

# Sonya D. Hayes, Ph.D.

---

---

The University of Tennessee  
318 Bailey Education Complex  
1122 Volunteer Blvd  
Knoxville, TN 37996-3430  
Office: 865-974-7696  
[shayes22@utk.edu](mailto:shayes22@utk.edu)

## ACADEMIC PREPARATION

- 2016      **Ph.D., Educational Administration, PK-12 Educational Leadership**  
*College of Education Distinguished Honor Graduate*  
Department of Educational Administration  
Texas A&M University, College Station, TX.  
Cognate: Qualitative Methods and Urban Education
- 2002      **M.Ed., Educational Administration**  
Department of Educational Administration  
Texas State University, San Marcos, TX.
- 1993      **B.A., English**  
Lamar University, Beaumont, TX.

## HIGHER EDUCATION PROFESSIONAL EXPERIENCE

- 2024-present      **Associate Director**, Education Research & Opportunity Center, The University of Tennessee  
Knoxville, TN
- 2023-present      **Associate Professor**, The University of Tennessee, Department of Educational Leadership & Policy Studies  
Knoxville, TN
- 2018-2023      **Assistant Professor**, The University of Tennessee, Department of Educational Leadership & Policy Studies  
Knoxville, TN
- 2016- 2018      **Assistant Professor**, Louisiana State University, Department of Educational Leadership  
Baton, Rouge, Louisiana.

## K-12 PROFESSIONAL EXPERIENCE

- 2008-2016      **Principal**, Deerpark Middle School  
Round Rock ISD, Austin, TX.
- 2002-2007      **Assistant Principal**, Round Rock High  
Round Rock ISD, Round Rock, TX.
- 1998-2002      **Teacher**, English II Pre-AP, English III AP, English IV  
Cedar Park High School, Leander ISD, Cedar Park, TX.
- 1995-1998      **Teacher**, English I Pre-AP, English I  
Deerpark High School, Deerpark ISD, Deerpark, TX.

1993-1995      **Teacher**, English I, English II  
Port Neches-Groves High School, Port Neches-Groves ISD, Port Neches, TX.

## RESEARCH

---

### RESEARCH INTERESTS

Leadership for learning  
Leadership development through mentoring, coaching, and networking  
Rural school leadership  
Qualitative research methods

### PUBLICATIONS

*Journal Articles (peer reviewed) (percent indicates personal effort on the manuscript)*

1. \*Locke, L.A., Brown, K. & Hayes, S.D. Breaux, D., Lutton, K., & Wear, N. (in press) “People are Running Away with Misinformation”: Equity-Oriented School and District Leaders Reflect on State Anti-CRT Laws. *Planning and Changing*. (33%)
2. Hayes, S.D., Mahfouz, J. & Karami. R. Developing and Sustaining a Networked Improvement Community of Schools: The TAMAM Project and School Partnerships (in press). *Journal of Educational Administration*. (50%)
3. Partin, J. M. and Hayes, S. D. (2026). Principals' ethical decision-making in addressing cyberbullying: A systematic review. *School Leadership Review* 21(1) 1-21.  
Available at: <https://scholarworks.sfasu.edu/slr/vol21/iss1/7>
4. Hayes, S.D. & Locke, L.A. (2024). ‘White trash’ in the academy: Working-class women professors discuss their backgrounds and education. *American Journal of Qualitative Research* 8(1), 107-132. (50%)
5. Burkett, J.R. & Hayes, S.D. (2024). Ineffective school leadership: Teachers weigh-in. *School Leadership Review*, (18)1, 1-16. (50%)
6. \* Partin, J. M., & Hayes, S. D. (2024). Learning From each other: Experiences of rural principals in a Networked Learning Community. *The Rural Educator*, 45(2), 1-15.  
<https://doi.org/10.55533/2643-9662.1396>
7. Hayes, S.D. & Derrington, M.L. (2023). School leadership in uncertain times: Identifying dimensions of effective principal leadership. *School Leadership and Management*. DOI: [10.1080/13632434.2023.2171002](https://doi.org/10.1080/13632434.2023.2171002) (50%)
8. Hayes, S.D., Anderson, E.A., & Carpenter, B. (2022). Responsibility, stress, and the well-being of school principals: How principals engaged in self-care during the COVID-19 crisis *Journal of Educational Administration*, 60(4), 403-418. (45%)
9. Hayes, S.D. & Mahfouz, J. (2022). Conducting case study research internationally using online resources. *Sage Research Methods*. (50%) Available at <https://methods.sagepub.com/case/conducting-case-study-research-internationally-using-technology-resources>
10. Locke, L.A. & Hayes, S.D. (2021). Navigating the gendered labyrinths within the academy: A dialogue between two women assistant professors. *The SoJo Journal: Educational Foundations and Social Justice Education*, 6(1–2), 43–57. (50%)
11. Hayes, S.D. & Burkett, J.R. (2021). Almost a principal: Coaching and training assistant principals for the next level of leadership. *Journal of School Leadership*, 21(6), 502-525. (60%)
12. Hayes, S.D., Flowers, J.F., & Williams, S.W. (2020). Constant communication: Rural principals’ leadership practices during a global pandemic. *Frontiers in Education: Educational Leadership and the COVID 19 Crisis*, (5)618067, 1-11. (45%)
13. Hayes, S.D., & Mahfouz, J. (2020). Principals and mentorship: An international review of empirical research from 1999-2019. *Research in Educational Administration &*

*Leadership*, 5(3), 722-751. (50%)

14. Stone-Johnson, C. & Hayes, S.D. (2020). Using improvement science to (re)design leadership preparation: Exploring curriculum change across five university programs. *Journal of Research in Leadership Education*, 16(4), 339-359. (50%)
15. Hayes, S.D. (2019) Using developmental mentoring relationships to support novice principals to be leaders of learning. *Mentoring & Tutoring: Partnership in Learning*, 27(2), 190-212. (100%)
16. Hayes, S.D. & Irby, B.J. (2019) Challenges in preparing principals for instructional leadership: Voices from the field. *International Journal of Leadership in Education*, 23(2), 131-151. (90%)
17. Burkett, J.R. & Hayes, S.D. (2018) Principals' response to Trump's anti-immigration rhetoric. *International Journal of Educational Leadership and Management*, 6(2), 98-125. (50%)
18. Hayes, S.D., & Burkett, J.R. (2017). Social Media and the first amendment: Educators' trap game. *Journal of Cases in Educational Leadership*, 21(2), 52-64. (70%)

