TRAVIS J. BRISTOL, Ph.D.
tjbristol@berkeley.edu
2121 Berkeley Way
Berkeley, CA 94720

EDUCATION:

Columbia University, New York, NY. Doctor of Philosophy in Education Policy

Stanford University, Stanford, CA. Master of Arts in Education

Amherst College, Amherst, MA. Bachelor of Arts in English (distinction)

PROFESSIONAL EXPERIENCE:

Professor. **University of California, Berkeley.** (July 2026 – Present)
Associate Professor. **University of California, Berkeley.** (July 2022 – June 2026)
Assistant Professor. **University of California, Berkeley.** (July 2018 – June 2022)
Faculty Director: Center for Research on Expanding Educational Opportunity
Courtesy Appointment: African American Studies and African Diaspora Studies
Faculty Affiliate: Institute for Research on Labor and Employment; Center for Research on Social Change

Peter Paul Assistant Professor. **Boston University School of Education.** (August 2017 – June 2018)
Assistant Professor of Education. **Boston University School of Education.** (July 2016 – August 2017)

Research and Policy Fellow. **Stanford Center for Opportunity Policy in Education.** (August 2014 – June 2016)
Faculty Advisor: Linda Darling-Hammond

Clinical Teacher Educator. **Boston Teacher Residency.** (June 2011 – July 2014)

English Teacher. **New York City Department of Education.** (September 2004 – June 2009)

AWARDS AND FELLOWSHIPS (selected):

American Educational Research Association Mid-Career Award (Division-K), Washington, D.C., 04/2026

U. C. Berkeley Chancellor's Award for Community-Engaged Teaching, Berkeley, CA, 05/2025

American Educational Research Association Early Career Award, Washington, D.C., 04/2024

American Educational Research Association Outstanding Reviewer (*Educational Researcher*) Washington, D.C., 04/2022

American Educational Research Association Early Career Award (Division-K), Washington, D.C., 04/2021

National Academy of Education/Spencer Postdoctoral Fellowship, Washington, D.C., 05/2020

Ford Foundation Postdoctoral Fellowship, Washington, D.C., 06/2019

Comparative and International Education Society, African Diaspora SIG Emerging Scholar, San Francisco, CA, 05/2019

Thomas B. Fordham Institute Emerging Education Policy Scholar, Washington, D.C., 9/2017

Peter Paul Career Development Professorship at Boston University, Boston, MA, 08/2017

American Association of Colleges for Teacher Education Teacher Diversity Research Award, Washington, D.C., 12/2015

National Academy of Education/Spencer Dissertation Fellowship, Washington D.C., 05/2013

Ford Foundation Dissertation Fellowship, Washington D.C., 05/2013 **(declined)**

American Educational Research Association Minority Dissertation Fellowship, Washington, D.C., 05/2013 **(declined)**

Teachers College, Columbia University Minority Fellowship**,** New York, NY 09/2009 -06/2012

John Woodruff Simpson Fellowship in Education Policy**,** Amherst, MA 09/2009

Alicia C. and Merrill E. Newman Fellowship, Stanford, CA, 6/2003

The Rockefeller Brothers Fund Fellowship for Aspiring Teachers of Color, New York, NY, 3/2002

EDITIED VOLUMES

1. T. J. Bristol & J. Ollison (Eds.) (Under contract) *Equity Deep Dive: A Professional Learning Community for California Teacher Residency Programs*. Teachers College Press

2. A. N. Woodson & **T. J. Bristol** (Eds.) (2024) *Men Educators of Color in U.S. Public Schools.* Routledge.

3. C.D. Gist & **T. J. Bristol** (Eds.). (2022) *Handbook of Research on Teachers of Color and Indigenous Teachers*. The American Educational Research Association

REFEREED PEER-REVIEWED PUBLICATIONS: (former/current students' names are marked with an asterisk)

4. Britton, T. A., Shirrell, M., **Bristol, T. J.** (forthcoming). Student-Teacher Ethnoracial Matching and Postsecondary Access: Evidence from New York City. *AERA Open*.

