

## ANDREW M. PENDOLA, Ph.D.

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Auburn University  
Educational Foundations, Leadership, and Technology  
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### Education

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The Pennsylvania State University  
*Ph.D.*, Educational Theory and Policy  
Committee: Edward Fuller, Maryellen Schaub, David Baker, Jennifer Van Hook

The University of Wisconsin-Milwaukee  
*M.A.*, Political Science

Western Michigan University  
*B.A.*, Secondary Education *Magna Cum Laude*  
Fields: History, Social Studies

### Professional Experience

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2018 - Assistant Professor  
*Educational Foundations, Leadership, and Technology*, Auburn, AL

2017-2018 Managing Editor  
*American Journal of Education*, State College, PA

2016-2017 Graduate Assistant  
*Penn State Department of Educational Policy Studies*, State College, PA

2015-2016 Research Assistant  
*The Population Research Institute*, State College, PA

2013-2015 Research Associate  
*The Argosy Foundation*, Milwaukee, WI

2012-2013 Research Associate  
*The Public Policy Forum*, Milwaukee, WI

2012-2014 Teaching Assistant  
*University of Wisconsin-Milwaukee*, Milwaukee, WI  
Courses Taught: Intro to American Politics, State and Local Politics, Research Capstone, Constitutional Law

2007-2011 Teacher, 8<sup>th</sup> Grade Economics, History, and Social Studies  
*Highland Junior High School*, Gilbert, AZ

### Academic Publications

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**Pendola, A.** (2022). Spending in lean times: School-level budget allocations during the Great Recession in Texas. *Peabody Journal of Education*, 1–19. <https://doi.org/10.1080/0161956X.2022.2109913>

**Pendola, A.**, Muñoz, I., Zapata, M., & Schaub, M. (2022). Early opportunities and fourth-grade success: State pre-k funding, quality, and access on student achievement. *Education Policy Analysis Archives*, 30, 126. <https://doi.org/10.14507/epaa.30.7144>

- Pendola, A.,** \*Jang, H., \*Moore, T., \*Rushing, J., \*Appiah, J., \*Guilford, N., \*Billingsley, W., \*Wilson, N., \*Dadematthews, A., & \*McCambridge, C. (2022). The Alabama Equity Divide: Environmental Poverty and Achievement Across Urban and Rural Locales. *Educational Research Quarterly*, 45(4), 3-44.
- \*Kim, D. J., & **Pendola, A.** (2022). (Re)Envisioning mindfulness for leadership retention. *NASSP Bulletin*, 106(1), 5–31. <https://doi.org/10.1177/01926365221079050>
- Pendola, A.,** & Fuller, E. J. (2021). Homeward bound? Rural principal hiring, transfer, and turnover patterns in Texas. *Educational Administration Quarterly*, 58(1), 43–75. <https://doi.org/10.1177/0013161X211045920>
- Pendola, A.** (2021). Your pay or someone else's? Comparative salary position, dispersion, and principal turnover. *Educational Finance and Policy*. [https://doi.org/10.1162/edfp\\_a\\_00338](https://doi.org/10.1162/edfp_a_00338).
- Pendola, A.,** Mann, B., Marshall, D., & Bryant, J. (2021). Community insurgency: Constituency, school choice, and the common good. *Democracy and Education*. 29(2), 1-10. <https://democracyeducationjournal.org/home/vol29/iss2/1>
- \*Mandel, Z., & **Pendola, A.** (2021). Policy and principal turnover: The impact of the Texas special education cap. *Education Policy Analysis Archives*, 29, 152. <https://doi.org/10.14507/epaa.29.5681>
- Pendola, A.,** and Fuller, E.J. (2020). Strength from within? Internal recruitment and principal retention. *Journal of Education Human Resources*, 39(1) 18-53. <https://doi.org/10.3138/jehr-2020-0012>.
- Pendola, A.** and Fuller, E.J. (2020). Adapt or abandon: Demographic shocks and principal turnover. *Leadership and Policy in Schools*. <https://doi.org/10.1080/15700763.2020.1759650>.
- Pendola, A.** (2020). Tough choices: District spending in Alabama during financial crises. *Alabama Journal of Educational Leadership*, 7, 62-78.
- Pendola, A.** (2019). Levinas, bureaucracy, and the ethics of school leadership. *Educational Philosophy and Theory*, 51(14), 1528-1540.
- Mann, B., Marshall, D., **Pendola, A.,** & Bryant, J. (2019). Using charter schools to alleviate racial exclusion in rural America: An innovative idea or a Trojan horse? *Journal of School Choice*, 13(4), 555-575.
- Pendola, A.** and Fuller, E.J. (2018). Principal stability and the rural divide. *Journal of Rural Research in Education*, 34(1), 1-20.
- Fuller, E.J., LeMay, M., & **Pendola, A.** (2018). Who should be our leader? Examining the prevalence of women in secondary school principal positions across geographic locales in Texas Public Schools. *Journal of Rural Research in Education*, 34(4) 1-21.
- LeTendre, G., McGinnis, E., Mitra, D., Montgomery, R., & **Pendola, A.** (2018) The American Journal of Education: Challenges and opportunities in translational science and the grey area of academic publishing. *Revista española de pedagogía*, 76(271), 413-435.
- Fuller, E. J., Hollingworth, L., & **Pendola, A.** (2017). The Every Student Succeeds Act, State efforts to improve access to effective educators, and the importance of school leadership. *Educational Administration Quarterly*, 53(5), 727-756.

