

## Elizabeth A. Zumpe

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### EDUCATION

<b>PhD Education</b> , University of California, Berkeley	2020
<i>School Improvement in the Next Level of Work: Struggling for Collective Agency in a School Facing Adversity</i>	
Committee: Rick Mintrop (Chair), Elliot Turiel, Todd LaPorte	
<b>MA Education</b> , University of California, Berkeley	2015
<b>BA English</b> , Oberlin College, Oberlin, Ohio	1999

### ACADEMIC POSITIONS

<b>Assistant Professor</b> , Educational Leadership and Policy Studies, Jeannine Rainbolt College of Education, University of Oklahoma.	2023-present
<b>Visiting Assistant Professor</b> , Online Ed.D. Program in Leadership in Schooling, School of Education, University of Massachusetts Lowell.	2021-2022
<b>Postdoctoral Fellow</b> , Graduate School of Education, University of California, Berkeley.	2020-2022

### RESEARCH PROJECTS

<b>Co-Principal Investigator</b> (30%), <i>Optimizing GenAI-Supported Learning Through Student Choice in Undergraduate Engineering Education</i> . Co-PIs: Dr. Shuozhi Xu (40%), Dr. Yanqing Su (30%). (Under Review for Spencer Small Research Grant \$50,000)	2025-present
<b>Co-Principal Investigator</b> , <i>Examining teacher professional community in Morocco</i> . Co-PIs: Adil Bentahar, Corrine Aramburo. (Unfunded).	2025-present
<b>Principal Investigator</b> , <i>Navigating program redesign for the education doctorate: Faculty perceptions of improvement science as a signature pedagogy</i> , a case study of an online Ed.D. program. (Unfunded).	2025-present
<b>Principal Investigator</b> , <i>Preparing education researchers for research-practice partnerships</i> , a case study of a postdoctoral program. Funding: Oak Ridge Associated Universities; Jeannine Rainbolt College of Education, OU; Office of the Vice President for Research and Partnerships, OU. (\$23,000).	2023-present
<b>Principal Investigator</b> , <i>Understanding design-based school improvement and research-practice partnerships in schools serving disadvantaged communities in the USA and Germany</i> . Funding: Visiting Professorship, FAU Erlangen Nürnberg, Bavarian State Ministry of Science and the Arts (\$3,200).	2024-25
<b>Co-Principal Investigator</b> (80%), <i>Developing a learning system for continuous</i>	2021-24

*quality improvement: A research-practice partnership between Lowell Public Schools & University of Massachusetts Lowell.* Funding: Lowell Public Schools & University of Massachusetts Lowell (\$250,000). Co-PI: Jack Schneider.

<b>Principal Investigator</b> , <i>Developing education leaders' equity-focused improvement mindsets</i> , a quality improvement study in the University of Massachusetts Lowell online Ed.D. program. (Unfunded).	2020-22
<b>Postdoctoral Fellow</b> , <i>Deeper learning for all: Seeking system-wide improvement in teaching and learning in a district serving students furthest from opportunity.</i> A research-practice partnership between a California district and University of California, Berkeley. Funding: William and Flora Hewlett Foundation (\$1 million). PI: Rick Mintrop.	2020-23

## GRANTS AND FUNDING

\$15,000 (Awarded): Oklahoma Foundation for Excellence, OU Foundation. <i>NourishED: Where Oklahoma's educators solve problems of practice together.</i> Co-Director: Kaila Gilley.	2025
\$50,000 (Under Review): Spencer Small Research Grant. <i>Optimizing GenAI-Supported Learning Through Student Choice in Undergraduate Engineering Education.</i> Co-PIs: Dr. Shuozhi Xu (40%), Dr. Yanqing Su (30%).	
<i>Preparing early career scholars for research-practice partnerships: A case study</i>	
\$7,000 (Awarded): Junior Faculty Fellowship Program, Vice President for Research and Partnerships, University of Oklahoma	2025
\$6,000 (Awarded): Jeannine Rainbolt College of Education Summer Grant	
\$10,000 (Awarded; \$5k sponsored, \$5k OU matching funds): Ralph E. Powe Junior Faculty Enhancement Award, Oak Ridge Associated Universities	2025
\$1500 (Awarded): Presidential International Travel Fellowship, Office of Global Engagement, University of Oklahoma	2025
\$3200 (Awarded): <i>Understanding design-based school improvement and research-practice partnerships in schools serving disadvantaged communities in the USA and Germany.</i> Visiting Professor, FAU Erlangen-Nürnberg, Bavarian State Ministry of Sciences and the Arts.	2024
\$600 (Awarded): Research and Travel Grant, Jeannine Rainbolt College of Education, University of Oklahoma	2024
\$300 (Awarded): Sponsored AERA Registration, Districts in Research and Reform SIG	2024
\$2500 (Awarded): Faculty Travel Grant, Office of the Vice President for Research and Partnerships, University of Oklahoma	2023
\$710 (Awarded): Faculty Travel Grant, Office of the Associate Vice President for Academic Affairs, University of Oklahoma Tulsa	2023
\$250,000 (Awarded): <i>Developing a learning system for continuous quality improvement: A research-practice partnership.</i> Co-Principal Investigator (80%) Lowell Public Schools & University of Massachusetts Lowell. Co-PI: Jack Schneider	2022-23

\$3000 (Awarded): Mary Bacigalupo Award, School of Education, University of Massachusetts Lowell

2022

## **PUBLICATIONS** (\* denotes equal authorship; graduate students in *italics*)

### Peer-Reviewed Journal Articles

**Zumpe, E.**, Piazza, P., & Ashton, K. (2025). Between transaction and collaboration: Struggles for coherence, responsiveness, and mutuality in a fizzled-out research-practice partnership. *AERA Open, 11*, <https://doi.org/10.1177/23328584251401885>

Hakouz, A., & **Zumpe, E.** (in press). Understanding principals' perspectives on school improvement planning. *Journal of Educational Administration*.