*Book Chapters (peer reviewed) (percent indicates personal effort on the manuscript)*

1. Hayes, S.D. Educational Change Theory (in press). *The Handbook of Educational Theories (2<sup>nd</sup> ed.)*. Emerald. (100%)
2. Hayes, S.D. & Anderson, E.A. (2023). Caretaker leadership: School principals as compassionate servant leaders. In K.N. Lavenia & K.A. Lasater (Eds.), *Compassionate Leadership in Response to Vulnerability: Opportunities for School Improvement and Renewal*. Information Age Publishing. (50%)
3. Hayes, S.D. & Burkett, J.R. (2023). Caring for the caretaker: Using mentoring as support for principals in self-care and mindfulness. In B. Carpenter, K. Robinson, & J. Mahfouz (Eds.), *Supporting leaders for school improvement through self-care and wellbeing A volume in the series: Leadership for School Improvement*. Information Age Press. (70%)
4. Hayes, S.D. (2023). Developing a rural school leadership professional learning model. In D. Fowler, J. Vasquez Heilig, S.M. Jouganas, & A. Johnson. (Eds). *Equity & access: An analysis of educational leadership preparation, policy, & practice in school improvement*. Information Age Press. (100%)
5. Irby, B.J., Abdelrahman, N.A., Nafukho, F., & Hayes, S.D. (2022). Principals as instructional leaders and talent developers. In S.D. Hayes, N.A. Abdelrahman, B.J. Irby, & F. Nafukho (Eds). *Training School Principals as Talent Developers: An International Perspective (pp. 205-219)*. Information Age Publishing. (25%)
6. Hayes, S.D. & Angelle, P.A. (2021). Relational mentoring for supporting school principals in social justice leadership. In C. Mullen (Ed.), *Handbook of Social Justice Interventions in Education* (pp. 283-302). Springer. (50%)
7. Derrington, M.L. & Hayes, S.D. (2021). Crisis leadership internationally: Principals' resilience under extraordinary pressure. In J. Glanz (Ed.), *Crisis and Pandemic Leadership: Implications for Meeting the Needs of Students, Teachers, and Parents* (pp. 83-100). Emerald. (50%)
8. \*Hartley, L. & Hayes, S.D. (2021) Because they are worth it: Utilizing servant leadership to increase first generation college persistence. In K.N. Lavenia & J.J. May (Eds), *Case Studies in Leadership and Adult Development: Applying Theoretical Perspectives to Real World Challenges* (pp. 122-130). Routledge. (50%)
9. Stumpf, M.W. & Hayes, S.D. (2019). Clinical educator track resident programs: Lessons learned from innovative programs. In R. Gotian, Y. Kang, & J. Safdieh (Eds), *Development and Impact of Training Programs and Systems in Medical Education*, (pp. 327-344). IGI Global. (75%)
10. Hayes, S.D. (2018). The relational and developmental mentoring of novice principals. In B. Irby, J. Boswell, L. Searby, F. Kochan, & R., Garza (Eds), *International handbook of mentoring: Paradigms, practices, programs, and possibilities* (pp. 97-114). Wiley-Blackwell. (100%)
11. Hayes, S. D., & Lee, C. G. (2017). The principal as a data-driven instructional leader: Using PLCs to improve teaching and learning. In E. Mense, & M. Crain-Dorough (Eds.), *Data Leadership for K-12 Schools in a Time of Accountability* (pp. 76-97). IGI Global. (90%)

\*Indicates student co-author

*Books (Edited) (percent indicates personal effort on the manuscript)*

1. Locke, L.A., Hayes, S.D., Rasmussen, N. & De-Santiago-Fjelstad, B. (Eds.). (2026). Bridging leadership and improvement: *Strategies for school improvement in international contexts*. Bloomsbury. (50%)
2. Anderson, E.A. & Hayes, S.D. (Eds.). (2023). *Continuous improvement: A leadership process for school improvement*. Information Age Press. (50%)
3. Locke, L.A. & Hayes, S.D. (2023). *Bridging Leadership and School Improvement: Advice from the field*. Rowman & Littlefield. (50%)
4. Hayes, S.D., Abdelrahman, N.A., Irby, B.J., & Nafuko, F. (Eds.). (2022). *Training School Principals as Talent Developers: An International Perspective*. Information Age Press. (75%)

*Books (Authored)*

1. Locke, L.A. & Hayes, S.D. *Moving on Up: Working Class Faculty in the Academy* (book under contract with Rutgers University Press). (50%)
2. Hayes, S.D. & Burkett, J.D. *Redefining the principalship: Innovation, Leadership, and Learning* (textbook under contract with Sage). (50%)

*Special Issues—Journals (Guest-Editor) (percent indicates personal effort on the manuscript)*

1. Hayes, S.D. (Eds.). (in progress). *Negotiating Tensions: School Leadership Practice in an Era of Policy Contradictions*. *Journal of Educational Administration*. (100%)
2. Hayes, S.D. & Locke, L.A. (Eds.). (2023) Beyond the pale: Antagonists, browbeaters, and tormenters in the academy. *Taboo: The Journal of Culture and Education*, 21(4), 1-84. (50%)

*Other Publications (non-peer reviewed) (percent indicates personal effort on the manuscript)*

1. \*McKendry, A. & Hayes, S.D. (in press). When teachers turn to TikTok: What social media means for professional development. *Phi Delta Kappan*. (50%)
2. Hayes, S. D. (2023) Book Review on “Doing middle leadership right”. *Teachers College Record*.
3. Anderson, E.A., Hayes, S.D., & Carpenter, B. (2020). Principal as caregiver of all: Responding to needs of others and self. *CPRE Policy Briefs*. Consortium for Policy Research in Education, Philadelphia, PA. (40%)
4. Derrington, M.L. & Hayes, S.D. (2019) Book Review on “Research-based instructional practices of effective principals”. *Teachers College Record*, ID Number: 22936. (50%)
5. Hayes, S.D. (2018). *Reflections on teaching & learning in UPPPs, Ed leadership policy & research, and UCEA: A conversation with Michelle Young*. Learning and Teaching in Educational Leadership (LTEL) fall newsletter. (100%)
6. Hayes, S.D. (2018). Engaging girls in STEM. *AMLE Magazine*, 6(2), 26-28. (100%)
7. Hayes, S. D. (2016). *UCEA professors' perceptions of principal preparation program challenges in developing candidates for the instructional leadership role* (Order No. 10143814). (100%) Available from ProQuest Dissertations & Theses Global. (1825269963).

