

David S. Woo

Department of Educational Leadership & Policy
The University of Utah
1721 Campus Center Drive RM 2235
Salt Lake City, UT 84112

David.S.Woo@utah.edu
801-585-5097

EDUCATION

- Vanderbilt University, Peabody College**, Nashville, TN 2020
Ph.D., K-12 Educational Leadership and Policy Studies
- University of Illinois at Chicago**, Chicago, IL 2015
M.Ed., Instructional Leadership
Concentration in Education Policy Studies
- Wheaton College**, Wheaton, IL 2007
B.A., English and Secondary Education

RESEARCH GRANTS AND EXTERNAL FUNDING

- Woo, D. S.** (PI) and Gandy-Fastovich, L. (Co-PI), Spencer Small Grant. Spencer Foundation.
Applied and Rejected: 2024-2025, \$50,000.
- Rogers, L. K. (PI) and **Woo, D. S.** (Co-PI), Dean's Research Productivity Initiative (Post-Doctoral
Scholar Support). University of Utah. Funded: 2022-2024, \$145,600
- Woo, D. S.** (PI), *Examining the Relationship between School Outcomes and Assistant Principals' Duties*, Vice
President of Research Seed Grant, University of Utah. **Funded:** 2022, \$22,000.
- Woo, D. S.** (PI), Rogers, L. K. (Co-PI), Darling-Aduana, J. (Researcher), *Bright Spots in Utah's
Implementation of Expanded Distance Learning: Evidence from an enrollment increase at Utah Virtual
Academy*, Institutional Research Partner Grant, ULEAD Education. **Funded:** 2021-2022,
\$24,111.
- Wesley, W. J. (PI), **Woo, D. S.** (Co-PI), *PE and LRE*, Research Incentive Seed Grant, University of
Utah. **Funded:** 2021, \$20,000.
- Woo, D. S.** (PI), Fraser, S. (Co-PI), and Rorrer, A. K. (Co-PI), *Course redesign in instructional design and
assessment*, University Teaching Grant, University of Utah. **Funded:** 2020-2021, \$6,000.

Woo, D. S. (PI), Marianno, B. D. (Co-PI), and Kennedy, K. E. (Co-PI), A case study of charter school unionization in Los Angeles and Chicago Eugenia Kemble Research Grant, Shanker Institute. **Funded:** 2018-2019, \$2,000.

PEER-REVIEWED PUBLICATIONS

Weiss, A. L., **Woo, D. S.**, and Nguyen, T. D. (Online First). More Alike or More Different Over Time? Exploring Urban Charter and Public School teachers' Characteristics and Working Conditions. *Journal of School Choice*, 1–23. <https://doi.org/10.1080/15582159.2023.2291220>

Timmer J. D. and **Woo, D. S.** (2023) Precarious positions: glass ceilings, glass escalators, and glass cliffs in the superintendency. *Front. Educ.* 8:1199756. <https://doi.org/10.3389/educ.2023.1199756>

Marianno, B. D., Woo, D. S., & Kennedy, K. (Online First). Collective Bargaining Agreement Restrictiveness in Unionized Charter Schools. *Educational Policy*. <https://doi.org/10.1177/08959048231178024>.

Bartanen, B. Rogers, L. K., and **Woo, D. S.** (2020). Assistant Principal Mobility and its Relationship with Principal Turnover. *Educational Researcher*. Advance online publication.

Grissom, J. A., Mitani, H., and **Woo, D. S.** (2019). Principal Preparation Programs and Principal Outcomes. *Educational Administration Quarterly*, 55(1), 73-115.

Superfine, B. and **Woo, D. S.** (2018). Teacher Unions, Charter Schools, and the Public/Private Distinction in Education Law and Policy. *Teachers College Record*, 120(10), 1-28.

BOOK CHAPTERS

Woo, D. S. and Marianno, B. D. (2022). After the Vote: Unionization's impact on Chicago's charter schools. In D. D'Amico (Ed.), *Walkout: Teacher Militancy, Activism, and School Reform*. 175-198. Charlotte, NC: Information Age Publishing.