**Zumpe, E.**, Dzormeku, D., & Schneider, J. (2025) Understanding school principals' perspectives on data use. *Leadership and Policy in Schools*, 1-17.  
<https://doi.org/10.1080/15700763.2025.2532074>

**Zumpe, E.**, Uy, P. S., Hakouz, A., & Sczcesiul, S. (2024). Developing mindsets for equity-focused continuous improvement: Tracing shifts in an Ed.D. program using critical improvement science. *Frontiers in Education, 9*. <https://doi.org/10.3389/feduc.2024.1426126>

**Zumpe, E.** (2024). School improvement at the next level of work: The struggle for collective agency in a school facing adversity. *Journal of Educational Change, 25*(3), 485-549 (2024).  
<https://doi.org/10.1007/s10833-023-09500-x>.

\* Mintrop, R., & **Zumpe, E.** (2019). Solving real-life problems of practice and education leaders' school improvement mind-set. *American Journal of Education, 125*(3), 295- 344.  
<https://doi.org/10.1086/702733>

### Books Under Contract

Mintrop, R., & **Zumpe, E.**, Ordenes, M., Aramburo, C. *The ten practices of productive problem solving for education leaders*. Under contract with Harvard Education Press.

Wilcox, K. C., **Zumpe, E.**, & Eddy-Spicer, D. H. (Eds). *Teaching and learning for collaborative continuous improvement in education: Challenges and possibilities across the educational system*. Under contract at Myers Education Press. Anticipated publication date 2026.

**Zumpe, E.**, Anderson, E., & Yurkofsky, M. (Eds). AERA Improvement Science SIG Book Series. Under contract at Myers Education Press, for multi-book series to be solicited through the SIG. Five-year contract starting December 2025.

### Book Chapters

**Zumpe, E.**, Aramburo, C., Reubke, N., Winter, J., and Bremm, N. (in press). Developing learning focused leaders through design-based school improvement: Lessons learned across Germany and the United States. In K. C. Wilcox, K., E. **Zumpe**, & D. H. Eddy-Spicer, (Eds.), *Teaching and learning for collaborative continuous improvement in education: Challenges and possibilities across the educational system*. Myers Education Press.

**Zumpe, E.** (in press) Choosing your research topic: Literature gap vs. problem of practice. In A. J. Rockinson Szapkiw, L. S. Spaulding, & J. Perry (Eds.), *Navigating the doctoral journey (2<sup>nd</sup> ed.)*. Rowman & Littlefield.

**Zumpe, E., & Aramburo, C.** (2023). Developing enabling conditions for continuous improvement: Building foundational team “habits of mind.” In E. Anderson & S. Hayes (Eds.), *Continuous improvement: A leadership process for school improvement* (p. 187-204). Information Age Publishing.

**Zumpe, E.** (2022). Evidence-based practices in U.S. schools: The California context. In C. Brown & J. R. Malin (Eds.), *The Emerald handbook of evidence-informed practice in education: Learning from international contexts*. Emerald Publishing Limited.

Mintrop, R., **Zumpe, E.**, & Baral, M. (2019). Design-based school improvement and research for educational leaders. In M. Connolly, D. E. Spicer, C. James, & S. D. Kruse (Eds.), *The SAGE handbook of school organization* (pp.666-689). London: SAGE Publications Ltd.

Mintrop, R., with **Zumpe, E.** (2016). Design-based school improvement: A practical guide for education leaders. “Defining and framing problems of practice” (pp. 31-42); “Making intuitive theories of action explicit (pp. 28-35); “Understanding the problem” (pp. 61-69). Cambridge, MA: Harvard Education Press.

#### Published Reports

**Zumpe, E., Dzormeku, D., Hakouz, A., Piazza, P., & Schneider, J.** (2023, June). Developing a learning system for continuous quality improvement: A research-practice partnership between Lowell Public Schools and University of Massachusetts Lowell. Beyond Test Scores Project. <https://static1.squarespace.com/static/60aea369b2b1517a8d2afb0c/t/64a44086f219007334792f42/1688486022586/RPP+Report.pdf>

Mintrop, R., **Zumpe, E.**, Jackson, K., Nucci, D., & Norman, J. (2022, May). *Designing for deeper learning in schools and school districts serving communities disadvantaged by the educational system*. Carnegie Foundation for the Advancement of Teaching. <https://www.carnegiefoundation.org/resources/publications/designing-for-deeper-learning/>

#### Book Reviews

**Zumpe, E.** (2023, November). [Review of Take back the game: How money and mania are ruining kids’ sports—and why it matters, by L. Flanagan]. *Oklahoma Education Journal*, 1(2), 34–38. <https://oej.scholasticahq.com/article/89176-take-back-the-game>

**Zumpe, E., & Mintrop, R.** (2016, September). [Review of *Becoming a school principal: Learning to lead, leading to learn*, by S. E. Fiarman]. *Teachers College Record*, <http://www.tcrecord.org>, ID Number: 21650.