*Media Coverage*

1. Superville, D.R. (2020, November). What principals have learned from COVID-19's 'stress test.' *Education Week*. <https://www.edweek.org/leadership/what-principals-have-learned-from-covid-19s-stress-test/2020/11?r=500428776>
2. Patterson, J. (2019, October). Engaging girls' in STEM. *Principal Leadership*. NASSP. <https://www.nassp.org/2019/10/01/engaging-girls-in-stem/>

*Work Under Review (percent indicates personal effort on the manuscript)*

1. Hayes, S.D. & Locke, L.A. It takes two (to Tango): Employing critical dialogic conversations in duoethnography. *Qualitative Research*. (50%)

2. Lindo, T., Stroup, N., Hayes, S.D., Locke, L.A., Brown, K., & Knox, A. CDA of anti-CRT policies in three states. *Educational Policy*. (30%)

#### Work in Progress

1. Locke, L.A., Hayes, S.D. & Gray-Nichols, N.M. It's a different ballgame: Transformative leadership in early college high schools. (Intended for *Journal of Educational Administration*).
2. Hayes, S.D. *Andragogical needs of school principals: A systematic review of what works* (Intended for *Review of Educational Research*).
3. Angelle, P.A. & Hayes, S.D. Sustaining Equity and Inclusion through Cultural Brokers. (Intended for *Research of Review of Educational Research*). (50%)
4. Hayes, S.D. Developing character, virtue, and ethics in aspiring administrators through coaching. Article intended for *The Journal of Research in Leadership Education*. (100%)
5. Hayes, S.D. & Derrington, M.L. *Relationships and Connections: Providing the Professional Learning that Principals Need* (book for Bloomsbury) (50%)
6. Angelle, P.A. & Hayes, S.D. *Leadership for Social Justice through Cultural Brokers* (book for Elgar publishing) (50%)
7. Irby, B.J. & Hayes, S.D. (Eds.). *Leadership and Management Theory, Book #11 in The Handbook of Educational Leadership Theories series*. Bloomsbury. (50%)
8. Hayes, S.D. & Anderson, E.A. Developing a Grounded Theory of Caretaker Leadership in School Principals. (Article intended for *Educational Administration Quarterly*)
9. Hayes, S.D., Dueñas, M. & Bartlett, C. Digital and AI-Integrated Secondary-to-Postsecondary Pathways: A Systems-Level Analysis of Opportunity Structures in Tennessee (article intended for *Educational Evaluation and Policy Analysis*)

#### NATIONAL CONFERENCES

##### American Education Research Association (AERA)

1. Hayes, S.D. & Locke, L.A. (2025, April 23-27). *Using critical dialogic conversations in duethnography: A process for reflection and renewal* [roundtable session]. AERA Annual Meeting, Denver, CO.
2. Lindo, T.A., Brown, K. A., Locke, L.A., & Hayes, S.D. (2025, April 23-27). *Unearthing the power behind the language: Anti-CRT K-12 policies in Iowa, Tennessee, and Texas* [roundtable session]. AERA Annual Meeting, Denver, CO.
3. Hayes, S.D. (2024, April 10-14). *Coaching aspiring principals in character, virtues, & strengths* [roundtable session]. AERA Annual Meeting, Philadelphia, PA.
4. Hayes, S.D. & Burkett, J. (2024, April 10-14). *Ineffective school leadership: Teachers weigh-in* [paper session]. AERA Annual Meeting, Philadelphia, PA.
5. Hayes, S.D., Brown, K.A., & Locke, L.A. (2023, April 13-16). *Equity-Oriented Educational Leaders' Perspectives of State Anti-CRT Legislation* [Round Table Session]. AERA Annual Meeting Chicago, Ill.
6. Eddy-Spicer, D. H., Dexter, S. L., Gonzalez, J., Hayes, S. D., Ramming, T., Richardson, M. S., Stone-Johnson, C., Tucker, P. D. & Williams, S. M. (2020, Apr 17-21). *Network Supports for Program Coherence in Leadership Preparation Program Redesign* [Paper Session]. AERA Annual Meeting San Francisco, CA (paper presented virtually).
7. Hayes, S. D. & Burkett, J. R. (2020, Apr 17-21). *Picking Up Where University Preparation Left Off: A Case Study of a District's Leadership Academy* [Roundtable Session]. AERA Annual Meeting San Francisco, CA (paper presented virtually).
8. Hayes, S.D. & Stone-Johnson, C. (2019, April 5-9). *Using improvement science to (Re)design leadership preparation: Exploring powerful learning experiences across five university programs* [Paper Session]. AERA Annual Meeting Toronto, Canada.
9. Hayes, S.D. (2017, April 27-May 1). *Addressing the Learning Needs of Novice Principals through Relational Mentoring* [Roundtable Session]. AERA Annual Meeting San Antonio, TX.

