual Conference, San Juan, PR.

67. Upson, C.† & **White, R.S.** (2025, November). *Leading through the unexpected. How K-8 school leaders lead after prolonged unplanned school closures.* Paper presented at University Council of Educational Administration Annual Conference, San Juan, PR.

66. Sampson, C., Diem, S., **White, R.S**., Blissett, R., López, G., Miles, B., Tabron, L.A., Apple, M.W., Todd-Breland, E., & Turner, E.O. (2025, April). *Local educational democracy under threat: The role of research on school boards.* Presidential Panel at the American Education Research Association Annual Conference, Denver, CO.

65. Rogers, L., Weddle, H.R., Henneberger, A.K., Stein, K., **White, R.S.,** & Mirakhur, Z. (2025, April). *Novel and emergent uses of mixed methods in education policy research*. Workshop at the American Education Research Association Annual Conference, Denver, CO.

64. Rogers, J., White, R.S., Shand, R., Kahne, J. (2025, March). *The cost of conflict: Examining the financial implications of culturally divisive political contention to districts and superintendents*. Paper presented at Association for Education Finance and Policy Annual Conference, Washington, DC.

63. White, R.S., Axner, D., Imhoff, P., Barnes, M., Herman, P., & Speaks, T. (2025, March), *Above the Fray: Building unity while navigating unprecedented political and community challenges.* AASA National Conference on Education, New Orleans, LA.

62. Little, M., Rowan, R., Drake, T., White, R.S., †McKenzie, L., Cohen-Vogel, L., & Yohe, K. (2024, November). *School District Superintendents' Leadership of Early Childhood Education: A National Survey.* Paper presented at University Council of Educational Administration Annual Conference, Los Angeles, CA.

61. White, R.S., †Jerman, J.J., Malin, J., Evans, M., & ‡Angelaccio, P. (2024, November). *How superintendents navigating decision-making in increasingly politicized contexts.* Paper presented at University Council of Educational Administration Annual Conference, Los Angeles, CA.

60. Malin, J., Acheampong, E.E., Abodunrin, A., White, R.S., Evans, M. (2024, November). *United States superintendents' experiences with professional support networks.* Paper presented at University Council of Educational Administration Annual Conference, Los Angeles, CA.

59. White, R.S. (2024, July). *The nature of superintendent attrition and mobility: Examining types of exist/moves and differences in old and new districts*. Paper presented at British Educational Leadership, Management, and Administration Society Annual Conference, Glasgow, Scotland.

58. †Jerman, J.J., & White, R.S. (2024, July). *Divisive concepts and the superintendency: Exploring a new wave of contentiousness in K-12 educational leadership*. Paper presented at British Educational Leadership, Management, and Administration Society Annual Conference, Glasgow, Scotland.

57. White, R.S., Aylward, A., DeMatthews, D.E., Knight, D.S., Anglum, C., & Nguyen, T. (2024, July). *Principal stability and well-being: New evidence on the importance of the superintendency*. Paper presented at British Educational Leadership, Management, and Administration Society Annual Conference, Glasgow, Scotland.

56. †Jerman, J.J., White, R.S., Malin, J.R., & Evans, M.P. (2024, April). *Divisive concepts and the superintendency: Exploring a new wave of contentiousness in K-12 educational leadership*. Poster presented at the American Education Research Association Annual Conference, Philadelphia, PA.

55. Long, D.E., White, R.S., & Henderson, J.A. (2024, April). *Implementing climate change education in the United States: A structural analysis of school systems*. Poster presented at the American Education Research Association Annual Conference, Philadelphia, PA.

54. Rogers, L., Mirakhur, Z., Weddle, H.R., White, R.S., Pelika, S., Henneberger, A., & Sterin K. (2024, March). *The goodness of mixed methods research for policy and practice.* Policy talk at the Association for Education Finance and Policy Annual Conference, Baltimore, MD.

53. White, R.S., Player, D.W., Miller, L.C., & Reynolds, A.L. (2024, March). *Examining established and emerging teacher working conditions that influence teacher job satisfaction, turnover intentions, and departure*. Paper presented at the Association for Education Finance and Policy Annual Conference, Baltimore, MD.

52. White, R.S., Aylward, A., DeMatthews, D.E., Knight, D.S., Anglum, C., & Nguyen, T. (2024, March). *Principal stability and work environment: New evidence on the importance of the superintendency*. Paper presented at the Association for Education Finance and Policy Annual Conference, Baltimore, MD.

51. White, R.S., †Jerman J.J., ‡Bengyak, E.R., ‡Harper, S.A., & ‡Eckley, L.C. (2024, March). *The nature of superintendent attrition and mobility: Examining types of exits/moves and differences in old and new districts*. Paper presented at the Association for Education Finance and Policy Conference, Baltimore, MD.