#### Professional Publications

**Zumpe, E.** (2023, November 2). “Defining a problem of practice for the EdD.” *The Carnegie Project on the Education Doctorate*. [https://www.cpedinitiative.org/index.php?option=com\\_dailyplanetblog&view=entry&year=2023&month=11&day=02&id=63:cped-2023-keynote-workshop-defining-a-problem-of-practice-for-the-edd](https://www.cpedinitiative.org/index.php?option=com_dailyplanetblog&view=entry&year=2023&month=11&day=02&id=63:cped-2023-keynote-workshop-defining-a-problem-of-practice-for-the-edd)

**Zumpe, E., & Schneider, J.** (2023, January). Devising a holistic data dashboard: A university team collaborates with a Massachusetts district on leveraging new information for schoolwide

improvement. *School Administrator*. ASCD.

<https://www.aasa.org/resources/resource/devising-holistic-data-dashboard>

**Zumpe, E.** (2022, December). Lead the Change Series: Q & A with Elizabeth A. Zumpe. *Lead the Change, No. 136*. AERA Educational Change Special Interest Group.

[https://www.aera.net/Portals/38/docs/SIGs/SIG155/Lead%20the%20Change\\_EZ\\_Dec%202022.pdf?ver=LsTs\\_eLixaMcI0pbIGFnw%3d%3d](https://www.aera.net/Portals/38/docs/SIGs/SIG155/Lead%20the%20Change_EZ_Dec%202022.pdf?ver=LsTs_eLixaMcI0pbIGFnw%3d%3d)

**Zumpe, E.** (2022, August 2). Five of the biggest threats today's K-12 students and educators face don't involve guns. *The Conversation*. <https://theconversation.com/5-of-the-biggest-threats-todays-k-12-students-and-educators-face-dont-involve-guns-182648>

### Manuscripts Under Review

**Zumpe, E.** (Conditional accept). Fostering collective agency in schools facing adversity: The promise and limitations of methods of continuous improvement. Invited chapter for *Third International Handbook of Educational Change* published by Springer Press, edited by Andy Hargreaves, A. Lin Goodwin, Corrie Stone-Johnson, Victoria Showunmi, & Jennie Weiner.

**Zumpe, E.**, & Aramburo, C. (Revise & resubmit). Collective agency in instructional leadership teams: Tracing development at the next level of work. *Journal of Educational Change*.

### Manuscripts in Preparation

**Zumpe, E.**, & *Ashton, K.* Is this what I should do? Developing identities as early career researchers in research-practice partnerships in education. In preparation for *AERA Open*.

**Zumpe, E.**, Mintrop, R., & *Aramburo, C.* Fostering continuous improvement in districts: Affordances of a design for professional development for educational leaders. In preparation for *Educational Administration Quarterly*.

*Ashton, K.*, & **Zumpe, E.** Oklahoma's A–F accountability system: A longitudinal and spatial analysis. In preparation for *Educational Policy*.

**Zumpe, E.**, & *Ashton, K.* Micro-processes of improvement in chronically low-performing schools: A systematic literature review. In preparation for *Review of Educational Research*.

**Zumpe, E.**, & Mintrop, R. *Designing for deeper learning in schools and school districts serving communities disadvantaged by the educational system*. Solicited book proposal for Teachers College Press.

Ordenes, M., **Zumpe, E.**, & Mintrop, R. The nucleus of continuous improvement: Knowledge conversion.

## **KEYNOTES & INVITED PRESENTATIONS**

**Zumpe, E.** (2025, December). "Design-based school improvement." Invited feature for the Improvement Scholars Network Video Library. Virtual. Moderator: Donald Peurach. Video forthcoming at: <https://improvementscholars.org/videos/>

**Zumpe, E.** (2025, June). *Introducing design-based school improvement*. Invited speaker at Education Leadership Network Mini-Conference, "Tackling Complex Problems of Practice: School Leaders'

Experiences of Design-Based School Improvement.” International Congress for School Effectiveness and Improvement. Virtual.

**Zumpe, E.** (2024, September). *Potenziale und Grenzen (einer Verstetigung) des DBSE-Ansatzes* [Potentials and limitations (of a perpetuation) of the design-based school improvement approach]. Invited panelist at SchuMas, Universität Duisburg-Essen, Germany.

**Zumpe, E.** (2024, September). *Putting school improvement into context: Forging collective agency amid adversity*. Keynote lecture at Kommission Bildungsplanung, Bildungsorganisation und Bildungsrecht (KBBB) annual conference, Friedrich-Alexander-Universität Erlangen-Nürnberg, Germany.

**Zumpe, E.** (2024, September). *School improvement in schools facing adversity*. Invited research presentation at the Berlin Senatsverwaltung für Bildung, Jugend und Familie [Ministry of Education]. Berlin, Germany.

**Zumpe, E.** (2024, September). *School improvement in schools facing adversity*. Invited research presentation at the Robert Bosch Foundation. Berlin, Germany.

**Zumpe, E.** (2023, October). *Defining a problem of practice*. Keynote presentation at the Annual Convening of the Carnegie Project for the Education Doctorate (CPED). Pensacola, FL.

**Zumpe, E.** (2022, November). *Research Practice Partnerships: Webinar with experts in the education field*. Presentation on virtual panel for AERA Educational Change SIG. Moderator: Jennie Weiner. Co-panelists: Caitlin Farrell, Rosa Ramirez Richter, William Penuel.

**Zumpe, E.** (2022, October). *Understanding education leaders' improvement mindsets*. Invited virtual research presentation for the World Education Research Association, International Research Network on Research-Informed Education.

**Zumpe, E.** (2022, September). *School development in the next level of work*. Invited research talk at the School of Education at the University of Massachusetts Lowell.

**Zumpe, E.** (2021, June). *Developing improvement capacity —in the real world of schools*. Invited research talk at the Neag School of Education at the University of Connecticut.