##### University Council for Educational Administration (UCEA)

1. Locke, L.A. & Hayes, S.D. (2023, Nov. 16-19). White Trash in the Academy: Working-class women professors discuss their backgrounds in education attainment. [Paper Session]. The University Council for Educational Administration (UCEA) Annual Conference Minneapolis, MN.
2. Hayes, S.D. (2022, Nov. 17-20). *Developing a Rural School Leadership Professional Learning Model*. [Paper Session]. The University Council for Educational Administration (UCEA) Annual Conference Seattle, WA.
3. Hayes, S.D., Anderson, E.A., & Carpenter. B. (2022, Nov. 17-20). *Leaders eat last: Considering principal self-care as an act of justice*. [Paper Session]. The University Council for Educational Administration (UCEA) Annual Conference Seattle, WA.
4. Locke, L.A. & Hayes, S.D. (2022, Nov. 17-20). Blacks seem to get into trouble for doing very little”: Student Activism and Anti-CRT Laws. [Paper Session]. The University Council for Educational Administration (UCEA) Annual Conference Seattle, WA.
5. Martinez, J., Al-Aseer, J., & Hayes, S.D. (2022, Nov. 17-20). *Implementation of a University-Assisted Community Schools (UACS) Intervention in a Rural Community: Advancing Equitable Outcomes*. [Paper Session]. The University Council for Educational Administration (UCEA) Annual Conference Seattle, WA.
6. Mahfouz, J. & Hayes, S.D. (2022, Nov. 17-20). *Evolving from a capacity building professional development initiative to a sustainable deep change movement*. [Paper Session]. The University Council for Educational Administration (UCEA) Annual Conference Seattle, WA.
7. Hayes, S.D., Mahfouz, J., & Karamy, R. (2021, Nov. 11-14). *Developing and sustaining a networked improvement community of schools: The TAMAM case study*. [Paper Session] The University Council for Educational Administration (UCEA) Annual Conference Columbus, Ohio.
8. Burkett, J.R., & Hayes, S.D. (2021, November 11-14). *Ineffective school leadership: Why good teachers leave bad principals*. [Paper Session] The University Council for Educational Administration (UCEA) Annual Conference Columbus, Ohio.
9. Hayes, S.D. (2019, Nov 21-24). *Almost a principal: Coaching and Training Assistant Principals for the Next Level of Leadership*. [Paper Session] The University Council for Educational Administration (UCEA) Annual Conference New Orleans, LA.
10. Hayes, S.D. & Burkett, J.R. (2018, Nov 15-18). *Principal's response to Trump's anti-immigration policy* [Paper Session] UCEA Annual Conference Houston, TX.
11. Hayes, S.D. (2018, Nov 15-18). *Mentoring relationships to support novice principals as leaders of learning* [Paper Session] UCEA Annual Conference Houston, TX.
12. Eddy-Spicer, D. H., Dexter, S. L., Gonzalez, J., Hayes, S. D., Ramming, T., Richardson, M. S., Stone-Johnson, C., Tucker, P. D. & Williams, S. M. (2018, Nov 15-18). *Creating learning networks in the UCEA CIC-NIC* [Critical Conversation] UCEA Annual Conference Houston, TX.
13. Chambers, T., Locke, L.A., & Hayes, S.D. (2017, Nov 16-19). *Shoulda, Coulda, Woulda: What we wish we had known before becoming a professor* [Critical Conversation] UCEA Annual Conference Denver, CO.
14. Hayes, S.D. (2017, Nov 16-19). *ESSA in Louisiana: Conversation in a National Forum* [Roundtable Session]. UCEA Annual Conference Denver, CO.
15. Hayes, S.D. (2016, Nov 17-20). *Challenges in principal preparation: Voices from the field*. [Paper Session] UCEA Annual Conference, Detroit, MI.

#### REGIONAL AND STATE CONFERENCES

- 2018, Summer **Presenter**, Texas A&M University ALI: *Skill Set for Promoting Change*
- 2017, Fall **Presenter**, Southern Regional Council on Educational Administration (SRCEA): *Challenges in Principal Preparation: Voices from the field*
- 2017, Fall **Presenter**, Southern Regional Council on Educational Administration (SRCEA): *The principal as a data-driven instructional leader*
- 2016, Summer **Presenter**, Texas A&M Administrator Leadership Institute: *Building Teacher Efficacy and Collective Efficacy among Secondary Staff*

- 2015, Fall      **Presenter**, Texas Association for Supervision and Curriculum Development (ASCD) State Conference: *Building Teacher Efficacy among Novice Teachers*
- 2015, Spring    **Presenter**, National Association for Multicultural Education (NAME) state conference, *How Middle Schools Can Encourage Female Students to Engage in STEM Education.*
- 2014, Summer   **Presenter**, Texas Association of Secondary School Principals (TASSP) annual conference, *Strategies for principals to increase teacher efficacy*

## GRANT FUNDING

### Funded

1. 2024, Fall: ECMC Foundation Grant for Fostering AI-ready CTE pipelines (co-PI for UT, \$750,000).
2. 2022, Spring: Kern Foundation Grant for Infusing Character Ed in Principal Prep (PI for UT, \$490,877)
3. 2018, Fall: SARIF Travel grant for presenting research at AERA in Toronto (UT internal \$1000)
4. 2017, Fall: Faculty Travel Grant (LSU Internal \$500)
5. 2017, Spring: Dean's Circle Grant for School Principal Leadership Development Academy (LSU Internal \$3000)

### Not-Funded

1. Spring 2025. Spencer Grant, *Breaking Barriers: Exploring Influences on Postsecondary Aspirations of Low-Income Rural Students* (Co-PI with Mary Dueñas) \$499,992
2. Fall 2024. NSF Grant, *Bridging the Divide: Promotion, enhancing, and attaining postsecondary STEM opportunities for rural students* (Co-PI with Cameron Sublett and Mary Dueñas) \$1 million
3. Spring 2024. Spencer Grant, *Unlocking the college pathway: Analyzing the influences on low-income rural students' postsecondary pursuits* (Co-PI with Mary Dueñas) \$465,624
4. Spring 2024, UTK Grand Challenges Grant, *Cultivating Change: Building a Positive Post-Secondary Culture in Rural TN Schools* (Co-PI with Melinda Gibbons, Erin Hardin, & Mary Duenas) \$411,000
5. Fall 2023. NEH Grant, *Moving on up? The working class working in the academy* (Co-PI with Leslie Locke, Minnesota State University) \$250,000
6. Fall 2023. NSF Grant, *Bridging the Divide: Promotion, enhancing, and attaining postsecondary STEM opportunities for rural students* (Co-PI with Cameron Sublet and Mary Dueñas) \$475,000
7. 2022, Spring: Brady Foundation Grant *Promoting post-secondary readiness for low-income students in rural communities* (Co-PI with Janine Al-Aseer & Cameron Sublett), \$150,000 (not funded)
8. 2018, Spring: Spencer Foundation Small Research Grant: *Using coaching to increase aspiring principals' efficacy in school improvement* (Co-PI with J. Burkett at UNT Dallas), UT, \$50,000
9. 2017, Spring: USDOE SEED Grant for supporting at-risk students in Texas & Louisiana in STEM education, (Co-PI with B. Irby at Texas A&M), LSU, \$5,000,000
10. 2017, Fall: Office of Elementary and Secondary Education Promise Neighborhoods Grant (Faculty Writer for School Leadership) LSU, \$30,000,000