50. White, R.S., †Jerman J.J., Evans, M., & Malin, J. (2023, November). *"Like a donkey in a hail storm, you just have to stand there and take it": Exploring the role of local politics in superintendent attrition and mobility.* Paper presented in "Resistance to Resetting: Examining the Intersections of Superintendent Identity, Sociopolitical Context, and Equality in Educational Leadership" Symposium at University Council of Educational Administration Annual Conference, Minneapolis, MN

49. †Jerman J.J., White, R.S., Malin, J., & Evans, M. (2023, November). *Does location matter? Examining superintendent attrition in suburban school districts.* Paper presented in "Resistance to Resetting: Examining the Intersections of Superintendent Identity, Sociopolitical Context, and Equality in Educational Leadership" Symposium at University Council of Educational Administration Annual Conference, Minneapolis, MN

48. White, R.S., Reynolds, A.L., Player, D.W., & Miller, L. (2023, November). *Examining established and emerging teacher working conditions that influence retention*. Paper presented at University Council of Educational Administration Annual Conference, Minneapolis, MN

47. Reynolds, A.L., White, R.S., †Jerman, J.J., & Miller, L. (2023, November). *An ecological systems approach to understanding teachers' working conditions*. Paper presented at University Council of Educational Administration Annual Conference, Minneapolis, MN

46. *Reynolds, A.L., & **White, R.S.** (2023, September) *Examining teacher working conditions that influence teacher retention: Teachers' perspectives from a mixed methods study*. Paper presented at Virginia Educational Research Association Annual Conference.
(*VERA Distinguished Paper Award winner)

45. *White, R.S., Malin, J.R., & Evans, M.E. (2023, July). *Experiences with and responses to contentious issues in school communities: Perspectives of the chief executives of America's public schools.* Paper presented at British Educational Leadership, Management, and Administration Society, Belfast, Northern Ireland.
(*Selected as finalist for BELMAS Conference Paper of the Year award)

44. White, R.S. (2023, July). *Ceilings made of glass and leaving en masse?: Examining superintendent gender gaps and turnover over time across the United States*. Paper presented at British Educational Leadership, Management, and Administration Society, Belfast, Northern Ireland.

43. Reynolds, A.L., Miller, L.C., & **White, R.S.** (2023, June) *Improving teacher working conditions: Teachers' perspectives from a mixed methods study*. Paper presented at Metropolitan Education Research Consortium Annual Conference.

42. Saldana, C., McDermott, K.A., & **White, R.S.** (2023, April). *State-level resources and school improvement*. Paper presented in Symposium on The Future of Measurement and Accountability: A Research Driven Approach at American Educational Research Association Annual Conference, Chicago, IL.

41. Miller, L.C., Soland, J., Lipscomb, D., Player, D., & **White, R.S.** (2023, April). *Latent classes of teacher working conditions in Virginia: Description and contextual factors*. Paper presented at American Educational Research Association Annual Conference, Chicago, IL.

40. White, R.S., † Jerman, J., ‡Morgan, E., & ‡Bell, M., (2023, March). *Examining aspects of superintendent turnover using a new national, longitudinal superintendent database.* Paper presented at Association for Education Finance and Policy Annual Conference, Denver, CO.

39. †Jerman, J., **White, R.S.,** Chen, E., Adukia, A., ‡Bell, M., ‡Morgan, E., Aylward, A., & DeMatthews, D. (2023, March). *Superintendent diversity: Testing the use of artificial intelligence to understand gender and racial gaps.* Poster presented at Association for Education Finance and Policy Annual Conference, Denver, CO.

38. Miller, L., Player, D., & **White, R.S.** (2023, March). *School working conditions: Implications for teacher and student outcomes*. Paper presented at Association for Education Finance and Policy Annual Conference, Denver, CO.

37. White, R.S. (2022, November). *Superintendent turnover across the United States.* Paper presented at University Council of Educational Administration Annual Conference, Seattle, WA.

36. White, R.S., Miller, L., Reynolds, A.L., & Player, D.W. (2022, November). *Exploring variation in teachers' working conditions to inform policy and practice.* Paper presented at University Council of Educational Administration Annual Conference, Seattle, WA.

35. Reynolds, A.L., Miller, L.C., **White, R.S.,** & Player, D.W. (2022, November). *How Virginia school employees perceive school leadership during the pandemic*. Paper presented at University Council of Educational Administration Annual Conference, Seattle, WA.