### Refereed Policy Reports and Media

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- Pendola, A.,** & Kim, D. J. (2022). Fit to Lead: How mindfulness can help school leaders tackle stress and turnover. *Principal Leadership*, September, 18–21. [Link](#).
- Pendola, A.** (2022). Andrew Pendola talks the teacher shortage. *Scholars Strategy Network*. [Link](#).
- Pendola, A.** (2022). The teacher shortage is about leadership, not just pay. *Scholars Strategy Network*. [Link](#).

- Pendola, A., & \*Moore, T.** (2021). Best Practices for Career Transition Pathways: Prepared for Andalusia City Schools. *Auburn Center for Evaluation*.
- \*Moore, T. & **Pendola, A., &** (2021). Best Practices for Dual Enrollment: Prepared for Andalusia City Schools. *Auburn Center for Evaluation*.
- Fuller, E., and **Pendola, A.** (2020). K-12 Teacher supply, demand, and shortages in Pennsylvania. *Center for Rural Pennsylvania*. [Link](#).
- Fuller, E., and **Pendola, A.** (2019). Teacher Preparation and Teacher Retention: Examining the Relationship for Beginning STEM Teachers. *American Association for the Advancement of Science*. [Link](#).
- Henry, D., Simmons, L., **Pendola, A.** & Plympton, B. (2019) First Year Evaluation Report for University Charter School: For the Alabama State Department of Education. *Auburn Center for Evaluation*.
- Henry, D., Simmons, L., **Pendola, A.** & Plympton, B. (2019) Second Year Evaluation Report for Acceleration Day and Evening Academy: For the Alabama State Department of Education. *Auburn Center for Evaluation*.
- Henry, D., Simmons, L., and **Pendola, A.** (2019). Evaluation of the Application for Capstone Charter School: For the Alabama Public Charter School Commission. *Auburn Center for Evaluation*.
- Henry, D., Simmons, L., and **Pendola, A.** (2019). Evaluation of the Rosa J. Young Educational Foundation Application for Rosa J. Young Academy: For the Alabama Public Charter School Commission. *Auburn Center for Evaluation*.
- Fuller, E., **Pendola, A.**, and Young, M. D. (2018). Policy Brief 2018-2: The Role of Principals in Reducing Teacher Turnover and the Shortage of Teachers. *University Council for Educational Administration*. [Link](#).
- Edwards, W., Quinn, D., Fuller, E., and **Pendola, A.** (2018) Policy Brief 2018-4: Impact of Principal Turnover. *University Council for Educational Administration*. [Link](#).
- Fuller, E. J., Young, M. D., Richardson, M. S., **Pendola, A.**, Winn, K. M. (2018). The Pre-K-8 School Leader in 2018: A 10 Year Study. *National Association of Elementary School Principals*. Alexandria, VA: University Council for Educational Administrators.
- Mitra, D., and **Pendola, A.** (2017). Exploring Student-Centered Learning in the ESSA State Plans. *Students at the Center Hub*. [Link](#).
- Pendola A.**, and Fuller, E. (2017). A Cycle of Inequity: Why Access to Quality Teachers Requires Access to Quality Principals. *American Journal of Education Forum*. [Link](#).
- Pendola, A.** (2014). Models of Service Learning: Contextualizing Service Programs in Higher Education. *The Argosy Foundation*.
- Pendola, A.** (2013). Bridges to Postsecondary Success: An Analysis of Specialized Curricula in the Milwaukee Public Schools. *The Public Policy Forum*. [Link](#).