### Submitted/Under Review

Hayes, S.D. (Fall 2025) The Tennessee Education Executive Leadership Academy Proposal. Submitted to Haslam Foundation, \$132, 000

## TEACHING

---

### UNIVERSITY OF TENNESSEE

Summer 2025    EDAM 514 Developing a Professional Learning Community (Graduate Level—MS)

Spring 2025	ELPS 618 Advanced Qualitative Research in Ed Leadership (Graduate Level-doctoral)
Spring 2025	ELPS 612 Academic Writing
Fall 2024	EDAM 631 Ed Change Management: Using Improvement Science (Graduate Level-EdD)
Fall 2024	EDAM 519 Curriculum for Principals (Graduate Level—MS)
Summer 2024	ELPS 514 Developing a Professional Learning Community (Graduate Level—MS)
Spring 2024	ELPS 612 Academic Writing
Fall 2023	*EDAM 520 Using Data for Educational Change and Improvement (Graduate Level-MS)
Fall 2023	ELPS 618 Advanced Qualitative Research in Ed Leadership (Graduate Level-doctoral)
Summer 2023	*EDAM 514 Developing a Professional Learning Community (Graduate Level—MS)
Spring 2023	EDAM 680 Leading Complex Organizations (Graduate level—EdD & PhD)
Spring 2023	ELSP 618 Advanced Qualitative Research in Ed Leadership (Graduate Level—PhD)
Fall 2022	EDAM 592 Field Problems in Education (Graduate Level—EdS)
Summer 2022	*EDAM 631 Ed Change Management: Using Improvement Science (Graduate Level-EdD)
Spring 2022	ELPS 618 Advanced Qualitative Research in Ed Leadership (Graduate Level—PhD)
Spring 2022	ELPS 618 Advanced Qualitative Research in Ed Leadership Online (Graduate Level—EdD)
Fall 2021	*ELPS 695 Introduction to Research Scholarship (Graduate Level—PhD)
Fall 2021	EDAM 576 Instructional Leadership (Graduate Level—EdS)
Summer 2021	EDAM 515 Human Relations & Communication (Graduate Level—MS)
Summer 2021	EDAM 583 The Principalship (Graduate Level—MS)
Spring 2021	ELPS 618 Advanced Qualitative Research in Ed Leadership (Graduate Level—PhD)
Spring 2021	EDAM 552 Educational Change for School Leaders (Graduate Level—MS)
Fall 2020	EDAM 592 Field Problems in Education (Graduate Level—EdS)
Fall 2020	ELPS 695 Introduction to Research Scholarship (Graduate Level—PhD)
Summer 2020	EDAM 515 Human Relations & Communication (Graduate Level—MS)
Summer 2020	EDAM 583 The Principalship (Graduate Level—MS)
Spring 2020	EDAM 612 Academic Writing (Graduate Level—PhD)
Fall 2019	EDAM 519 Curriculum for Principals (Graduate Level—MS)
Fall 2019	EDAM 576 Instructional Leadership (Graduate Level—EdS)
Summer 2019	EDAM 515 Human Relations & Communication (Graduate Level—MS)
Summer 2019	EDAM 583 The Principalship (Graduate Level—MS)
Spring 2019	EDAM 548 Supervision & Personnel Administration (Graduate Level—MS)
Fall 2018	EDAM 519 Curriculum for Principals (Graduate Level—MS)
Fall 2018	EDAM 576 Instructional Leadership (Graduate Level—EdS)

\*Denotes new courses created for the department

#### LOUISIANA STATE UNIVERSITY

Summer 2018	ELRC 7402 Organizational Leadership (Graduate Level—PhD)
Summer 2018	ELRC 7805 Perspectives on Leadership (Graduate Level—PhD)
Spring 2018	ELRC 7001 Ethical Leadership (Graduate Level--PhD)
Spring 2018	ELRC 7432 Best Practices in the Principalship I (Graduate Level—Master's online)
Spring 2018	ELRC 7433 Best Practices in the Principalship II (Graduate Level—Master's online)
Fall 2017	ELRC 7806 Leadership for Learning (Graduate Level-PhD)
Fall 2017	ELRC 7422 School Improvement (Graduate Level-Master's online)
Summer 2017	ELRC 7805 Perspectives on Leadership (Graduate Level-PhD)
Summer 2017	ELRC 7434 Best Practices in Principalship III (Graduate Level-Master's online)
Summer 2017	ELRC 7435 Best Practices in Principalship IV (Graduate Level-Master's online)
Spring 2017	ELRC 7001 Ethical Leadership (Graduate Level—PhD)
Fall 2016	ELRC 7806 Leadership for Learning (Graduate Level—PhD)

#### GUEST LECTURER

2024, Fall **UTK Panel** on Effective Teaching for University Office of Teaching and Learning