34. White, R.S. (2022, April). *Differences in superintendents' engagement in state education policymaking across gender*. Paper presented at American Educational Research Association Annual Conference, San Diego, CA.

33. White, R.S. (2021, November) *"Trial and error" and "trudging up a hill": Superintendents' engagement in state education policymaking.* Paper presented at University Council of Educational Administration Annual Conference, Columbus, OH.

32. White, R.S., ‡Whitfield, A., †Fischer, H., ‡Mihaylova, M., ‡Niemann, S., & ‡Siegel, J. (2021, April). *School district leaders' beliefs about and engagement in state education policymaking.* Paper presented at American Educational Research Association Annual Conference, Virtual.

31. White, R.S., Schneider, J., ‡Abufarha, J., ‡Grant, E., ‡Skelly, M., & Mavrogordato, M. (2021, April). *Understanding students' perceptions of school culture: A focus on English learners and facility with language.* Paper presented at American Educational Research Association Annual Conference, Virtual.

30. White, R.S., ‡Whitfield, A., †Fischer, H., ‡Mihaylova, M., ‡Niemann, S., & ‡Siegel, J. (2021, March - virtual). *School district leaders' beliefs about and engagement in state education policymaking.* Paper presented at Association for Education Finance and Policy Annual Conference.

29. White, R.S., Noonan, J., & Schneider, J. (2020, April – conference cancelled due to COVID19). *Leverage points: Examining how districts and schools vary on non-test-based measures of school quality.* Paper accepted for presentation at American Educational Research Association Annual Conference.

28. Schneider, J., **White, R.S.** Piazza, P., Carey, A. (accepted, 2020, April – conference cancelled due to COVID19). *How students experience racially integrated schools: Looking beyond test scores.* Paper accepted for presentation at American Educational Research Association Annual Conference.

27. White, R.S., Schneider, J., Mavrogordato, M., & Zamarro, G. (2020, March – virtual conference due to COVID19). *Students' perceptions of school climate: Focusing on heterogeneity within and across current, former, and never ELs.* Paper presented at Association for Education Finance and Policy Annual Conference.

26. White, R.S., & ‡Fischer, H. (2019, November). *Who gains state education policymaking power?* Paper presented at University Council of Educational Administration Annual Conference, New Orleans, LA.

25. White, R.S. (2019, April). *Examining the public's confidence in their (misinformed) understanding of charter school policy*. Paper presented at American Educational Research Association Annual Conference, Toronto, CA.

24. White, R.S., & Polikoff, M.S. (2019, April). *Target setting for non-traditional measures of school quality*. Paper presented at American Educational Research Association Annual Conference, Toronto, Canada.

23. White, R.S., & ‡Soulsby, L. (2019, March). *Exploring gendered and racial differences in state policymakers' approaches to the education policymaking process.* Paper presented at Association for Education Finance and Policy Annual Conference, Kansas City, MO.

22. White, R.S., & Korn, S. (2018, March). *The effect of curriculum material changes on district teacher labor composition.* Paper presented at Association for Education Finance and Policy Annual Conference, Portland, OR.

21. White, R.S. (2017, November). *Victors and voices in the state education policymaking process: The case of teacher evaluation policy.* Paper presented at University Council of Educational Administration Annual Conference, Denver, CO.

20. White, R.S. (2017, November). *Donut devourers, fish fanatics, and eager educators: Victors and voices of state education policymaking*. Paper presented at Association for Public Policy Analysis & Management Annual Conference, Chicago, IL.

19. White, R.S. (2017, April). *State education policymakers: Who are they and how do they approach policymaking?* Paper presented at American Educational Research Association Annual Conference, San Antonio, TX.

18. Donaldson, M., Mavrogordato, M., Dougherty, S., Youngs, P., Lane, J. & **White, R.S.** (2017, April). *How principal evaluation polices affect learning-centered leadership.* Paper presented at American Educational Research Association Annual Conference, New York, NY.

17. White, R.S. (2016, November). *The influence of state education governance arrangements on the education policymaking process.* Paper presented at University Council of Educational Administration Annual Conference, Detroit, MI.

16. White, R.S., & Mavrogordato, M. (2016, April). *Mediating middlemen: Education service agencies as policy interpreters.* Paper presented at American Educational Research Association Annual Conference, Washington, DC.

15. Schneider, J., Jacobsen, R., **White, R.S.**, & Casalaspi, D. (2016, April). *The potential of more comprehensive metrics of school quality: Evidence from an experimental deliberative poll.* Paper presented at American Educational Research Association Annual Conference, Washington, DC.

14. White, R.S. (2016, March). *Devolution decisions: Examining state governments' teacher evaluation policymaking authority decisions*. Paper presented at Association for Education Finance and Policy Annual Conference, Denver, CO.