### Awards/Recognitions

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- 2022 Jack. A. Culbertson Early Career Award, *University Council for Educational Administration*
- 2022 Outstanding Faculty Award for Outreach, *Auburn University College of Education*
- 2021 Outstanding Early Career Faculty Award, *Auburn University College of Education*
- 2020 Top 10 Reviewer Award, *American Journal of Education*
- 2019 University of Alabama-Auburn University Research Collaborative Award
- 2018 Donald J. Willower Outstanding Dissertation Award
- 2018 David L. Clark National Graduate Award
- 2018 Nicely Endowment Dissertation Award

- 2018 Educational Policy Studies Writing Group Award
- 2017 William Boyd National Educational Politics Selection
- 2017 Educational Policy Studies Writing Group Award (\$2,500)
- 2016 Donald J. Wilower Center for the Study of Leadership and Ethics Award (\$500)
- 2013 The Milwaukee Public Policy Forum Norman Gill Fellowship (\$10,000)

### Grant Activity

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- 2022 PI. National Alumni Council Research Grant. “Introducing Machine Learning with the QMER Learning Community” (*Not Selected*, \$2,000)
- 2021 Co-PI. Spencer Foundation Large Grant: Short the Squirrel: An initiative to spread literacy-rich, community-oriented, enjoyable content to Alabama’s youngest citizens (*Applied, Awaiting*, \$200,000)
- 2020 Co-I. IGP Interdisciplinary Team Research Grant, Co-I. “Advancing Quantitative Educational Research at Auburn: Capacity Building with the QMER Working Group” (*Not Selected*, \$50,000)
- 2020 PI. IGP Early Career Development Grant. “Constructive Adaptations to Principal Turnover” (*Not Selected* \$20,000)
- 2020 PI. Spencer Foundation Small Research Grant. “Rewriting the Script: Mapping Alternatives to Teacher Withdrawal and Turnover” (*Awarded*, \$50,000)
- 2019 PI. National Alumni Council Research Grant. “Diversifying Quantitative Research at Auburn with the QMER Learning Community” (*Awarded*, \$2,000)
- 2019 Co-I. Auburn University, “ePortfolio Project Grant” (*Awarded*, \$8,000)
- 2018 Co-PI. The Center for Rural Pennsylvania, “Analysis of K-12 Teacher Demand and Supply in Pennsylvania” (*Awarded* \$65,000)
- 2018 Co-PI. Daniel F. Breeden Endowed Grant (*Awarded*, \$4,000)
- 2018 Co-I. National Association of Secondary School Principals, “Studies of Principal Turnover” (*Not Selected*, \$150,000)
- 2017 Co-I. New Leaders, “Supporting Effective Educator Development Grant (SEED)” (*Not Selected*, \$200,000)