2024, Fall	<b>Guest Lecturer,</b> UTK ELPS Intro to Scholarship, Dr. Mary Dueñas ( <i>Introduction to Epistemology</i> )
2023, Fall	<b>Guest Lecturer,</b> UTK ELPS Intro to Scholarship, Dr. Mary Dueñas ( <i>Introduction to Epistemology</i> )
2022, Fall	<b>Learning Break Lecturer,</b> CEHHS UTK ( <i>It takes two: Employing dialogic conversations in duoethnography</i> )
2021, Fall	<b>Guest Lecturer,</b> University of Iowa ( <i>Qualitative Case Study Research</i> )
2021, Summer	<b>Guest Lecturer,</b> UTK EDAM 530 Research Methods ( <i>Experiences in qualitative research</i> )
2021, Summer	<b>Guest Lecturer,</b> University of Iowa ( <i>Using equity audits as a principal</i> )
2020, Summer	<b>Guest Lecturer,</b> University of Iowa ( <i>Using equity audits as a principal</i> )
2020, Spring	<b>Guest Lecturer,</b> Tennessee Rural School Principals' Network ( <i>Adult learning theory and the principal as a professional developer</i> )
2017, Fall	<b>Guest Lecturer,</b> Scholarship in Education, Dr. Renee Casbergue ( <i>Using case study design in qualitative research</i> )
2017, Fall	<b>Guest Lecturer,</b> College Teaching, Dr. Kenneth Fasching-Varner ( <i>How to create an online learning environment</i> )
2016, Spring	<b>Guest Lecturer,</b> LSU Medical School ( <i>Leadership matters: Fostering leadership skills in medical doctors</i> )
2016, Fall	<b>Guest Lecturer,</b> Scholarship in Education, Dr. Neil Matthews ( <i>Preparing for the professoriate: Advice from a newly appointed Assistant Professor</i> )

## STUDENT ADVISING

### UTK Doctoral

1. Committee Member Scott Calahan. (May 2019). *Instructional leader support for teachers through mastery experiences: A mixed methods study of teacher self-efficacy*. PhD.
2. Committee Member Julie Sears. (December 2021). *A critical policy analysis of inclusive educational policies in countries ratifying the United Nations Convention on the rights of persons with disabilities*. PhD.
3. Chair Janna Crow. (May 2022). *T-PESS and special education teacher attrition and retention: A qualitative phenomenological study of teacher perceptions of administrator effectiveness*. PhD.
4. Committee Member Anita Morgan. (May 2022). *A frame analysis of Espinoza v. Montana (2020)*. PhD.
5. Committee Member Alexander Bianco. (May 2022). *Sometimes the people giving the care get a little overlooked: Athletic Trainers' Personal Use of Psychosocial Strategies and Interactions with Mental Performance Consultants*. PhD
6. Chair Ashton Braddock. (December 2023). *Every dollar counts: A exploration of the experiences of students persisting in a four-year, institutional promise program*. PhD.
7. Committee Member Lexi Hartley (December 2023). *The other side of the story: A case study of transfer students who utilize Tennessee transfer pathways*. PhD.
8. Chair Sherry Walker. (May 2024). *Preschool teacher attitudes toward inclusive education*. EdD.
9. Chair Jeana Partin (May 2024). *School leaders' ethical decision-making related to student cyberbullying: A multi-case study of two Tennessee school districts*. PhD.
10. Committee Member Leighton Upton (May 2024). *A qualitative case study examining teacher perceptions of servant leadership in private K-12 schools*. EdD.
11. Chair Brandie Arnold. (May 2024). *Perceptions of Tennessee principals of their supervisor's role in developing their instructional leadership capacity*. EdD.
12. Committee Member Kate Bentley. (May 2024). *How novice teachers navigate personal, professional, and political influences*. PhD.

13. Committee Member Sheila Morris. (May 2024). *Perceptions of school administrators on the effectiveness of career and technical educator teacher preparation* EdD.
14. Chair Rolan Blaine. (Aug 2024). *General education and special education teachers' perceptions of current professional development practices*. EdD.
15. Committee Member Hope Adkins. (May 2025). *View from the top: University administrators' perceptions of crisis preparedness and response*. PhD.
16. Committee Member Adam Brimer. (May 2025). *The utility players: University presidents' decisions in hiring chiefs of staff*. PhD.
17. Chair Shea Hennessee. (May 2025). *Elementary general education teachers' perceptions of their ability to teach students with disabilities in the general education classroom*. EdD.
18. Chair Anne McKendry. (May 2025). *From posts to practices: A mixed methods investigation into the influence of social media on teachers' professional development*. EdD.
19. Chair Amanda Mason. (May 2025). *A qualitative study on preschool teachers' perceptions of instructional support from school level instructional leaders in Tennessee public elementary schools*. EdD.
20. Committee Member Casey Upson. (May 2025). *How school leaders in K-5 schools support teachers in closing academic learning gaps after prolonged unplanned school closures*. EdD.
21. Committee Member Meagan Booth. (May 2025). *Unlocking success: Lessons from high schools with students with interrupted formal education (SIFE) programs educational leadership*. EdD.
22. Committee Member Brittany Sutton. (May 2025). *Mindfulness and resiliency: Prevention for teacher burnout*. EdD.
23. Chair Donna Wortham. *Youth apprenticeship pathways to career: Leveraging community social capital for workforce development*. (June 2025). Educational Leadership. PhD.
24. Chair Jonathan Jerman. *Policy, power, and the politics of silence: Tennessee school districts and the prohibited concepts law*. (June 2025). Educational Leadership. PhD.
25. Committee Member Maria Martinez. *Nuevo narratives: Testimonios of belonging by Latina/o/x college students in the nuevo south*. (June 2025). Higher Education Leadership. PhD.
26. Chair Loren Forgety. *Voices from the field: Educators' perspectives of professional learning communities in rural elementary settings*. (August 2025). Educational Leadership. PhD.
27. Chair Bethany McKee. (May 2026) *Teaching Under Pressure: How stressors and discourse influence self-efficacy and professionalism in rural elementary teachers*. Educational Leadership. Educational Leadership. EdD.
28. Committee Member Amanda Hunley. (May 2026) *Exploring general education preschool teachers' readiness to include students with disabilities*. Educational Leadership. EdD.
29. Committee Member Kacie Redmond. (2026). *Middle school core subject teachers' perceptions of growth and reflection in Tennessee's TIGER evaluation model*. Educational Leadership. EdD.
30. Committee Member Amy Profant. (May 2026). *Exploring self-efficacy in teacher candidates: A qualitative study of grow your own and traditional educator preparation programs*. Educational Leadership. EdD.
31. Chair LaDawna Williams. (May 2026) *Nevertheless, she persisted (through the entanglement): The lived experiences of southern rural black women at predominantly white flagship institutions in the deep south*. Higher Education Administration. PhD.
32. Committee Member Emily Ballesteros. (May 2026). *Toward a theory of brain drain: Catalysts and*

- consequences. *Higher Education Leadership*. PhD.
- 33. Chair Abigail Brumfield. Higher Education Leadership. PhD
  - 34. Committee Member Christopher Scott. Educational Leadership EdD.
  - 35. Committee Member Katy Edmondson. Higher Education Leadership. PhD.
  - 36. Chair Keyen Green, Educational Leadership. PhD.
  - 37. Chair Kathryn Lutton. Educational Leadership. EdD.
  - 38. Committee Member Cameron Molidor. Educational Leadership. PhD.
  - 39. Chair Katie Wiley. Higher Education Administration. PhD.
  - 40. Chair Rachel Kannady, Educational Leadership. EdD.
  - 41. Chair Canterra Simerly. Educational Leadership. EdD.
  - 42. Chair Shelby Ritter. Educational Leadership. EdD.