13. Mavrogordato, M., & **White, R.S** (2015, November). *Leaders as local policy implementers: How school leaders influence the opportunity to learn for ELLs.* Paper presented at University Council for Educational Administration Annual Conference, San Diego, CA.

12. White, R.S., Martin, K., Scorsone, E. & Bowman, K. (2015, October). *Knowledgeable navigation to avoid the iceberg: Considerations in proactively addressing school district fiscal stress in Michigan*. Paper presented at Association for Budgeting and Financial Management Annual Conference, Washington, DC.

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22. Lambert, D. (2023, December 4). Threats, stress and politics pushing school superintendents out the door. *EdSource.* https://edsource.org/2023/threats-stress-and-politics-pushing-school-superintendents-out-the-door/701596

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18. Blad, E. (2023, September 19). High pace of superintendent turnover continues, data show. *Education Week.* https://www.edweek.org/leadership/high-pace-of-superintendent-turnover-continues-data-show/2023/09

17. Peetz, C. (2023, August 23). More superintendents are quitting as school year begins. *Education Week.* https://www.edweek.org/leadership/more-superintendents-are-quitting-as-school-year-begins/2023/08

16. Peetz, C. (2023, August 15). States are making a flurry of school policies. Why aren't superintendents more involved? *Education Week.* https://www.edweek.org/leadership/states-are-making-a-flurry-of-school-policies-why-arent-superintendents-more-involved/2023/08

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13. White, R.S. (2023, May 21). Why are so many school superintendents leaving their job? *Governing.* https://www.governing.com/education/why-are-so-many-school-superintendents-leaving-their-job

12. Peetz, C. (2023, April 13). Three things we know about superintendents. *Education Week.* https://www.edweek.org/leadership/3-new-things-we-now-know-about-superintendents/2023/04

11. Peetz, C. (2023, March 27). There's a good chance your superintendent has one of these 15 names. *Education Week.* https://www.edweek.org/leadership/theres-a-good-chance-your-superintendent-has-one-of-these-15-names/2023/03

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1. Safronas, S. (2019). The impact of principals on EL programs. *ELLevation Education: Aspirations Education Podcast*. https://ellevationeducation.com/podcast/s2e18-impact-principals-el-programs-professors-madeline-mavrogordato-and-rachel-white

TEACHING

University of Texas at Austin

Superintendent-School Board Relations (EdD)	Spring 2026
Independent Study – Research Methods (PhD)	Fall 2024, Fall 2025
Educational Economics & Finance (EdD)	Fall 2024, Fall 2025
Legal Issues in Schools (MA)	Fall 2025
Seminar on the Superintendency (EdD)	Spring 2025

University of Tennessee-Knoxville

Educational Policy Issues in United States (BA)	Spring 2024
Policy and Politics of K-12 Education (EdD)	Spring 2024
Education Law and Policy (MA/EdS)	Fall 2023
Academic Writing (EdD)	Spring 2023
Advanced Seminar in Policy Issues in Education (EdD & PhD)	Fall 2022

Old Dominion University

Dissertation Seminar (PhD)	Spring 2022
Advanced Research Design and Analysis (PhD)	Fall 2018, Spring 2020, Fall 2021
Education Politics and Policymaking (MA/EdS)	Spring 2019, Fall 2019, Fall 2020, Fall 2021
Qualitative Research Design in Education (PhD)	Spring 2021
Introduction to Doctoral Studies (PhD)	Spring 2021
Policy and Politics in Educational Leadership (PhD)	Fall 2020
Internship in Educational Leadership (MA/EdS)	Spring 2019, Spring 2020

Michigan State University

Instructor, Current Issues in Education (BA)	Fall 2016, Spring 2017, Fall 2017
Teaching Assistant, Education Reform and Policy Analysis (BA)	2013-2015
Teaching Assistant, Evolving Practice of School Leadership (MA)	2012-2014

ADVISING & RELATED STUDENT SERVICE

Postdoctoral Research Assistants

Eunice Laryea	2026-present

Dissertation and Thesis Committee Service

Doctoral Dissertation Chair (*denotes co-chair or acting chair) **(17)**

Michael McDonald	UT Austin Cooperative Superintendency Program	EdD, 202X
Loren Welles	UT Austin Education Policy & Practice	PhD, 202X
Lesley Rivas	UT Austin Education Policy & Practice	PhD, 202X
Lindsay Gonzalez	UT Austin Cooperative Superintendency Program	EdD, 202X
Johnathan Smith	UT Austin Cooperative Superintendency Program	EdD, 2026