### Conference Presentations

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- \*Kim, D.J., & **Pendola**, A. (2022, April 21-26). *(Re)Envisioning Mindfulness for Leadership Retention*. [Researcher Development Program Paper Session] AERA Annual Meeting.
- \*Rushing, J., & **Pendola**, A. (2022, April 21-26). *Outlier Leadership in Alabama: Mixed-Methods Study of Principal Practices in High-Performing, Disadvantaged Schools*. [Paper Session]. AERA Annual Meeting.
- Pendola**, A., Fuller, E., & Hollingworth, L. (2022, April 21-26). *Unstable Times: Race, Gender, and Leaving the Principals during the Great Recession*. [Paper Session]. AERA Annual Meeting.
- Pendola**, A. (2022, April 21-26). *Alternatives to Principal Withdrawal and Turnover*. [Roundtable Session]. AERA Annual Meeting.
- Pendola**, A. & Fuller, E.J. (2021, April). *Draw or Drain? Exploring Rural Principal Transfer and Attrition in Texas*. [Roundtable Session]. AERA Annual Meeting. Online.
- Pendola**, A., Mann, B., Marshall, D., & Bryant, J. (2021, April). *Enacting the People? School Choice, Constituency, and the Common Good*. [Roundtable Session]. AERA Annual Meeting. Online.
- Fuller, E., **Pendola**, A., Hollingworth, L., & Mandel, Z. (2021, Nov 12-15). *Providing Post pandemic Student Mental Health Support* [Paper Session]. University Council for Educational Administration, Columbus OH.

- Pendola, A., Fuller, E., Hollingworth, L., & Mandel, Z.** (2021, Nov 12-15). *New factors associated with superintendent turnover* [Paper Session]. University Council for Educational Administration, Columbus OH.
- \*Jang, H., \*Moore, T., & **Pendola, A.** (2021). The Alabama Equity Divide: Environmental Poverty and Achievement Across Urban and Rural Locales. *American Psychological Association*.
- \*Rushing, J., & **Pendola, A.** (2021, Nov 12-15). *Outlier leadership: How to beat the odds in challenging school contexts* [Paper Session]. University Council for Educational Administration, Columbus OH.
- Pendola, A.** (2021, Nov 12-15). *Rewriting the script: Mapping alternatives to principal withdrawal and turnover* [Paper Session]. University Council for Educational Administration, Columbus OH.
- Pendola, A., Fuller, E., & Hollingworth, L.** (2021, Nov 12-15). *Stable through the storm: Principal exits, race, and gender during the Great Recession* [Paper Session]. University Council for Educational Administration, Columbus OH.
- \*Conradson, K., & **Pendola, A.** (2021, Nov 12-15). *Teacher absenteeism and student reading growth and achievement* [Paper Session]. University Council for Educational Administration, Columbus OH.
- Pendola, A.** (2021, April). *Intervening in Teacher Turnover with Constructive Adaptations*. [Roundtable Session]. AERA Annual Meeting. Online.
- Anderson, J., & **Pendola, A.** (2020, Nov 17-20). District leadership responses to financial crises. *University Council for Educational Administration*, Online
- Pendola, A., & \*Appiah, J.** (2020, Nov 17-20). New alternatives. Developing constructive adaptations to principal turnover. *University Council for Educational Administration*, Online
- \*Kim, D. J., & **Pendola, A.** (2020, Nov 17-20) (Re)envisioning mindfulness to reduce principal turnover. *University Council for Educational Administration, Researcher Development Program*, Online
- Pendola, A. & Anderson, J.** (2020, Apr 17 - 21) Rural Schools, Budget Priorities, and the Great Recession [Paper Session]. *AERA Annual Meeting*, San Francisco, CA <http://tinyurl.com/rdrby7x> (Conference Canceled)
- \*Mandel, Z. R., **Pendola, A.** & Fuller, E. (2020, Apr 17 - 21) Exploring the Relationship Between the Texas Special Education Cap and Principal Turnover [Paper Session]. *AERA Annual Meeting*, San Francisco, CA <http://tinyurl.com/r5whz8b> (Conference Canceled)
- Pendola, A.** (2020, Apr 17 - 21) Reapportioning the Budget in Lean Times: School-Level Spending During the Great Recession [Poster Session]. *AERA Annual Meeting*, San Francisco, CA. <http://tinyurl.com/rhxek7y> (Conference Canceled)
- Anderson, J., McGinnis, E., **Pendola, A.**, Woo, H. & Snyder, T. J. (2020, Apr 17 - 21) Leveraging Social Media to Extend Research-Based Discussion Beyond Academia [Roundtable Session]. *AERA Annual Meeting*, San Francisco, CA <http://tinyurl.com/whq35q9> (Conference Canceled)
- Pendola, A., Anderson, J.** (2020). In Lean Times: Rural School Finance and the Great Recession in Texas. *National Educational Finance Association*, Birmingham, AL, April (Online).
- Pendola, A.** (2020). School Spending in Lean Times: School-Level Budget Allocations During the Great Recession in Texas. *Association for Education Finance and Policy*, Fort Worth, TX, March (Online).
- Apostolescu, O., **Pendola, A.**, & Fuller, E. (2019). Charter School Principal Turnover. *American Educational Research Association*, Toronto, CA, April
- Pendola, A., & Fuller, E.** (2019). Choice or Chance? Preferences and Opportunities in Principal Turnover. *American Educational Research Association*, Toronto, CA, April