#### *LSU Doctoral*

- 1. Dissertation Chair Latrisha Dean (2017). *Educating the mis-educated: A case study of teachers' perceptions of working with Black male adolescents*. PhD.
- 2. Committee Member Meghan Kilpatrick (2017). *Polynomial regression modeling of parental desirable responding*. PhD.
- 3. Committee Member Jovan Thomas (2018). *For every mountain: A three article exploration of first generation, low SES, Black males who are excelling at select PWIs in Louisiana*. PhD.
- 4. Committee Member Anissa Guerin (2018). *Unpacking the double bind: Exploring how the engineering program supports students of color*. PhD.

#### *UTK ELPS 593/693: Independent Study*

- Summer 2025 Joe Smith (HEAM)
- Summer 2019 Darcy McAfee (EdS)
- Summer 2020 Jordan Laxton (EdS)
- Spring 2021 Donna Wortham & Loren Fogerty (PhD)
- Summer 2021 Jeana Partin (PhD)
- Fall 2021 Casey Sounders (EdS)
- Spring 2022 Rolan Blaine (EdD)
- Summer 2022 Keyen Green (PhD)
- Summer 2022 Rolan Blaine (EdD)
- Summer 2022 Lorna Holloway (HEAM)
- Spring 2023 Brandie Arnold (EdD)
- Spring 2023 Sherry Walker (EdD)
- Spring 2023 Kathryn Lutton (EdD)
- Spring 2024 Katie Wiley (HEAM)
- Spring 2024 Cassie Johnson (HEAM)
- Spring 2024 Rachel Kannady (EdD)
- Spring 2024 Shea Hennessee (EdD)
- Summer 2024 LaDawna Williams (HEAM)
- Summer 2025 Joe Smith (HEAM)

## **PROFESSIONAL SERVICE**

---

### SERVICE TO THE PROFESSION

#### *American Education Research Association (AERA)*

- 2027-2030 DIV A Vice President
- 2026-2027 DIV A Vice-President Elect
- 2025-2026 DIV A Membership Chair
- 2023-2025 DIV A Secretary

2024, Spring Clark Scholar Mentor/Advisor  
2024, Spring Early Career Mentor/Panel Discussant  
2024, Summer **Reviewer**, Proposals for acceptance to 2025 annual meeting  
2023, Spring **Chair**, LTEL SIG 129 Kottcamp Award Selection Committee  
2023, Summer **Reviewer**, Proposals for acceptance to 2024 annual meeting  
2022-2023 DIV A Secretary-Elect  
2022, Summer **Reviewer**, Proposals for acceptance to 2023 annual meeting  
2022, Spring **Committee Member**, *DIV A Dissertation of the Year Award* Selection Committee  
2022, Spring **Committee Member**, LTEL SIG 129 Kottcamp Award Selection Committee  
2020-2023 **Editor**, Leadership for School Improvement SIG Book Series  
2021-2022 **Co-Chair**, DIV K Section 9 Innovation and Policy Investigations in Teaching and Teacher Education  
2021, Summer **Reviewer**, Proposals for acceptance to 2022 annual meeting  
2020, Summer **Reviewer**, Proposals for acceptance to 2021 annual meeting.  
2019-2020 **Co-Chair**, DIV K Section 10 Teacher Education Learning and Practice  
2020-2021 **Editor**, DIV A Newsletter Editor  
2019-2021 **Facilitator**, LTEL SIG 129 Kottcamp Award Selection Committee  
2019-2020 **Associate Editor**, DIV A Newsletter Editor  
2019-2020 **Co-Chair**, DIV K Section 10 Teacher Education Learning and Practice  
2019, Fall **Member**, DIV K Planning Committee for 2020 annual meeting  
2019, Summer **Reviewer**, Proposals for acceptance to 2020 annual meeting  
2018-2020 **Executive Committee Member**, Leadership for Teaching and Learning in Educational Leadership (LTEL) SIG 129  
2016-2018 **Editor**, *Leadership for Teaching and Learning in Educational Leadership* newsletter for Teaching and Learning in Educational Leadership (LTEL) SIG 129  
2018, Summer **Reviewer**, Proposals for acceptance to 2019 annual meeting  
2017, Spring **Co-Chair**, Division K Section 10 Teachers Education Learning and Practice  
2017, Fall **Reviewer**, Division A, Section 2.  
2016, Fall **Committee Member**, Search Committee for the VP of Div. A.

*University Council for Educational Administration (UCEA)*

2025, Fall **Chair**, Nominations Committee for Executive Committee  
2024-2025 **Plenum Session Representative (PSR)** for UTK  
2024, Fall **Chair**, Nominations Committee for Executive Committee  
2023, Fall **Chair**, Nominations Committee for Executive Committee  
2022, Fall **Member**, Nominations Committee for Executive Committee  
2022, Summer **Reviewer**, Proposals for acceptance to 2022 annual conference  
2018-2022 **Plenum Session Representative (PSR)** for University of Tennessee  
2016-2018 **Plenum Session Representative (PSR)** for Louisiana State University  
2022, Summer **Reviewer**, Proposals for acceptance to 2022 annual conference  
2021, Fall **Session Facilitator**, GSC Programming *Graduate Writing Ignite* at annual conference  
2021, Fall **Member**, Nominations Committee for Executive Committee  
2019, Fall **Member**, Nominations Committee for Executive Committee  
2021, Summer **Reviewer**, Proposals for acceptance to 2021 annual conference  
2020, Summer **Reviewer**, Proposals for acceptance to 2020 annual conference  
2019, Summer **Reviewer**, Proposals for acceptance to 2019 annual conference  
2016-2019 **Member**, Program Design Network for Curriculum & Instruction Coherence  
2018-Present **Mentor**, Graduate student session supporting research and practice  
2018, Summer **Reviewer**, Proposals for acceptance to 2018 annual conference.  
2017, Fall **Session Facilitator**, Ethical Learning and Decision Making  
2017, Fall **Faculty Mentor**, Graduate Student Council (GSC) on State ESSA plan analysis  
2017, Summer **Reviewer**, Proposals for acceptance to 2017 annual conference.