**Mintrop, R. & Zumpe, E.** (2016, October). *Design-based problem-solving for education leaders*. Keynote Workshop at the Annual Convening of the Carnegie Project of the Education Doctorate (CPED), Augusta, GA.

#### **REFEREED CONFERENCE PRESENTATIONS** (graduate students in *italics*)

**Zumpe, E.**, Wilcox, K. C., Aramburo, C., & Hinnant-Crawford, B. (2025, November) Advancing collaborative continuous improvement in education: Building infrastructure and knowledge for inclusive communities of practice. Community-Building Session at the University Council of Educational Administration, San Juan, Puerto Rico.

**Zumpe, E., & Ashton, K.** (2025, November). Is this what researchers do? Developing researchers' identities for research-practice partnerships in education. Paper Session at the University Council of Educational Administration, San Juan, Puerto Rico.

Hine, M. G., Powers, M. K., Wambua, M. M., Chhabra, P., **Zumpe, E.**, Root, J. R., Perez-Felkner, L.,

Terry, N. P., Dennis, D. L., Terry, J., & Ellison, M. (2025, July). Next gen RPPs: Mentoring, training, and partnering with students. Workshop session at National Network of Education Research-Practice Partnerships Annual Forum, St. Louis, MO.

Schoonover, N. R., **Zumpe, E.**, Chung, S., Ruggirello, R. M., Powers, M. K., Hartman, J., Hine, M. G., & Wambua, M. M. (2025, July). Creating a portrait of the research partner: What should R-side partners know and do? Workshop session at National Network of Education Research-Practice Partnerships Annual Forum, St. Louis, MO.

**Zumpe, E.**, & Aramburo, C. M. (2025, April). Fostering district coherence amid complexity through a research-practice partnership. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, CO.

**Zumpe, E.**, Piazza, P., & Ashton, K. (2025, April). Between transaction and collaboration: Developmental struggles in a 'young' and fizzled out research-practice partnership. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, CO.

**Zumpe, E.**, & Aramburo, C. M. (2025, April). Cultivating collective agency in instructional leadership teams: Tracing development at the next level of work. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, CO.

Ordenes, M., **Zumpe, E.**, & Mintrop, R. (2025, April). The nucleus of continuous improvement: Knowledge conversion. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, CO.

**Zumpe, E.** (2025, February). The struggle for collective agency in schools facing adversity and implications from cognitive load theory. Paper presented at the International Congress for School Effectiveness and Improvement, Melbourne, Australia.

**Zumpe, E.**, & Aramburo, C. M. (2025, February). Developing instructional leadership teams in the next level of work. Paper presented at the International Congress for School Effectiveness and Improvement, Melbourne, Australia.

Ordenes, M., **Zumpe, E.**, & Mintrop, R. (2025, February). The nucleus of continuous improvement: Knowledge conversion. Paper presented at the International Congress for School Effectiveness and Improvement, Melbourne, Australia.

Wilcox, K. C., & **Zumpe, E.** (2025, February). Advancing the teaching and learning of collaborative continuous improvement in education. Paper presented at the International Congress for School Effectiveness and Improvement, Melbourne, Australia.

**Zumpe, E.**, Piazza, P. & Ashton, K. (2024, November). Between transaction and collaboration: Exploring developmental tensions in a 'young' and fizzled out research-practice partnership. Paper presented at the University Council of Educational Administration, Los Angeles, CA.

Ordenes, M., **Zumpe, E.**, & Mintrop, R. (2024, November). The nucleus of continuous improvement: Knowledge conversion. Ignite session at the University Council of Educational Administration, Los Angeles, CA.

Coleman, K., Butler, A., Ruggirello, R., **Zumpe, E.**, Chhabra, P., & Wallace, M. (2024, July). An RPP learning journey: Navigating partnerships and co-developing a training program for postdoctoral fellows. Workshop at the Annual Forum of the National Network for Education Research-Practice Partnerships, Richmond, VA.

**Zumpe, E. & Piazza, P.** (2024, April). Understanding the dynamics of partnership development: From transaction to collaboration in a 'young' research-practice partnership. Paper presented at the Annual Meeting of the American Educational Research Association, Philadelphia, PA.

**Hakouz, A., & Zumpe, E.** (2024, April). Understanding school improvement planning in practice: Insights from a university-district research-practice partnership. Paper presented at the Annual Meeting of the American Educational Research Association, Philadelphia, PA.

**Zumpe, E.** (2024, January). Keeping it simple: Downshifting goal complexity to foster collective agency in a Californian school facing adversity. Paper presented at the International Congress for School Effectiveness and Improvement (ICSEI), Dublin, Ireland.

Ordenes, M., **Zumpe, E.**, & Mintrop, R. (2024, January). From implementing "what works" To fostering agency for continuous improvement: Identifying problem solving competencies for school leaders. Paper presented at the International Congress for School Effectiveness and Improvement (ICSEI), Dublin, Ireland.

**Zumpe, E.**, Uy, P. S., *Hakouz, A.*, & Sczcesiul, S. (2023, November). Developing leaders' mindsets for equity-focused continuous improvement. Paper presented at the Annual Meeting of the University Council of Educational Administration, Minneapolis, MN.

*Hakouz, A.*, **Zumpe, E.**, *Dzormeku, D.*, & Schneider, J. (2023, November). Understanding school improvement planning in practice: Insights from a university-district research-practice partnership. Paper presented at the Annual Meeting of the University Council of Educational Administration, Minneapolis, MN.