5. Gist, C. D & **Bristol, T. J.** (forthcoming). Is Teaching a Sustainable Profession? Perspectives from Educators Across the Nation. *American Educator.*

6. Martin, J., Walrond, H., Britton, T.A., & **Bristol, T. J.** (2026). Mandating Black Studies Curricula: Lessons Learned from a Black Studies Curriculum Development Project. *Journal of Black Studies, 57*(4) 377-402.

7. Bristol, T. J., Cheung, R. C., & Wilkerson, M. (2025). Designing Professional Learning to Support District and School Administrators of Color. *Urban Review*. https://doi.org/10.1007/s11256-025-00777-1

8. Walrond, H. & **Bristol, T.J.** (2025). Supervision as Liberation: Culturally Responsive Mentorship Through National Board Facilitation. *Journal of Educational Supervision, 8* (2), 68-91.

9. Magana, J., *Martin, J., Ollison, J., **Bristol, T.J.** (2025). Seeking a Shared Vision for Teacher Diversity in California. *Education Standard, 25*(3).

10. Bristol, T. J. & *Jones, M., Noonan, J. (2024). Diversity mixed messages: Misalignment between stated policies and enacted practices aimed at hiring teachers of color. *American Journal of Education, 130*(3), 339-362.

11. Shirrell, M., **Bristol, T. J.,** & Britton, T. A. (2024). The effects of student-teacher ethnoracial matching on exclusionary discipline for Asian American, Black, and Latinx Students: Evidence from New York City. *Educational Evaluation and Policy Analysis*, *46*(3), 555-580.

12. White, T., **Bristol, T. J.,** & Britton, T. A. (2024). The role of a social justice learning community: A mixed-method exploration of efficacy in non-cognitive development between teacher fellowship recipients. *Urban Education, 59*(8), 2211-2244.

13. *Quince, C. L., *Martin, J. T. & **Bristol, T. J.** (2024). Looking Back to Move Forward: A Healing-Centered Approach to Teacher Professional Learning in one Urban Center. *Journal of Negro Education, 93*(3), 294-309.

14. Bristol, T. J., *Johnson, P., *Manchanda, S., (2023). Culturally responsive professional development: One teachers union's professional learning community for Black male teachers. *Journal of Negro Education, 9*2(3), 355-368.

15. *Manchanda, S., **Bristol, T. J.,** & Moss, C. (2023). Getting Black Men to the Blackboard: Factors that Promote Black Men Teachers' Entry into the Teaching Profession. *Equity & Excellence in Education*, *57*(2), 226-239.

16. Scallon, A. M., **Bristol, T. J.,** & *Esboldt, J. (2023). Teachers' perceptions of principal leadership practices that influence teacher turnover. *Journal of Research on Leadership Education*, *18(1), 80-102*.

17. Yuan, T., Waite, S, **Bristol, T. J,** & Mentor, M. (2023). NYC men teach: Listening to and supporting early-career Asian American male teachers in English teaching. *English Leadership Quarterly, 45*(3), 5- 12.

18. Bristol, T. J. & *Esboldt, J. (2020). Curricular contradictions: Negotiating between pursuing national board certification and an urban district's direct instruction mandate. *Harvard Educational Review*, *90*(3), 474 – 496.

19. Bristol, T. J. (2020). A tale of two types of schools: An exploration of how school working conditions influence Black male teacher turnover. *Teachers College Record, 122*(3),1 – 41.

20. Bristol, T. J., Wallace, D. J, *Manchanda, S., & *Rodriguez, A. (2020). Supporting ethnoracially diverse male preservice teachers of color: Evidence from an alternative teacher certification program. *Peabody Journal of Education, 95*(5), 484-497.

21. Bristol, T. J. (2020). Black men teaching: Toward a theory of social isolation in organizations. *Race Ethnicity and Education, 23*(3), 288-306.