2016, Summer **Reviewer**, Proposals for acceptance to 2016 annual conference.  
2015, Summer **Reviewer**, Proposals for acceptance to 2015 annual conference.

#### *Editorial Boards*

2025-present **Associate Editor**, *Frontiers in Education*, Leadership in Schools  
2021-2023 **Member**, Rowman & Littlefield School Leadership Series  
2018-present **Member**, *Mentoring & Tutoring Journal*  
2019-present **Member**, *Advancing Women in Leadership Journal*

#### UNIVERSITY OF TENNESSEE

##### *University*

2021 **Member**, *Chancellor's Commission for Women*

##### *CEHHS*

2024-2027 **Member**, Faculty Senate  
2023-2025 **Member**, Assessment Committee  
2022-2026 **Member**, UTK CEEDAR Team  
2022-2023 **Member**, Website Committee  
2022-2023 **Member**, Workload Equity Committee  
2021-2022 **Member**, Workload Equity Committee  
2020, Fall **Member**, Improving & Celebrating Teaching Expertise Committee

##### *ELPS Department*

2025-2026 **Chair**, Search Committee for Associate/Full Faculty in Educational Policy  
2025-ongoing **Alternative Reviewer**, Department IRB  
2024-2025 **Member**, Search Committee for Faculty in Educational Leadership  
2023-Ongoing **Mentor**, Faculty mentor for 2 Assistant Professors in ELPS  
2023-2024 **Chair**, Search Committee for Faculty in Leadership Studies  
2023-2024 **Member**, Bylaws Committee  
2022-2023 **Member**, Cluster Hire Faculty Search Committee (hiring 4 new faculty)  
2022, Spring **Member**, ELPs Center Director Search Committee  
2022, Spring **Member**, EdD & PhD Program Student Interview & Selection Committee  
2022, Spring **Member**, OLS Program Student Interview & Selection Committee  
2021-2022 **Member**, Adjunct Approval Committee  
2021, Spring **Member**, EdD & PhD Program Student Interview & Selection Committee  
2021, Spring **Member**, OLS Program Student Interview & Selection Committee  
2020, Fall **Interim Co-Chair**, Coordinator for Online Leadership Studies  
2020, Summer **Member**, Coordinator for Distance Education Search Committee  
2020, Spring **Member**, EdD Program Student Interview & Selection Committee  
2019, Fall **Member**, Nettles Fund/Award Committee  
2019-Ongoing **Coordinator**, Leadership Studies in Education Doctoral Program  
2018-Ongoing **Facilitator**, Field Award for Excellence in Secondary School Leadership

#### LOUISIANA STATE UNIVERSITY

2017-2020 **Faculty Advisor**, LSU Medical School Resident Teaching Program  
2016-2018 **Educational Leadership Program Coordinator**, Louisiana State University  
2018, Spring **Coordinator**, LSU's Principal Leadership Development Academy for School Improvement  
2018, Spring **Member**, University President's Task Force to Improve Education in LA  
2018, Spring **Member**, University Ethics Committee  
2017, Fall **Member**, LSU EdD Program Committee

2017, Fall **Member**, School of Education Advisory Committee  
2017, Fall **Facilitator**, Faculty Book Club: *What the best college teachers do*  
2016-17 **Member**, Student Awards and Recognition Committee—LSU School of Education  
2016-17 **Member**, Faculty Hiring Committee for LSU School of Education.  
2016-17 **Co-Chair**, Student Publication of the Year Award Committee

#### JOURNAL REVIEWER

*Mentoring and Tutoring Journal*  
*Journal of Research on Leadership Education*  
*Frontiers in Education*  
*Education Leadership Review*  
*International Journal of Leadership in Education*  
*Journal of Ed Change*  
*Journal of Educational Administration*  
*Journal of School Leadership*  
*Advancing Women in Leadership*  
*Educational Policy*  
*School Leadership & Management*  
*International Journal for Educational Management*  
*American Education Journal*  
AERA OPEN  
*Educational Administration Quarterly*

#### COMMUNITY SERVICE

Fall 2024 Professional Development Trainer, Union County High School  
S/F 2023 Weekly Meals on Wheels Delivery to Homebound Elderly  
Fall 2022 Mentoring/Coaching Local Principals  
Summer 2022 Professional Development for Morgan County Schools  
Spring 2022 Guest Speaker on Teen Leadership, Maryville High School  
Fall 2021 Guest Speaker on Teen Leadership, Maryville High School  
Fall 2021 UTK Promise Mentor  
Fall 2020 UTK Promise Mentor

#### HONORS AND AWARDS

2025 University of Tennessee, ELPs, Nettles Award for article of the year  
2024 ELPS Department Excellence in Teaching Award  
2023 Semi-finalist for Chancellor's Award for Excellence in Teaching  
2021 *Journal for Research in Leadership Education* Reviewer of the Year  
2020 University of Tennessee, ELPs, Nettles Award for article of the year  
2017 AERA, Division A, LTEL SIG 129 Kottcamp Award for Dissertation of the Year  
2016 Distinguished Honors Graduate for College of Education, Texas A&M University

#### PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

American Educational Research Association (AERA)  
University Council for Education Administration (UCEA)  
Council of Professors of Instructional Supervision (COPIS)

#### OTHER

Executive Leadership Master Coach Certification Harvard University  
Basic Leadership Coaching Certification Harvard University