*Dzormeku, D.*, **Zumpe, E.**, *McGovern, K.*, Piazza, P, *Hakouz, A.*, & Schneider, J. (2023, November). Understanding principals' perspectives on data use. Paper presented at the Annual Meeting of the University Council of Educational Administration, Minneapolis, MN.

Biag, M., Cohen, S., Ordenes, M. G., Lozano, M., McMahon, K., Sandoval, C., Yurkofsky, M., and **Zumpe, E.** (2023, November). Exploring the role of healing in the work of continuous improvement. Critical conversation held at the Annual Meeting of the University Council of Educational Administration, Minneapolis, MN.

**Zumpe, E.**, & Aramburo, C. (2023, April). Developing instructional leadership teams in the next level of work. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.

**Zumpe, E.**, Uy, P. S., *Hakouz, A.*, & Sczcesiul, S. (2023, April). Fostering mindsets for equity focused continuous improvement in an EdD program. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.

**Zumpe, E.**, Uy, P. S., & Sczcesiul, S. (2023, April). Key innovations of an EdD program focused on critical improvement science. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL.

*Feliciano, B.*, **Zumpe, E.**, Martin, F., Ni, L., Bausch, G. (May, 2023). Priorities, purpose, processes: Negotiating coherence for integrating mobile app development into non-Computer Science subjects. Paper presented at the 2023 annual meeting of the American Educational Research Association. Retrieved February 14, 2024 from the AERA Online Paper Repository. <https://doi.org/10.3102/2015617>

Wilcox, K. C., *Silva, C.*, **Zumpe, E.**, Hammond, J. W., Eddy-Spicer, D., & Yurkofsky, M. (2023, April). Supporting leaders' learning of the foundations of improvement science: An interactive workshop. Pre-recorded and in person session presented at the Carnegie Foundation Summit on Improvement in Education. San Diego, CA.

**Zumpe, E.** (chair) with Klein, E. D., Órdenes, M., Sawalhi, R. (2022, November) Exploring the human side of change in schools facing adversity: A cross-national and multi-level view. Symposium held at the Annual Meeting of the University Council of Educational Administration, Seattle, WA.

**Zumpe, E.** (chair) with Biag, M., Cohen, S., Lozano, M., Weddle, H. R., & Yurkofsky, M. M. (2022, November). Unlearning and learning: Developing as advisors and mentors for leaders of equity-focused improvement. Critical conversation held at the Annual Meeting of the University Council of Educational Administration, Seattle, WA.

**Zumpe, E.**, & Aramburo, C. (2022, November). Developing instructional leadership teams in the next level of work. Paper presented at the Annual Meeting of the University Council of Educational Administration, Seattle, WA.

**Zumpe, E.**, Uy, P. S., Dzormeku, D., & Hakouz, A. (2022, November). Identifying and addressing leaders' learning needs to develop mindsets for equity-focused continuous improvement. Paper presented in symposium at the Annual Meeting of the University Council of Educational Administration, Seattle, WA.

**Zumpe, E.**, & Uy, P. S. (2022, October). Reframing equity: Three strategies that raise up equity and promote success in an Ed.D. program focused on critical improvement science. Learning Exchange at the Annual Convening of the Carnegie Project for the Education Doctorate (CPED), Pittsburgh, PA.

**Zumpe, E.** (2022, April). Improvement in the next level of work: Struggling for collective agency amongst educators facing adversity. Roundtable at the Annual Meeting of the American Educational Research Association, San Diego, CA.

**Zumpe, E.**, Aramburo, C., & Mintrop, R. (2022, April). The crucibles of school improvement: When problem-driven development meets 'best practice' implementation. Roundtable at the Annual Meeting of the American Educational Research Association, San Diego, CA.

Mintrop, R., **Zumpe, E.**, & Aramburo, C. (2021, November). Fostering continuous improvement in districts: Affordances of a design for professional development for educational leaders. Paper presentation at the Annual Meeting of the University Council of Educational Administration, Columbus, OH.

Mintrop, R., **Zumpe, E.**, & Aramburo, C. (2021, November). The crucibles of school improvement: When problem-driven development meets 'best practice' implementation. Paper presentation at the Annual Meeting of the University Council of Educational Administration, Columbus, OH.

**Zumpe, E.**, & Aramburo, C. (2021, August). From crisis to opportunity: Advancing instructional leadership in a California school district during a pandemic. Virtual paper presentation at the Educational Leadership Network Virtual Conference, "Leadership Learning in Times of Uncertainty," International Congress for School Effectiveness and Improvement (ICSEI).

Mintrop, R., Jackson, K., **Zumpe, E.**, Nucci, D., & Norman, J. (2021, April). A framework for the design challenge of implementing deeper learning through instructional practice. Poster presentation at the Virtual Annual Meeting of the American Educational Research Association.

**Zumpe, E.** (2020, April). Continuous improvement in distress: Routines of coping and improving among educators facing adversity. Roundtable at the Annual Meeting of the American Educational Research Association in San Francisco, CA. (Conference Canceled).  
<http://tinyurl.com/>

**Zumpe, E.** (2020, January). Educators' ways of coping and caring in a school facing adversity: The U.S. context. Paper presented in symposium at the International Congress for School Effectiveness and Improvement (ICSEI), Marrakesh, Morocco.

Aramburo, C., Bremm, N., Mintrop, R., Órdenes, M., & **Zumpe, E.** (2020, January). Design-based school improvement in the global North and the global South: Chile, USA, Germany. Symposium at the International Congress for School Effectiveness and Improvement (ICSEI), Marrakesh, Morocco.

**Zumpe, E.** (2019, November). The human side of continuous improvement: Processes of coping and resilience among educators facing adversity. Paper presentation at the Annual Meeting of the University Council of Educational Administration, New Orleans, LA.