Cynthia Griggs	UT Austin Cooperative Superintendency Program	EdD, 2026
Edgardo Irizarry*	UT Austin Education Policy & Practice	PhD, 2026
Michaela Pernetti	UT Austin Education Policy & Practice	PhD, 202X
Johnathon Jerman*	UTK Education, Leadership Studies	PhD, 2025
Casey Upson*	UTK Educational Leadership	EdD, 2025
Amanda Mason*	UTK Educational Leadership	EdD, 2025
Anne McKendry*	UTK Educational Leadership	EdD, 2025
Christina Isong*	UTK Educational Leadership	EdD, 2024
Virginia Boles	UTK Educational Leadership	EdD, 2024
Jan White*	ODU K12 Educational Leadership	PhD, 2023
Trenice Durio*	ODU K12 Educational Leadership	PhD, 2022
Lynn Colon	ODU K12 Educational Leadership	PhD, 2021

Doctoral Dissertation Committees (30)

Nancy Cruz Rodriguez	Texas Christian University	EdD, 202X
Katherine Cornett	UT Austin Cooperative Superintendency Program	EdD, 202X
Salem Hussain	UT Austin Cooperative Superintendency Program	EdD, 202X
Kristen Alex	UT Austin Cooperative Superintendency Program	EdD, 202X
Shermika Nelson-Fluker	UT Austin Cooperative Superintendency Program	EdD, 2026
Lauren McKenzie	UT Austin Education Policy & Practice	PhD, 202X
Will Davies	UT Austin Education Policy & Practice	PhD, 2026
Brooke Fousek	UT Austin Education Policy & Practice	PhD, 202X
Thomas Perkins	Seton Hall Educational Leadership	EdD, 2022
Keyen Green	UTK Educational Leadership & Policy	PhD, 2026
Zachary Adams	UTK Educational Leadership & Policy	PhD, 2026
Kevin Polston	Central Michigan University, Educational Leadership	PhD, 202X
Brent Shelton	UTK Educational Leadership & Policy	PhD, 2026
Hayley Yourous	University of Louisville, Educational Leadership	EdD, 2025
Sierra Jones	University of Dayton, Educational Leadership	EdD, 2025
Greg Worthington	UT Austin Education Policy & Practice	PhD, 2025
Jesse Grey	UTK Educational Leadership	EdD, 2025
Diane Glover	ODU K12 Educational Leadership	EdD, 2025
Stephanie Knight	UTK Educational Leadership	PhD, 2025
Brittany Sutton	UTK Educational Leadership	EdD, 2025
Hope Adkins	UTK Higher Education Administration	PhD, 2025
Heather Huzefka	Pacific University, Educational Leadership	PhD, 2024
Rolen Blaine	UTK Educational Leadership	EdD, 2024
Lebon James	UT Austin Education Policy & Practice	PhD, 2024
Brandi Arnold	UTK Educational Leadership	EdD, 2024
Ashley Carey	UMass-Lowell, Educational Leadership	PhD, 2023
Leslie Lehner	ODU K12 Educational Leadership	PhD, 2022
Jennifer Thomason	ODU K12 Educational Leadership	PhD, 2021
Venecia Ferrell	ODU K12 Educational Leadership	PhD, 2021
Katie Catania	ODU K12 Educational Leadership	PhD, 2020
Laura Soulsby	ODU Higher Education	PhD, 2020

Doctoral Program Advisor (6)

Enrique Herrera	UT Austin Cooperative Superintendency Program	EdD, 202X
Megan Zembik	UT Austin Cooperative Superintendency Program	EdD, 202X
Benjamin Jones	UT Austin Cooperative Superintendency Program	EdD, 202X
Barry Bacom	UT Austin Cooperative Superintendency Program	EdD, 202X
Jacob Nunez	UT Austin Cooperative Superintendency Program	EdD, 202X
Crystal Hermesch	UT Austin Cooperative Superintendency Program	EdD, 202X

Undergraduate and Masters Thesis & Capstone Advising (11)

Regan House	UT Austin	Plan II Thesis, 2026

Mouktika Sripati	UT Austin	Honors Thesis, 2026
Karylle Pernito	UT Austin	BDP, 2026
Amaya Grundy	UT Austin	URA, 2026
Savenah Montalvo	UT Austin Education Policy & Practice	M.Ed, 202X
Isabel Yang	UT Austin College of Natural Sciences	Capstone, 2025
Emma Vorndran	UT Austin College of Natural Sciences	Honors Thesis, 2025
Sarah Harper	UTK Baker School of Public Policy	Honors Thesis, 2024
Eric Sandow	UTK Educational Leadership	MA, 2025
Megan Varner	UTK Educational Leadership	EdS, 2025
Kayne Gilliland	UTK Educational Leadership	EdS, 2025