22. Noonan, J. & **Bristol, T. J**. (2020). "Taking care of your own": Parochialism, pride of place, and the drive to diversify teaching. *AERA Open, 6*(4), 1 - 12

23. Bristol, T. J. & Shirrell, M. (2019). Who is here to help me?: The work-related social networks of teachers of color. *American Educational Research Journal*, *56*(3), 868-898.

24. Bristol, T. J. & Goings, R. B. (2019). Exploring the boundary heightening experiences of Black male teachers: Lessons for teacher education. *Journal of Teacher Education, 70*(1), 51-64.

25. Bristol, T. J. & *Martin-Fernandez, J. (2019). The added value of Latinx and Black Teachers for Latinx and Black students: Implications for policy. *Policy Insights from Behavioral and Brain Science, 6*(2), 147-153.

26. Bristol, T. J. & Mentor, M. (2018). Policing and teaching: The positioning of Black male teachers as agents in the universal carceral apparatus. *The Urban Review, 50*(2), 1-17.

27. Bristol, T. J. (2018). To be alone or in a group: An exploration into how the school-based experiences differ for Black male teachers across one urban school district. *Urban Education, 53*(3), 1-21.

28. Goings, R. B., **Bristol, T. J.,** & Walker, L. (2018). From refugee to teacher: The transition experiences of one Black male immigrant nontraditional health education major at an HBCU. *Journal for Multicultural Education,12* (2), 126-143.

29. Waite, S, Mentor, M., & **Bristol, T. J.** (2018). Growing our own: Reflections on developing a pipeline for male educators of color. *Journal of the Center for Policy Analysis and Research, 1*(1), 148-166.

30. Bristol, T.J. (2017). Why teachers and students stay home: A mixed-method analysis of teacher and student absenteeism across nine schools in Guyana. *International Journal of Comparative Education and Development, 19*(4), 134-149.

31. Snyder, J., & **Bristol, T. J.** (2015). Professional accountability for improving life, college, and career readiness. *Education Policy Analysis Archives*, *23*(6), 1 – 30.

32. Bristol, T.J. (2015). Teaching Boys: Towards a theory of gender relevant pedagogy. *Gender and Education, 27*(1), 53-68.

SPECIAL ISSUES:

33. Gist, C. D. & **Bristol, T. J.** (2025). Valuing Teachers and their Educational Impact. *Education Standard*, *25*(3).

34. Gist, C. D., **Bristol, T. J.,** Kulkarni, S. S. (2024). Research on Teachers of Color and Indigenous Teachers: Charting New Directions for Policy and Practice. *Education Policy Analysis Archives, 32(52)*, 1-9. *https://doi.org/10.14507/epaa.32.8826*

35. Gist, C. D. & **Bristol, T. J.** (2021). Learning from the voices of Black, Indigenous and People of Color Educators: Charting new directions for research, policy, and practice. *Phi Delta Kappan, 103* (2), 4 – 7.

36. Woodson, A. N. & **Bristol, T. J.** (2020). Male teachers of color: Charting a new landscape for educational research. *Race Ethnicity and Education, 23*(3), 281-287.

BOOK CHAPTERS:

37. Bristol, T. J. (forthcoming). Foreword. In. K. Hinton & J. Beck (Eds.), *Envisioning Antiracist Teacher Leadership and Other Commitments to "Dismantling Systems of Oppression*? Routledge

38. Bristol, T. J. & *Manchanda, S. (forthcoming). A historical examination of teacher certification exams. In M. T. Winn & L. T. Winn (Eds.), *The Encyclopedia of Social Justice in Education*. Bloomsbury

39. Bristol, T. J & Carver-Thomas, D. (2025). Facing the Rising Sun: Black Teachers' Positive Impact Post-Brown. In L. Darling-Hammond & N. Nasir (Eds), *Equity and Education Since Brown v. Board: Where do we go from here?*. Teachers College Press.