Mintrop, R., **Zumpe, E.**, Aramburo, C. (2019, November). The intricacies of design-based school improvement: 'Best practice' implementation versus problem-driven development. Paper presentation at the Annual Meeting of the University Council of Educational Administration, New Orleans, LA.

**Zumpe, E.** (2019, September). Understanding the human side of continuous improvement: Collective defensiveness in schools facing adversity. Paper presentation at the European Conference on Educational Research (ECER), Hamburg, Germany.

**Zumpe, E.**, Cruz, R. A., & Aramburo, C. (2019, April). Fostering deeper learning through a design-based approach to school improvement: The U.S. experience. Paper presentation in a symposium at the Annual Meeting of the Comparative and International Education Society (CIES), San Francisco, CA.

Mintrop, R., Baral, M., & **Zumpe, E.** (2017, April). Design-based school improvement for educational equity. Paper presentation at the Annual Meeting of the University Council of Educational Administration, San Antonio, TX.

Mintrop, R., Wayne, M., Baral, M., **Zumpe, E.**, & Pirinoli, S. (2017, Mar 27-29). Design-based school improvement: Addressing issues of equity and social justice. The Carnegie Foundation Summit on Improvement in Education, San Francisco, CA.

Mintrop, R. & **Zumpe, E.** (2016, Apr 8-12). Education leaders' thinking about school change between PDSA and the garbage can. Paper presentation at the Annual Meeting of the American Educational Research Association, Washington, D.C.

## ADDITIONAL PROFESSIONAL PRESENTATIONS

**Zumpe, E., & Ashton, K.** (2025, October). Is this what researchers do? Developing researchers' identities for research-practice partnerships in education. Lunch and Learn Talk, OU-Tulsa.

**Zumpe, E.** (2024, November). Developing theories of improvement. Virtual presentation for online Ed.D. program 'coffee chat,' University of Oklahoma.

**Zumpe, E.** (2024, March). Developing a learning system for continuous quality improvement: A research-practice partnership. Presentation at THRIVE Center Research Colloquium, University of Oklahoma, Tulsa, OK. (Collaborating authors: J. Schneider, P. Piazza, A. Hakouz, D. Dzormeku, & K. McGovern).

**Zumpe, E.** (2023, October). Virtual presentation of research agenda at New Faculty Research & Creative Activities Showcase, Center for Faculty Excellence, University of Oklahoma.

**Zumpe, E.** (2023, September). *Developing education leaders' mindsets for equity-focused continuous improvement.* Presentation at THRIVE Center Research Colloquium, University of Oklahoma, Tulsa, OK. (Collaborating authors: P. Uy, A. Hakouz, & S. Sczcesiul)

**Zumpe, E.** (2023, April). Improvement amid adversity: The struggle for collective agency in a Californian middle school. Roundtable presentation sponsored by International Cooperation in Education at the Leibnitz Institute for Research and Information on Education, the Annual Meeting of the American Educational Research Association, Chicago, IL.

**Zumpe, E.** (2023, February). *Developing instructional leadership teams in the next level of work.* Presentation at THRIVE Center Research Colloquium, University of Oklahoma, Tulsa, OK. (Collaborating authors: C. Aramburo & R. Mintrop)

**Zumpe, E.** (August 2022-May 2023). *Continuous quality improvement for schools.* Monthly lecture and workshop series for the Leadership Academy in Lowell Public Schools, Lowell, MA.

## HONORS AND AWARDS

Faculty Success Program Scholar (Awarded), Center for Faculty Excellence, OU	2025
Ralph E. Powe Junior Faculty Enhancement Award (Awarded), Oak Ridge Associated Universities	2024
Pre-Tenure Faculty Award, Jeannine Rainbolt College of Education, University of Oklahoma (Nominated)	2024
Emerging Scholar Award, Educational Change SIG (Nominated)	2024
Honorable Mention, Dissertation of the Year Award, Leadership for School Improvement SIG, AERA(Awarded)	2022
Faculty Teaching Excellence Award, School of Education, University of Massachusetts Lowell (Nominated)	2022
Doctoral Completion Fellowship Award, Graduate Division, UC Berkeley	2019
Willets Fellowship Award, GSE, UC Berkeley	2016-17
Graduate Division Block Grant Award, UC Berkeley	2015-16
Charles Toto Award, GSE, UC Berkeley	2014-15
University Fellowship, UC Berkeley	2012-15

## UNIVERSITY TEACHING

### Jeannine Rainbolt College of Education, University of Oklahoma - Tulsa

Fall 2025	EACS 5233	Organization of Education (3 cr.; hybrid, masters)
Fall 2025	EACS 6203	Instructional Leadership (3 cr.; online blended, doctoral)
Fall 2025	EACS 5543	School-Level Instructional Leadership (3 cr.; in-person, masters)
Summer 2025	EACS 6970	Advanced Qualitative Inquiry (3 cr.; in-person, doctoral)
Spring 2025	EACS 5133	Qualitative Inquiry (3 cr.; in-person, doctoral)
Spring 2025	EACS 6203	Instructional Leadership (3 cr.; in-person, doctoral)
Fall 2024	EACS 5573	Supervision of Instruction (3 cr.; in-person, masters)
Fall 2024	EACS 6203	Instructional Leadership (3 cr.; online blended, doctoral)
Summer 2024	EACS 5543	School-Level Instructional Leadership (3 cr.; online async, masters)
Summer 2024	EACS 6970	Advanced Qualitative Inquiry (3 cr.; in-person, doctoral)
Spring 2024	EACS 6123	Administrative & Organizational Theory (3 cr.; in-person, doctoral)
Spring 2024	EACS 5543	School-Level Instructional Leadership (3 cr.; online async, masters)
Spring 2024	EACS 6203	Instructional Leadership (3 cr.; in-person, doctoral)
Fall 2023	EACS 6970	Dynamics of Improving Districts (3 cr.; in-person, doctoral)
Fall 2023	EACS 5573	Supervision of Instruction (3 cr.; in-person, masters)
Summer 2023	EACS 6203	Instructional Leadership (3 cr.; in-person, doctoral)
Spring 2023	EACS 6673	Advanced Inquiry (3 cr.; in-person, doctoral)