Graduate Research and/or Teaching Assistant Advisees (8)

Loren Welles	UT Austin Education Policy &Practice	2026-present
Lesley Rivas	UT Austin Education Policy & Practice	2026
Lauren McKenzie	UT Austin Education Policy & Practice	2024-2025
Johnathon Jerman	UTK Educational Leadership & Policy Studies	2022-2024
Bhavika Sika	ODU Educational Foundations & Leadership	2021-2022
Heidi Fischer	ODU Educational Foundations & Leadership	2020-221
Courtney Belmonte	ODU Educational Foundations & Leadership	2019-2020
ODU Monarch Lead Cohort Advisor	ODU K12 Education Leadership	Spring 2021-2022
ODU ELS PhD Cohort Advisor	ODU K12 Education Leadership	Spring 2021-2022

Undergraduate and Master's Research Advisees (15)

Jessie Alvear	UT Austin	2026-2026
Karylle Pernito	UT Austin	2024-present
Aaron Ma	UT Austin	2024-2025
Jazmin Reyna	UT Austin	2024-2025
Harshitha Sriramoju	UT Austin	2024-2025
Michael Uzoigwe	UT Austin	2024-2026
Tariq Wrensford	UT Austin	2024-2025
Patrick Angellacio	UTK School of Social Work (MA)	2023-2024
Emily Bengyak	UTK Baker School of Public Policy (BA)	2023-2024
Lauren Eckley	UTK Baker School of Public Policy (BA)	2023-2024
Sarah Harper	UTK Baker School of Public Policy (BA)	2023-2024
Tristan Brown	UTK Baker Center for Public Policy (BA)	2023-2024
Madeline Bell	UTK Baker Center for Public Policy (BA)	2022-2024
Jeremy Batey	UTK Undergraduate Research Fellowship (BA)	2023
Emily Morgan	UTK Baker Center for Public Policy (BA)	2022-2023

Graduate Student Development

20. Facilitator. (2026, November). *Marketing yourself with websites and other social media.* Graduate Student Summit Roundtable, Annual Meeting of the University Council for Educational Administration, Pittsburg, PA.

19. Faculty Mentor. (2026, March). *Association of Education Finance and Policy Mentor Match*. Annual Meeting of the Association of Education Finance and Policy, Chicago, IL.

18. Facilitator. (2025, November). *Marketing yourself with websites and other social media.* Graduate Student Summit Roundtable, Annual Meeting of the University Council for Educational Administration, San Juan, PR.

17. Faculty Mentor. (2024, November). *Enhancing educational outcomes for multilingual and immigrant students.* Graduate Student Summit Roundtable, Annual Meeting of the University Council for Educational Administration, Los Angeles, CA.

16. Panelist. (2024, January). *Experiences applying for external fellowships and grants*. Michigan State University Education Policy Graduate Student Workshops.

15. Facilitator. (2023, November). *Marketing yourself via websites and social media.* Graduate Student Summit Roundtable, Annual Meeting of the University Council for Educational Administration, Minneapolis, MN.

14. Faculty Mentor. (2023, November). *Equitable analysis opportunities.* Graduate Student Summit Roundtable, Annual Meeting of the University Council for Educational Administration, Minneapolis, MN.

13. Faculty Mentor. (2023, April). *William J. Boyd National Educational Politics Workshop.* Workshop held in conjunction with the AERA Annual Meeting, sponsored by the Politics of Education Association and University Council for Educational Administration, Chicago, IL.

12. Faculty Mentor. (2022, November). *Challenges in leadership and policy.* Graduate Student Summit Roundtable, Annual Meeting of the University Council for Educational Administration, Seattle, WA.

11. Facilitator. (2022, November). *Marketing yourself with websites and other social media.* Graduate Student Summit Roundtable, Annual Meeting of the University Council for Educational Administration, Seattle, WA.

10. Panelist. (2022, April). *A conversation about postdoctoral experiences.* Michigan State University College of Education Graduate Student panel.

9. Panelist. (2021, November). *Graduate writing ignite!: Tips for crafting your best work.* Graduate Student Summit Session, Annual Meeting of the University Council for Educational Administration, Columbus, OH.

8. Chair & Panelist. (2021, November). *Finding work-life balance in graduate school and beyond*. Graduate Student Summit Session, Annual Meeting of the University Council for Educational Administration, Columbus, OH.

7. Panelist. (2021, February). *Crafting your professional image.* Michigan State University Collaboration Amongst Education Policy Students Workshop.