40. Bristol, T. J. & *Manchanda, S. (2022). An examination of U.S. Black teachers' school-based experiences and impact: Policy implications for the international community. In S. Steinsdorff & M. Rüdiger (Eds.) *Teacher Education in a Global Community*.

41. Bristol, T. J. & *Ballard, A. (2022). Teaching in an age of state sanctioned lynching: Employing culturally sustaining pedagogy to respond to persistent social inequity. In D. Hucks, Y. Sealy-Ruiz, V. Showunmi (Eds.), *Purposeful teaching and learning in diverse contexts: Implications for equity, access, and achievement.* Charlotte: Information Age Publishing.

42. Bristol, T. J. & *Jones, M. E. (2022). Ethnoracially diverse teachers in Europe: A research brief. In C.D. Gist & T.J. Bristol (Eds.), *Handbook of Research on Teachers of Color and Indigenous Teachers*. American Educational Research Association.

43. Gist, C. D. & **Bristol, T. J.** (2022). Introduction. In C.D. Gist & T.J. Bristol (Eds.), *Handbook of Research on Teachers of Color and Indigenous Teachers*. American Educational Research Association.

44. Bristol, T. J. (2014). Not strangers: How social distance influences Black male teachers' perceptions of their male students of color. In Y. Sealy-Ruiz, C. Lewis, & I. Toldson (Eds.), *Teacher education and the black community.* Charlotte: Information Age Publishing.

NON-REFEREED PUBLICATIONS:

45. Bristol, T. J. (2024) When will the US presidential candidates talk about teachers?: American families, students, and teachers are waiting. *Brookings Institute Brown Center Chalkboard.*

46. Corral, M.D., Bishop, J.P., **Bristol, T.J.,** Espino, M.L. (2024). California Race, Education, and Community Healing (REACH) Network Baseline Report. Center for the Transformation of Schools, School of Education & Information Studies, University of California, Los Angeles.

47. Gist, C. D. & **Bristol, T. J.** (2022). The keys to diversifying America's teaching corps. *The Washington Post*

48. Bristol, T. J., Gupton, S., Han-Harris, S. H., & Lillis, S. (2022). How to increase the diversity of California's educator workforce. *The California Department of Education.*

49. Bristol, T. J. (2022). How to diversify California's educator workforce. *EdSource.*

50. Bristol, T. J. (2021). 4 ways to get more Black and Latino teachers in K-12 public schools. *The Conversation.*

51. Bristol, T. J., Shirrell, M., & Britton, T. A. (2021). How does student-teacher matching affect suspensions for students of color? *Brookings Institute Brown Center Chalkboard.*

52. Gist, C. D. & **Bristol, T. J.** (2021). Learning from the voices of Black, Indigenous and People of Color Educators: Charting new directions for research, policy, and practice. *Phi Delta Kappan, 103* (2), 4 – 7.

53. Gist, C. D., **Bristol, T. J.,** Bianco. M., & Goings, R. B. (2021). Finding strategies to bring Teachers of Color and Indigenous Teachers into the profession. *Phi Delta Kappan, 103* (2), 8-11.

54. Gist, C. D., **Bristol, T. J.,** Mensah, M. F., & Philip, T. M. (2021). Committing to racial justice and equity for Teachers of Color and Indigenous Teachers. *Phi Delta Kappan, 103* (2), 14-17.

55. Gist, C. D., **Bristol, T. J.,** Fenwick, L. T., & Akua, C. (2021). What roles do MSIs play in preparing Teachers of Color and Indigenous Teachers? *Phi Delta Kappan, 103* (2), 20- 24.

56. Gist, C. D., **Bristol, T. J.,** Rios, F., & Cueto, D. (2021). Recruitment, hiring, and early-career induction support for Teachers of Color and Indigenous Teachers. *Phi Delta Kappan, 103* (2), 27- 29.