### School of Education, University of Massachusetts Lowell

EDUC 6440	Foundations for Practitioner Scholars (3 cr.; online blended, Ed.D.)
EDUC 6911	Applied Research Design (3 cr.; online blended, Ed.D.)
EDUC 6922	Qualitative Research Methods for Practitioner Scholars (3 cr.; online, Ed.D.)
EDUC 6940	Systems Leadership I (3 cr.; online blended, Ed.D.)
EDUC 7501	Dissertation-in-Practice (3 cr.; online blended, Ed.D.)

### Graduate School of Education, University of California, Berkeley

EDUC 262A	Urban School Leadership & Management: Creating Socially Just, Democratic Schools (3 cr; in-person, M.A.)
EDUC 279B	Milestone 2 Extension: Consulting the Knowledge Base (3 cr.; in-person, Ed.D.)
EDUC 290E	Introduction to Leadership for Educational Equity Program (3 cr.; in-person, Ed.D.)

### Graduate School of Education, Fordham University

ASGE 7470	Design-based Methods and Improvement Science in Education (3 cr; online sync, Ed.D.)
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### Advising (in progress)

Jasmin Newton (Ed.D. Education Administration, Curriculum & Supervision)

Katie Ashton (M.A./Ph.D. Education Administration, Curriculum & Supervision)

Masters Chair (completed)

Katie Ashton (M.A. Education Administration, Curriculum & Supervision). Thesis:  
*Cultivating Environmental Connection and Deeper Learning Through Field Trips to Outdoor Learning Spaces: A Qualitative Analysis.* Defense: November 2024.

Dissertation Chair (in progress)

Katie Ashton (Ph.D. Education Administration, Curriculum & Supervision)  
Ronnie Titsworth (Ed.D. Education Administration, Curriculum & Supervision)  
Chelsea Archie (Ed.D. Education Administration, Curriculum & Supervision)  
Anna Thom (Ed.D. Education Administration, Curriculum & Supervision)  
Jamie Ziegler (Ed.D. Education Administration, Curriculum & Supervision)

Dissertation Committee Member (completed)

Amanda Duke (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Ford.  
Successfully defended December 2025.

Caitlin Carter (Ph.D. Education Administration, Curriculum & Supervision). Chair: Dr. Ford.  
Successfully defended December 2025.

Morgan Wood (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Adams.  
Successfully defended October 2025.

Tera Carr (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Ford.  
Successfully defended September 2025.

Graydon Morris (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Hamlin.  
Successfully defended April 2025.

Dissertation Committee Member (in progress)

Jesi McGhee (Ed.D. Education Administration, Curriculum & Supervision). Chair:  
William Parham (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Adams  
Samuel Naab (Ph.D. Education Administration, Curriculum & Supervision). Chair: Dr. Hamlin  
Erica Foshee Moore (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Ford.  
Philbert Salon (Ph.D. Education Administration, Curriculum & Supervision). Chair: Dr. Adams  
Anne Moffitt (Ph.D. Early Childhood Education). Chair: Dr. Beisley.  
Sheril Morgan-Menefee (Ed.D. Education Administration, Curriculum & Supervision). Chair:  
Heather Crain (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Ford.  
Bryan Gibson (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Ford.  
Gina Jacober (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Adams.  
Ana Biederman (Ph.D. Education Administration, Curriculum & Supervision). Chair: Dr. Ford.  
Brennan Davis (Ph.D. Organization and Community Leadership). Chair: Dr. Lloyd-Jones.  
Casey Harman (Ed.D. Education Administration, Curriculum & Supervision). Chair: Dr. Ford.

## PROFESSIONAL SERVICE

### National Elected Positions

<b>Secretary/Treasurer</b> , AERA Leadership for School Improvement SIG	2025-26
<b>Chair</b> , AERA Improvement Science SIG	2025-26
<b>Dissertation of the Year Award Chair</b> , AERA Leadership for School Improvement SIG. Elected to four-year term in SIG succession model from: Dissertation Award Chair to Secretary/Treasurer, Program Chair, and Chair.	2024-25
<b>Secretary/Treasurer</b> , AERA Improvement Science SIG. Elected to three-year term in SIG succession model from: Secretary/Treasurer to Chair to Immediate Past Chair.	2024-25

### National and International Networks

<b>Executive Board</b> , AERA Educational Change SIG, <i>Lead the Change</i> editor	2024-2025
<b>Member</b> , National Network of Education Research Practice Partnerships (RPPs) RPP Broker Subnetwork.	2023-present
<b>Co-Chair</b> , Teaching & Learning Working Group for Collaborative Continuous Improvement in Education. Co-Chairs: David Eddy-Spicer, University of Virginia, & Kristen Wilcox, University of Albany.	2022-present
<b>Co-Chair</b> , Improvement Leadership Learning Community. Co-Chairs: Maxwell Yorkofsky, Radford University.	2021-present
<b>Member</b> , World Education Research Association, International Research Network on Research-Informed Education	2021- present
<b>Advisor</b> , Design team for <i>Transforming Education in an Interconnected World</i> , a massive open online course (MOOC), created by EdHub, School of Education, University of Michigan. Chair: Donald Peurach.	2023