INVITED PUBLICATIONS

Genao, S. and **Woo, D. S.** (2021). Embracing Antiracism Principal Preparation Program Beyond COVID-19. *UCEA Review*, Winter 2021, 20-22.

WORKING PAPERS

Bartanen, B. Rogers, L. K., and **Woo, D. S.** (2020). Assistant Principal Mobility and its Relationship with Principal Turnover. (EdWorkingPaper: 20-275). Ed Working Paper Series. Annenberg Institute at Brown University.

Grissom, J. A., **Woo, D. S.**, and Bartanen, B. (2020). Ready to Lead on Day One: Predicting Novice Principal Effectiveness with Information Available at Time of Hire. (EdWorkingPaper: 20-276). Ed Working Paper Series. Annenberg Institute at Brown University.

CONFERENCE PRESENTATIONS

Gandy-Fastovich, L., Rogers, L. K., and **Woo, D. S.** (2023, Nov 16-18). *Variation in District Pipeline Programs and Related Differences: Evidence From Five Districts in California*. [Paper Presentation]. Annual Convention of the University Council for Educational Administration, Minneapolis, MN.

Timmer, J. D., and **Woo, D. S.** (2023, Nov 16-18). *Glass Cliffs in District Leadership: Examining Precarious Positions and Superintendent Turnover*. [Paper Presentation]. Annual Convention of the University Council for Educational Administration, Minneapolis, MN.

Gandy-Fastovich, L., **Woo, D. S.**, Rogers, L. K., and Riskus, P. (2023, Nov 16-18). *Sources of Support for Principals During Crises*. [Paper Presentation]. Annual Convention of the University Council for Educational Administration, Minneapolis, MN.

McNamara, S., Wilson, W., and **Woo, D. S.** (June 25-29, 2023). Legal analysis of the interpretation of adapted physical education in US law. International Symposium for Adapted Physical Activity. Dunedin, NZ.

Woo, D. S. and Marianno, B. D. (2023, April 13-April 16). *After the Vote: Unionization's Impact on Chicago's Charter Schools* [Symposium]. American Educational Research Association Annual Meeting, Chicago, IL.

Woo, D. S., Riskus, P., and Gandy-Fastovich, L. (2023, April 13-April 16). *An Extra Pair of Hands: Exploring contributions of assistant principals to student behavioral outcomes* [Roundtable Presentation]. American Educational Research Association Annual Meeting, Chicago, IL.

Timer, J. D., **Woo, D. S.**, and Bleiberg, J. (2023, April 13-April 16). *Hired to Fail? Examining Glass Cliffs in Education Leadership* [Paper Presentation]. American Educational Research Association Annual Meeting, Chicago, IL.