57. Gist, C. D., **Bristol, T. J.,** Flores, B. B., Herrera, S., & Claeys, L. (2021). Effective mentoring practices for Teachers of Color and Indigenous Teachers. *Phi Delta Kappan, 103* (2), 32-35.

58. Gist, C. D., **Bristol, T. J.,** & Kohli, R. (2021). Effective supports for Teachers of Color and Indigenous Teachers. *Phi Delta Kappan, 103* (2), 38-41.

59. Gist, C. D., **Bristol, T. J.,** Wozolek, B., Irizarry, J., Brockenbrough, E. (2021). The power of intersectional interventions for Teachers of Color and Indigenous Teachers. *Phi Delta Kappan, 103* (2), 44-47.

60. Gist, C. D., **Bristol, T. J.,** Easton-Brooks, D. (2021). The positive effect of Teachers of Color and Indigenous Teachers. *Phi Delta Kappan, 103* (2), 50-53.

61. Gist, C. D., **Bristol, T. J.,** & Carter Andrews, D. J. (2021). Valuing the practices of Teachers of Color and Indigenous Teachers. *Phi Delta Kappan, 103* (2), 56-59.

62. Gist, C. D., **Bristol, T. J.,** Carver-Thomas, D., Hyler, M., Darling-Hammond, L. (2021). Motivating Teachers of Color and Indigenous Teachers to stay in the field. *Phi Delta Kappan, 103* (2), 61-65.

63. Gist, C. D., **Bristol, T. J.,** Brown, A. L., & Brown, K. D. (2021). Centering race and racism in educator diversity policies. *Phi Delta Kappan, 103* (2), 68-71.

64. Bristol, T. J. (2019). The added value of Latino and Black teachers for Latino and Black students: Implications for the reauthorization of the higher education act. *Brookings Institute Brown Center Chalkboard.*

65. Bristol, T. J. & *Gordon, C. D. (2019). Desk review to support the development of the Guyana education sector plan 2019-2030. United Nations Children's Fund (UNICEF).

66. *Esboldt, J. & **Bristol, T. J.** (2018, November 8). [Review of the book *Systems for instructional improvement: Creating coherence from the classroom to the district office* by P. Cobb, K. Jackson, E. Henrick, & T. Smith]. *Teachers College Record*.

67. Stosich, E. L. & **Bristol, T. J.** (2018). Moving from teacher quality to advancing a new perspective on teaching quality: A critical synthesis. Stanford Center for Opportunity Policy in Education.

68. Bristol, T. J. (2017, February 21). Supporting novice teachers to develop culturally sustaining performance-based assessments. *Education Week Teacher.*

69. Bristol, T. J. (2016, May 15). The troubling shortage of Latino and Black teachers – and what to do about it. *The Washington Post.*

70. Paris, D. & **Bristol, T. J.** (2016, May 14). Culturally sustaining pedagogy increases student engagement. *Education Week Teacher.*

71. Bristol, T. J. (2015). Male teachers of color take a lesson from each other. *Phi Delta Kappan,92* (2), 36-41.

72. Bristol, T. J. (2015). Professional development for male teachers of color. *ASCD Express, 10*, 13.

73. Bristol. T. J. & White, T. (2015, September 22). Three-part series on how school districts, teacher education programs, and alternative certification programs are responding to the call to increase the racial/ethnic diversity of America's teaching force. *Education Week Teacher.*

74. Bristol, T. J. & Goldenberg, C. (2015). Teachable moments and academic rigor: A mini unit. *Edutopia.*

75. Bristol, T. J. (2015, April 28). Black male teachers: There aren't enough of them. *The Washington Post.*

76. Ladson-Billings, G., **Bristol, T. J**., White, T. (2015, January 6). Response: The teachers of color disappearance crisis. *Education Week Teacher.*

77. Bristol, T. J. (2014). Race and violence should be a school-wide subject. *Edutopia.*

78. Marinell, W. H., Coca, V.M., Arum, R., Goldstein, J., Kemple, J., Pallas, A., **Bristol, T. J.,** Buckley, C., Scallon, A., & Tanner, B. (2013). Who stays and who leaves? Findings from a three-part study of teacher turnover in NYC middle schools. The Research Alliance for New York City Schools.