6. Faculty Mentor. (2019, November). *Policy & people: Examining stakeholder perspectives*. Graduate Student Summit Roundtable, Annual Meeting of the University Council for Educational Administration, New Orleans, LA.

5. Faculty Mentor. (2018, November). *Stakeholder voices in focus: Policy perspectives.* Graduate Student Summit Roundtable, Annual Meeting of the University Council for Educational Administration, Houston, TX.

4. Facilitator. (2018, November). *Demystifying the academic job search, part I: Tips and resources for those considering the professoriate*. Special session, Annual Meeting of the University Council for Educational Administration, Houston, TX.

3. Panelist. (2017, November). *Publishing your first article as a graduate student*. Special session, Annual Meeting of the University Council for Educational Administration, Denver, CO.

2. Facilitator. (2017, November). *Demystifying the academic job search: Tips and resources for those considering the professoriate*. Annual Meeting of the University Council for Educational Administration, Denver, CO.

1. Facilitator. (2017, November). *Exploring professional routes outside the professoriate*. Special session, Annual Meeting of the University Council for Educational Administration, Denver, CO.

NATIONAL AND STATE SERVICE

Journal Editorial Leadership, Boards, and Service

Education Finance and Policy, Associate Editor	2026-present
American Educational Research Journal, Editorial Board	2020-present
The High School Journal	2022-present
Educational Administration Quarterly, Davis Award Selection Committee	2022

Ad Hoc Peer Reviewer

Educational Administration Quarterly, *Educational Evaluation and Policy Analysis, AERA Open, Economics of Education Review, Review of Educational Research, Educational Researcher, School Effectiveness and School Improvement, American Journal of Education, Education Policy Analysis Archives, AERA Handbook of Education Policy Research, Democracy and Education, Journal of Cases in Educational Leadership, Journal of School Leadership, Journal of Educational Administration*

National Convening Lead and Organizer

Lead Organizer, Advancing the Superintendency: From Research to Action — April 2026

Research Grant Advisory Boards

Member, Kentucky Rural Postsecondary Pathways Advisory Board (IES Grant #R305A240147) — 2024-2027

U.S. Department of Education

Member, Regional Advisory Committee (RAC): Appalachia — 2023-2024

American Educational Research Association (AERA)

Chair, Research in the Superintendency SIG — 2026-present
Chair-Elect, Research in the Superintendency SIG — 2025-2026
Secretary, Politics of Education Association — 2025-present
Section Chair, Governance, Politics & Intergovernmental Relations, Division L Program Committee — 2023-2025
Conference Proposal Reviewer: AERA Division L, Politics of Education SIG — 2012-present
Member, PEA Outstanding Dissertation Award Committee — 2020-2022
Member, PEA Publications Committee — 2018-2022
Member-At-Large, Learning and Teaching in Educational Leadership (LTEL) SIG — 2019-2022
Program Chair, Politics of Education Association (PEA) Special Interest Group (SIG) — 2018-2020

Association for Education Finance and Policy (AEFP)

Co-Chair, AEFP First-Gen Scholars Community — 2023-present
Member, AEFP Program Committee — 2023-2025

University Council for Educational Administration (UCEA)

Jackson Scholars Mentor — 2025-present
Jack Culberston Award Committee — 2024, 2025
Conference Proposal Reviewer — 2013-present
Plenum Representative — 2022-2024
Graduate Student Council Representative — 2015-2017

Professional Development Facilitation and Leadership

- Holdsworth Foundation (April 2026), *Superintendent Political Leadership Simulation Experience*
- AASA Aspiring Superintendents and Aspiring Latino/a Superintendents Academy (February 2026), *Superintendent Political Leadership Simulation Experience*
- Harvard University, *Leading During Turbulent Times* (Fall 2025, Fall 2026)

Statewide Superintendent Survey Facilitation

- Buckeye Association of School Administrators (2024)
- Montana Association of School Administrators (2025)
- EdPlus (Missouri) (2026)
- Texas Association of School Administrators (2026)
- North Dakota Association of School Administrators (2026)

UNIVERSITY SERVICE

University of Texas at Austin

University Outstanding Dissertation Review & Selection Committee — 2025-present
UT Austin Chapter of the Texas Association of Future Educators, Faculty Advisor — 2025-present

University of Texas at Austin, College of Education

Dean's Education/Education Policy Seminar Series, Faculty Affiliate	2026-present
Generative AI Working Group, Member	2026-present
Faculty Awards Committee – Community Impact Award Subcommittee, Member	2025-present
Faculty Development Award Committee, Member	2025-present

University of Texas at Austin, Department of Educational Leadership & Policy (ELP)