- Fuller, E., & Pendola, A., Hollingworth, L. (2019). Examining the Effect of Superintendent Turnover on Principal Turnover. *American Educational Research Association*, Toronto, CA, April
- \*Mandel, Z., Fuller, E., & **Pendola**, A. (2019) Production, Placement, and Retention of Secondary STEM Teachers of Color: A Case Study of Texas. *American Educational Research Association*, Toronto, CA, April
- Pendola**, A., & Fuller, E. (2019). Strength from Within? Internal Recruitment and Principal Retention. *American Educational Research Association*, Toronto, CA, April
- Fuller, E., & **Pendola**, A. (2019) Teacher Preparation and Teacher Retention: Examining the Relationship for Beginning STEM Teacher. *American Educational Research Association*, Toronto, CA, April
- Fuller, E., & **Pendola**, A. (2019). The Combined Impact of Internal Churn of Teachers on Student Access to Experienced Teachers. *University Council for Educational Administration*, New Orleans, LA, November.
- Pendola**, A., & Fuller, E. (2019). Do Students Have Equitable Access to Assistant Principals? *University Council for Educational Administration*, New Orleans, LA, November.
- Pendola**, A., & Fuller, E. (2019). The Salary Draw: Wage Differentials and Principal Turnover. *Association for Education Finance and Policy*, Kansas City, KS, March
- Pendola**, A., & Apostolescu, O. (2019). Charter School Policy and Principal Turnover. *Alabama Association of Professors of Educational Leadership*, Montgomery, AL, February.
- Serafini, A., Bryant, J., & **Pendola**, A. (2019) Utilizing Simulations to Enhance School Leader Preparation. *Alabama Association of Professors of Educational Leadership*, Montgomery, AL, February.
- Pendola**, A. (2019). Levinas, the State, and the Ethics of School Leadership. *Alabama Association of Professors of Educational Leadership*, Montgomery, AL, February.
- Serafini, A., & **Pendola**, A. (2019). Creating Collaborative Cultures in Educational Leadership Departments: Practicing What We Preach. *Southern Regional Council on Educational Administration*, Auburn, AL, October.
- Pendola, A., & Fuller, E. (2018). Wage Dispersion, Salary Referents, and Principal Turnover Behavior. *American Educational Research Association*, New York, NY, April.
- Pendola**, A., & Fuller, E. (2018). The Rural Turn: Principal Stability Across Geographic Locale. *American Educational Research Association*, New York, NY, April.
- Fuller, E., Hollingworth, L., & **Pendola**, A. (2018). Superintendent Tenure and Turnover in Texas: 1990-2015. *American Educational Research Association*, New York, NY, April.
- Pendola**, A., & Fuller, E. (2018). The Impact of Internal Succession on Principal Turnover. *University Council for Educational Administration*, Houston, TX, November.
- Pendola**, A., Fuller, E., Hollingworth, L., & Maselli, A. (2018) Where did all the Leaders Go? Examining Superintendent and Principal Turnover. *University Council for Educational Administration*, Houston, TX, November.
- Cunningham, K., Franks, L., Fuller, E., **Pendola**, A., & Richardson, S. (2018). The Elementary School Principal: Lessons Learned from the NAESP 10-Year Study. *University Council for Educational Administration*, Houston, TX, November.
- Pendola**, A. (2018). Adapt or Abandon: Demographic Shocks and Principal Turnover. *University Council for Educational Administration*, Houston, TX, November.
- Schaub, M., **Pendola**, A., Munoz, I., & Zapata, M. (2017). Early Opportunities and Fourth Grade Success. *American Educational Research Association*, San Antonio, TX, April.