MANUSCRIPTS IN REVIEW:

79. *Zhou, A., **Bristol, T. J.,** & *Quince, C. L. (revise and resubmit). The Role of School Building Leaders in Shaping Teacher Working Conditions.

80. *Quince, C. L. & **Bristol, T. J.** (under review). Developing Asset-based Teachers while Growing Your Own

81. *Quince, C. L., *Ballard, A. A., **Bristol, T. J.,** *Saarkwah, J., & *Zhou, A. (under review). Additive and Subtractive Teacher Preparation: Oakland Unified Teacher Residency Program: A Review of Teachers' Residency Experiences.

82. Bristol, T. J., Yuan, T., Waite, S, & Mentor, M. (under review). Becoming a Critical Educative Mentor: A Case Study of One U.S. Urban School District's Preparing Veteran Teachers to Support Novice Male Teachers of Color.

MANUSCRIPTS IN PREPARATION:

1. Warren, R., Walrond, H., Bristol, Bristol, T.J. Making it Through: Examining Professional Identity Negotiation and Pathways of Persistence Among Male Educators in the National Board Certification Pipeline.

2. Navarrete-Burks, L., Walrond, H., Woodhouse, X., Bristol, T.J. "Principal Leadership and National Board Certification: Creating Conditions for Accomplished Teaching"

3. Bristol, T. J., Mustafaa, F., *Torres, R. Preparedness to teach: Certification type, race, and gender.

GRANTS: (Total: $7, 961, 503)

National Board Resource Center
Hewlett Foundation: $300,000
Principal Investigator: Travis J. Bristol 2026-2028

California Black Studies Curriculum
Education Leaders of Color: $100,000
Principal Investigator: Jacquelyn Ollison, Travis J. Bristol, Tolani A. Britton 2026-2027

CREEO-HBCU Showcase
Townsend Center: $750
Principal Investigator: Melika Jalili and Travis J. Bristol 2026

California Black Studies Curriculum
UC Berkeley Chancellor's Community Partnership Fund: $7,500
Principal Investigator: Jacquelyn Ollison and Travis J. Bristol 2026

National Board Certification Resource Center
Oakland Unified School District: $100,000
Principal Investigator: Travis J. Bristol 2026

Visiting Scholars Program
Bezos Family Foundation: $170,741
Principal Investigator: Travis J. Bristol 2025-2027

Affirming Black Studies in K–12 Classrooms
UC Berkeley's Black Studies Small Grant Committee: $1,000
Principal Investigators: Honey Walrond, Jeremy Martin, Travis J. Bristol, Tolani Britton 2025-2026

CREEO-HBCU Program
UC Berkeley's Black Studies Small Grant Committee: $1,000
Principal Investigators: Melika Jalili, Aukeem Ballard, Travis J. Bristol 2025-2026

American Cultures Engaged Scholarship Grant
University of California, Berkeley: $2,000
Principal Investigator: Travis J. Bristol 2025-2026

University of California-Historically Black Colleges and Universities Initiative
University of California: $509, 007
Principal Investigator: Travis J. Bristol & Tolani Britton 2025-2028

General Operating Grant
Intrepid Foundation: $150,000
Principal Investigator: Travis J. Bristol 2025-2028

General Operating Grant
MR Macgill: $10,000
Principal Investigator: Travis J. Bristol 2025-2026

California Black Educator Initiative
Ballmer Group (sub-award): $86,100
Principal Investigator: Travis J. Bristol 2024-2026

General Operating Grant
Intrepid Foundation: $10,000
Principal Investigator: Travis J. Bristol 2024

Student-Teacher Ethnoracial Match and College Enrollment in New York City
Walton Family Foundation: $450,000
Principal Investigators: Tolani Britton, Travis J. Bristol, & Matthew Shirrell 2024-2026