Cooperative Superintendency Program (CSP) Director Search Committee, Member	2026
ELP Student Travel Award Committee, Member	2026-present
ELP AI Committee, Member	2026-present
ELP Merit Subcommittee, Member	2025-present
ELP Graduate Studies Committee, Member	2024-present
ELP Undergraduate Studies Committee, Member	2024-present
ELP Fellowships and Awards Committee, Member	2024-present
ELP Executive Committee, Member	2024-present
CSP & TPLA Advisory Council, Member	2024-present

University of Tennessee-Knoxville (UTK) College of Education, Health, and Human Sciences (CEHHS)

Member, Graduate Research Symposium Committee	2022-2024
Volunteer, CEHHS Graduation Ceremonies	Spring 2023

UTK CEHHS Department of Educational Leadership & Policy Studies

Member, ELPS Bylaws Committee	2023-2024
Member, ELPS Website Committee	2023-2024
Member, ELPS Brownbag Committee	2022-2024
Member, ELPS Leadership Studies Faculty Search Committee	2023-2024
Member, ELPS Research Center Vision and Mission Development Committee	2022-2023

Old Dominion University (ODU)

Member, ODU Thurmond Negotiation Lab Grant Program Committee	2021-2022
Marshal, ODU Commencement	Winter 2019, Fall 2021

ODU Darden College of Education & Professional Studies (DCEPS)

Chair, Faculty Diversity Committee	2020-2022
Member, Awards Committee	2020-2022
Member, Dissertation Fellowship Committee	2019-2021
Member, Search Committee, Department of Counseling & Human Services	Spring 2021
Member, Planning Committee, Critical Conversations in Education	Spring 2021
Member, Diversity Committee	2019-2020

ODU DCEPS Educational Foundations and Leadership (EFL) Department

Chair, EFL Diversity & Social Justice Committee	2020-2022
Faculty Lead, SafeAssign Training for Educational Leadership Studies (ELS) Adjunct Faculty	2021-2022
Faculty Lead, ELS Graduate Student Writers' Workshop	2021-2022
Faculty Collaborator, ELS 7/802 – Educational Politics and Policymaking	2020-2022
Faculty Collaborator, ELS 7/810 – Strategic Communication and External Relations	2020-2022
Coordinator, ELS Virtual MS/EdS Graduation Ceremony	Fall 2020-Spring 2021
EFL Department Representative for DCEPS COVID-19 Technology Transition Team	2020
Member, EFL Curriculum Committee	2019-2020

Michigan State University

Student Representative, Senior Hire Committee	2016-2017
Member, Education Policy Doctoral Program Course Workgroup (Social Context of Education)	2016
Graduate Student Assistant, Politics of Education Speaker Series	2015-2016
Co-Chair, Collaboration Amongst Education Policy Students (CAEPS)	2014-2017

University of Michigan

Chair, Gerald R. Ford School of Public Policy Alumni Board	2020-2021
Alumni-in-Residence Mentor, Gerald R. Ford School of Public Policy	2019-2021
Member, Gerald R. Ford School of Public Policy Alumni Board	2015-2020
Research Advisor, Ford School Undergraduate Summer Internship	Summer 2020, 2021

Mentored 15 undergraduate students (nine in 2020, six in 2021) in mixed methods research

PROFESSIONAL ASSOCIATION MEMBERSHIPS

American Educational Research Association (2012-Present)
Association of Education Finance and Policy (2012-Present)
University Council for Educational Administration (2012-Present)
British Educational Leadership, Management & Administration Society (2023-2025)

OTHER PROFESSIONAL AND RESEARCH EXPERIENCES

Steering Committee Member, Initiative for Superintendent as Civic Leader	2026-present
Academic in Residence, AASA, The School Superintendents Association	2023-present
Research Associate, Massachusetts Consortium for Innovative Educational Assessment (MCIEA)	2017-present
Member, Collaborative on Political Leadership in the Superintendency (CPLS)	2024-2026
Research Affiliate, The MiiE (Messages, Identity, and Inclusion in Education) Lab	2022-2024
Invited Scholar, Education Policy Collaborative	2018-2025
Research Associate, Future of Measurement and Accountability Working Group	2022-2023
Research Associate, Democracy in Education Workgroup	2020-2023
Invited Scholar, AEI's Future of American K-12 Education Working Group	2017-2019
Researcher, Policy Analysis for California Education (PACE) Getting Down to the Facts II	2017-2018
Emerging Education Policy Scholars Fellow, AEI	2016-2017
Policy Analyst, Michigan Association of School Administrators	2014-2016
Director of Policy & Advocacy, The Ohio College Access Network	2010-2012