- Kern, B. D., Wilson, W. J., Simonton, K. L., van der Mars, H., Wallhead, T. L., & **Woo, D. S.** (March 28-April 1, 2023). *Building stronger policies in US schools: A grassroots national approach*. Submitted to SHAPE America, Seattle, WA.
- Kern, B. D., Simonton, K. L., van der Mars, H., Wallhead, T. L., Wilson, W. J., & **Woo, D. S.** (March 28-April 1, 2023). *Policy champions: PE/PA advocacy using state-specific policy implementation data*. Submitted to SHAPE America, Seattle, WA.
- Timmer, J. D., and **Woo, D. S.** (2023, March 23-25). *Precarious Positions and Superintendent Turnover: An examination of Glass Cliffs in district leadership* [Paper Presentation]. Association for Education Finance and Policy Annual Conference, Denver, CO.
- Woo, D. S.**, Riskus, P, and Gandy-Fastovich, L. (2022, Nov 17-19). *Leadership in Transition: A Case Study of How an Assistant Principal Navigated a Principal Transition* [Paper Presentation]. Annual Convention of the University Council for Educational Administration, Seattle, WA.
- Darling-Aduana, J., Rogers, L. K., and **Woo, D. S.** (2022, Nov17-19). *Virtual Schooling at Scale: Identifying Effective Online Teaching and Learning*. [Paper Presentation]. Annual Convention of the University Council for Educational Administration, Seattle, WA.
- Timmer, J. D., and **Woo, D. S.** (2022, Nov 17-19). *Hired to Fail? Examining Glass Cliffs in Education Leadership*. [Paper Presentation]. Annual Convention of the University Council for Educational Administration, Columbus, OH.
- Woo, D. S.** (2022, April 21-26). *An Extra Pair of Hands: Exploring contributions of assistant principals to student behavioral outcomes* [Roundtable Presentation]. American Educational Research Association Annual Meeting, San Diego, CA.
- Woo, D. S.** (2022, March 17-19). *Examining Patterns in Assistant Principal Time Allocation* [Paper Presentation]. Association for Education Finance and Policy Annual Conference, Denver, CO.
- Darling-Aduana, J., **Woo, D. S.**, and Rogers, L. K. (2022, March 17-19). *Identifying Transferable Virtual Learning Structures and Practices During the COVID-19 Pandemic* [Paper Presentation]. Association for Education Finance and Policy Annual Conference, Denver, CO.
- Woo, D. S.** and Riskus, P. (2021, Nov 11-14). *Leadership in Transition: A Case Study of How an Assistant Principal Navigated a Principal Transition* [Paper Presentation]. Annual Convention of the University Council for Educational Administration, Columbus, OH.
- Marianno, B. D., **Woo, D. S.**, and Kennedy, K. E. (2021, Mar 17-19). *Collective Bargaining Agreement Strength in Charter Schools and Traditional Public School Districts* [Paper Presentation]. Association for Education Finance and Policy Annual Conference, Virtual.

- Woo, D. S.** (2020, Nov 17-19). *Examining How Assistant Principals Contribute to Schools, Get Evaluated, and Work With Principals* [Conversations on Critical Issues: Synchronous]. Annual Convention of the University Council for Educational Administration, Virtual.
- Woo, D. S.**, Grissom, J. A. & Goldring, E. B. (2020, Apr 17 - 21). *Measuring Instructional Leadership Capacity: Reliability and Construct Validity of the Measures of Instructional Leadership Expertise* [Paper Session]. American Educational Research Association Annual Meeting, San Francisco, CA. (Conference Canceled)
- Woo, D. S.** *Addition by Division: Estimating the contributions of assistant principals to school climate* [Paper Presentation]. (2020, Mar 19-21). Association for Education Finance and Policy Annual Conference, Ft. Worth, TX. (Moved Online).
- Kennedy, K. E., **Woo, D. S.**, and Marianno, B. D. *The Micropolitics of CMO Charter Teacher Union Organizing* [Paper Presentation]. (2020, Mar 19-21). Association for Education Finance and Policy Annual Conference, Ft. Worth, TX. (Moved Online).
- Grissom, J. A., **Woo, D. S.**, and Bartanen, B. *Learning to Lead: Principals' Prior Work Experiences and Principal Performance* [Invited Presentation]. (2019, Sep 8). University of Kentucky's College of Education's Diversity, Equity, and Inclusion Symposium, Lexington, KY.
- Woo, D. S.**, Weiss, A. L., Nguyen, T. D., Nader, J. M., and Springer, M. G. (2019, Mar 21-23). *Does Satisfaction Matter for Charter Teacher Mobility?: Examining the contribution of contextual and psychological factors on differences in turnover between TPS and charter School teachers* [Poster]. Association for Education Finance and Policy Annual Conference. Kansas City, MO.
- Harbatkin, E. and **Woo, D. S.** (2017, Nov 2-4). *The Color of Consequences: An exploration of the role of student and administrator race in disciplinary severity* [2nd Place Poster Winner]. Association for Public Policy and Management Fall Research Conference. Chicago, IL.
- Honey, N. N., Blissett, R. S. L., and **Woo, D. S.** (2016, Nov 3-5). *Local Support for Public School Funding Ballot Measures and Charter Schools* [Paper Presentation]. Association for Public Policy and Management Fall Research Conference. Washington, D. C.
- Grissom, J. A., Mitani, H., and **Woo, D. S.** (2016, Mar 17-19). *Principal Preparation Programs and Principal Outcomes* [Paper Presentation]. Association for Education Finance and Policy Annual Conference, Denver, CO.
- Grissom, J. A., Pham, L., and **Woo, D. S.** (2016, Nov 17-20). *School Boards as Springboards? The future political careers of local school board members* [Paper Presentation]. University Council for Educational Administration Annual Conference, Detroit, MI.
- Woo, D. S.** (2015, Ap 16-20). *Employee Rights in "Public Schools" That Are Not Completely Public: What the Corral v. UNO Case Teaches Us About Charter Schools* [Paper Presentation, Emerging Scholar

Award, AERA Education and Law SIG]. American Educational Research Association Annual Meeting, Chicago, IL.