### Reviewer and Editorial Board Service

<b>Reviewer</b> , <i>School University Partnerships</i>	2025-present
<b>Reviewer</b> , <i>School Effectiveness and School Improvement</i>	2025-present
<b>Reviewer</b> , <i>Journal of Educational Change</i>	2025-present
<b>Reviewer</b> , <i>Journal of Research on Leadership Education</i>	2023-present
<b>Reviewer</b> , <i>International Journal of Educational Management</i>	2024-present
<b>Reviewer</b> , <i>Review of Educational Research</i>	2024-present
<b>Reviewer</b> , <i>American Educational Research Journal</i>	2024-present
<b>Reviewer</b> , <i>Journal of Educational Administration</i>	2023-present
<b>Reviewer</b> , <i>Teachers College Record</i>	2023
<b>Reviewer</b> , <i>Zeitschrift für Bildungsforschung</i>	2023
<b>Reviewer</b> , <i>The New Educator</i>	2023
<b>Reviewer</b> , <i>Impacting Education: Journal on Transforming Professional Practice</i>	2023
<b>Reviewer</b> , <i>School Leadership &amp; Management</i>	2022
<b>Reviewer</b> , <i>Foundational Handbook on Improvement Research in Education</i> , edited by Peurach et al. (2022). Rowman & Littlefield.	2021

**Editorial Board & Lead Editor, *Berkeley Review of Education*, UC Berkeley**

2016-19

Conference Activity

**Proposal Reviewer**, AERA Division A, AERA Improvement Science SIG,  
Districts in Research & Reform SIG, Educational Change SIG, Leadership for  
School Improvement SIG

2023-2025

**Session Organizer, Discussant, and Chair**, AERA Annual Meeting

2018-present

**Session Organizer, Facilitator & Chair**, UCEA Annual Meeting

2022-present

**Outstanding Publication Award Committee**, Districts in Research & Reform SIG

2022

Departmental Service

**Member**, Search Committee Member, OU-Tulsa Department of Educational  
Leadership and Policy Studies, JRCoE, University of Oklahoma

2024-present

**Member**, OU-Tulsa Ed.D. Program Development

2023-present

**Member**, OU Thrive Aspiring School Leaders Collaborative Masters Program

2024-present

**Member**, Dissertation-in-Practice of the Year Award Committee, UMass Lowell

2022

**Member**, Ed.D. Program Development Committee, UMass Lowell

2021-22

College and University Service

**Member, Scholarship Committee—Graduate, JRCoE**

2025-present

**Member**, Community Engagement, Belonging, & Access Committee, JRCoE

2024-present

**Member**, Academic and Misconduct Appeals Committee, JRCoE, OU

2024-present

**Plenary Session Representative**, University Council for Educational Administration

2023-present

**Member**, OU Online Ed.D. Program Development

2024-present

**Member**, OU Online M.Ed. Comprehensive Exam Committee

2024

**Faculty Senate Representative**, JRCoE, University of Oklahoma

2023-2024

**Faculty Judge**, OU-Tulsa Research Forum

2023

Outreach and Community Engagement

**Co-Director**, NourishED Oklahoma Virtual Teacher Learning Network

2025-present

**Invited Partner**, Instructional Rounds, Lincoln Elementary, Pryor, OK

2025

**Member**, Continuous Learning and Improvement Professionals Group, Impact Tulsa

2024-present

**Volunteer**, Comprehensive School Improvement Workshop, K-20 Center, OU

2024

**Community Outreach**, District Improvement, Twin Hills District, OK

2024

**Instructional Coaching Partner**, Bixby Public Schools, OK

2024

**Community Outreach**, Jarman Elementary, Union Public Schools, OK

2024

**Community Outreach**, Booker T. Washington High School, Tulsa Public Schools, OK

2024

**Leadership Academy Facilitator**, Lowell Public Schools, MA

2022-23

**District Leadership Advisor**, Lowell Public Schools, MA

2021-22

**District Leadership Advisor**, Hayward Unified School District, CA

2014-21

Mentorship

**Panelist**, virtual session, "Careers After Your Cal Postdoc: Berkeley Postdoc

2023

Alumni Career Panel," University of California, Berkeley

**PROFESSIONAL AFFILIATIONS**

American Educational Research Association, Divisions A & L; SIGs: Leadership for School Improvement, Improvement Science in Education, Educational Change, Districts in Research and Reform, Organizational Theory

**K-12 LEADERSHIP AND TEACHING EXPERIENCE**

6 <sup>th</sup> -7 <sup>th</sup> Grade Humanities Teacher, Berkeley Unified School District, CA	2017-12
AVID Coordinator, Berkeley Unified, CA	2010-12
Teacher on Special Assignment for Reading, Berkeley Unified, CA	2008-11
Special Day Class Teacher, San Francisco Unified School District, CA	2006-07
Special Needs Resource Teacher, Kiltiernan National School, Galway, Ireland	2005-06
Special Education Language Arts Teacher, Santa Fe Public Schools, NM	2001-03
6 <sup>th</sup> Grade Language Arts Teacher, Miami-Dade County Public Schools, FL	1999-2001

**K-12 PROFESSIONAL CREDENTIALS**

**National Board Certification**, Early Adolescence English Language Arts  
**California Single Subject Teaching Credential**, English & Social Science