- Pendola, A., & Baker, D.** (2017) Fortified, Not Secularized: Longitudinal Influence of Higher Education on Religious Beliefs and Behavior. *American Educational Research Association*, San Antonio, TX, April.
- Pendola, A., & Apostolescu, O.** (2017). Influences on Principal Turnover: A Longitudinal Analysis of Principal Transfer and Attrition. *University Council for Educational Administration*, Denver, CO, November.
- Fuller, E., Hollingworth, L., & **Pendola, A.** (2017). An Exploration of Superintendent Turnover from 1990-2014. *University Council for Educational Administration*, Denver, CO, November.
- Pendola, A.** (2017). Differentiating the Rural Principal: Retention and Attrition Across Locale. *Midwest Educational Research Association Annual Meeting*, Evanston, IL, October.
- Pendola, A.** (2016). Now Turn and Face the Class: Encountering Educational Leadership through Emmanuel Levinas. *Consortium for the Study of Leadership and Ethics in Education: Values and Leadership Conference*, London, ON, October.
- Fuller, E., & **Pendola, A.** (2016). Is Alternative Certification the Answer? Examining Beginning Teacher Turnover by Route to Certification. *University Council for Educational Administration*, Detroit, MI, November.

### Invited Presentations/Lectures

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- Pendola, A.** (2022). Practical Interventions for Improving Teacher Retention in Alabama. *Given at the 2022 Alabama Superintendents Academy Finance Training, July.*
- Pendola, A.** (2019). Draw or Drain?: Exploring Rural Principal Turnover and Attrition in Texas. *University of South Carolina Center for Innovation in Higher Education Talent Centered Education Leadership Initiative*, Columbia, SC, October. [Link](#)
- Pendola, A.** (2019). Using Program Assessments to Support Principal Stability. *AERA-UCEA Advancing Knowledge about University Contributions to Professional Learning in Educational Leadership Working Group*, Washington, D.C., November. [Link](#)
- Fuller, E., & **Pendola, A.** (2019). Teacher Preparation and Teacher Retention: Examining the Relationship for Beginning STEM Teachers. *American Association for the Advancement of Science*, Washington D.C., May.

### Courses Taught

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Multiprofessional Leadership for Equity  
 Organizational Power, Politics, and Policy Formation  
 Organizational and School Management  
 Ethics for Leaders  
 Leadership in Finance and Management  
 Educational Finance and Resource Management

### Student Awards

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Yan Dai. 2022. *Auburn University Graduate Council Outstanding Graduate Student*  
 Clarissa Beavers. 2022. *Auburn University Presidential Graduate Opportunity Program Fellowship*.  
 Joy Rushing. 2022. *UCEA Clark Scholar*.  
 Maegan Ford. 2020. *UCEA Clark Scholar*.

### Professional Membership and Service

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*Senior Associate Editor*, American Journal of Education

January 2023. \*graduate student contribution

*Editorial Board*, Educational Research Quarterly  
*Editorial Board*, The Professional Educator  
*Board of Advisors*, National Education Finance Association  
*Faculty Mentor*, UCEA William Boyd National Educational Politics Workshop, 2019-P  
*Faculty Mentor*, UCEA Researcher Development Program, 2019-P  
*Faculty Mentor*, UCEA Graduate Student Summit, 2020  
*Awards Committee*, AERA Rural Education SIG 2020-1  
*Member, Reviewer* University Council for Educational Administration  
*Reviewer*, UCEA Clark Scholars, 2021-P  
*Member, Reviewer*, American Educational Research Association, Div. A & L  
*Discussant, Mentor*, Southeastern Universities Graduate Research Summit

Ad Hoc Journal Reviewer

Educational Researcher  
Education Finance and Policy  
Educational Administration Quarterly  
American Journal of Education  
Educational policy Analysis Archives  
Teachers College Review  
Peabody Journal of Education  
Educational Research and Evaluation  
The Rural Educator  
Journal of Research in Rural Education  
NASSP Bulletin  
School Effectiveness & School Improvement

**University Service**

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2022-P	Faculty Senator
2021-P	E-Learning and Technology Committee
2019-2021	University Budget Advisory Council
2019 – P	Department Faculty Diversity Committee