INVITED PRESENTATIONS

School Finance and Resource Allocation Part 1 Principal Leadership Academy – Granite School District Salt Lake City, UT	January 2023
School Finance and Resource Allocation Part 2 Principal Leadership Academy – Granite School District Salt Lake City, UT	October 2022
Recent and Ongoing Research on the Assistant Principals Human Resources Department – Tennessee Department of Education Nashville, TN	January 2021

TEACHING

Instructor The University of Utah Salt Lake City, UT <i>Degree Programs:</i> M.Ed. in K-12 Teacher Leadership M.Ed. in K-12 School Administration Ed.D. in K-12 School Administration Ph.D. in Educational Leadership and Policy <i>Courses Taught:</i> Quantitative Methods I (ELP 7040) Evidence Based Decision Making (ELP 6010) Ethics, Law, and Policy (ELP 6230 & 7230) Leadership for School Impr. and Org. Change (ELP 6250) Leadership in Inst. Design and Assessment (ELP 6310) Leadership Theory (ELP 7220) Leadership, Diversity, and Social Justice (ELP 7480) Ed.D. Capstone (ELP 7700)	2020-Present Spring 2024 Spring 2022, Spring 2023 Fall 2020 Fall 2021 Spring 2021, Spring 2022, Spring 2023 Fall 2021, Fall 2022 Fall 2022 Summer 2021
Teacher Grade Level Lead and High School English Urban Prep Academy – Englewood Campus Chicago, IL	2009-2015

HONORS AND AWARDS

Clark Scholar, UCEA/AERA Division A
Jackson Scholar, UCEA
Peabody Dean's Fellowship, Vanderbilt University
Graduate Honor Scholarship, Vanderbilt University
2nd Place Poster Winner, APPAM
Emerging Scholar Award, AERA Law and Education SIG

SERVICE

College Service

Chair 2021-Present
College of Education Assistant Professor Research and Writing Supports Committee
University of Utah

Committee Member 2022-Present
College Research and Grants Committee
University of Utah

Committee Member 2020-2021
Faculty Advisory Committee on Teacher Education
University of Utah

Department Service

Committee Member 2021-Present
Admissions Committee, M.Ed. in K-12 School Administration
University of Utah

Committee Member 2021-Present
CAEP Advanced Program Accreditation Committee
University of Utah

Reviewer 2022-Present
Alumni Mentoring Network
University of Utah

External Service

Co-Chair 2023-2024
Scholars of Color Community Group

Association for Education Finance & Policy

Plenum Representative 2023-2024

University Council for Educational Administration

Chair 2022-2023

Division L Outstanding Dissertation Award
American Educational Research Association

Committee Member 2022-Present

Program Committee
Association for Education Finance and Policy

Member 2020-Present

Utah Consortium of Education Leaders

Member 2021-Present

Utah Teacher Education Assessment & Accreditation Council

President 2016-Present

Black Friday College Fund Board

Journal and Conference Reviewer

AERA Open

Teachers College Record

Educational Researcher

Educational Evaluation and Policy Analysis

Educational Policy

Journal of Critical Theory and Praxis

American Journal of Education

American Educational Research Association (AERA) Annual Meeting

University Council for Educational Administration (UCEA) Annual Conference

Association for Education Finance and Policy Annual Convention

PROFESSIONAL AFFILIATIONS

American Educational Research Association (AERA)

Association for Education Finance and Policy (AEFP)

Association for Public Policy Analysis and Management (APPAM)

University Council for Educational Administration (UCEA)