Community Connected Teachers
Grow Your Own Program-Illinois: $80,000
Principal Investigators: Travis J. Bristol & Christine Quince 2023-2025

National Board Resource Center at UC Berkeley
Anonymous: $1,620,000
Principal Investigators: Travis J. Bristol & Rebecca Cheung 2023-2027

The Race Education and Community Healing (REACH) Network
The State of California: $1,000,000
Principal Investigators: Tyrone Howard & Travis J. Bristol 2023-2027

Educators of Color in Urban (After)Schools
UC Links: $70,000
Principal Investigator: Travis J. Bristol 2023 - 2025

California Black Studies Curriculum
California Department of Justice: $200,000
Principal Investigators: Tolani Britton & Travis J. Bristol 2023 - 2025

A Case Study of Teacher Wellness in One Urban School District
The Teaching Well: $200,000
Principal Investigator: Travis J. Bristol 2023-2024

Planning Grant for a University-based Research Center
William and Flora Hewlett Foundation: $63, 308
Principal Investigator: Travis J. Bristol 2022 - 2023

Downtown Berkeley Mural Project
UC Berkeley Chancellor's Community Partnership Fund: $16,280
Principal Investigators: Matthew Jervis & Travis J. Bristol 2023-2024

Oakland Unified Teacher Residency Study
Anonymous: $500,000
Principal Investigators: Sarah Glasband and Travis J. Bristol 2023 - 2024
Oakland Unified School District Uncredentialed Teacher Study

William and Flora Hewlett Foundation: $15,000
Principal Investigators: Moonhawk Kim and Travis J. Bristol 2021-2022

A Community of Practice for California Teacher Residency Programs
Chan Zuckerberg Initiative: $250,000
Principal Investigator: The California Lab and Travis J. Bristol 2021 - 2022

Preparing Veteran Teachers to Differentiate Learning for Novice Male Teachers of Color
National Academy of Education/Spencer Foundation: $70,000
Principal Investigator: Travis J. Bristol 2020 - 2022

Handbook of Research on Teachers of Color
The Ewing Marion Kauffman Foundation: $60,000
Principal Investigator: Conra Gist and Travis J. Bristol 2020 - 2022

An Exploration of a Professional Learning Community for Novice Male Teachers of Color
Institute for Research on Labor and Employment: $20,000
Principal Investigator: Travis J. Bristol 2020-2021

A Community of Practice for Education Leaders of Color
Charles and Lynn Schusterman Family Foundation: $367,800
Principal Investigator: Travis J. Bristol 2019 - 2021

Long-Run Impacts of Student-Teacher Ethnoracial Match in New York City
Chan Zuckerberg Initiative: $262,633
Principal Investigator: Travis J. Bristol, Matthew Shirrell, and Tolani Britton 2019 - 2021

Long-Run Impacts of Student-Teacher Ethnoracial Match in New York City
Walton Family Foundation: $262,634
Principal Investigator: Travis J. Bristol, Matthew Shirrell, and Tolani Britton 2019 - 2021

Compton Unified School District Male Teachers of Color Support and Retention Study
FEDCO Charitable Foundation: $248,571
Principal Investigator: John Reveles and Travis J. Bristol 2019 - 2021

Handbook of Research on Teachers of Color
Bill and Melinda Gates Foundation: $202,500
Principal Investigator: Conra D. Gist and Travis J. Bristol 2019 - 2020

Developing Male Teachers of Color
Ford Foundation: $45,000
Principal Investigator: Travis J. Bristol 2019 - 2020

Development of the Guyana Education Sector Plan
United Nations International Children's Emergency Fund (UNICEF): $10,000
Principal Investigator: Travis J. Bristol 2018 - 2019

Early Career Learning Labs
National Education Association: $10,000
Principal Investigator: Travis J. Bristol 2018 - 2019

Student-Teacher Ethnoracial Match and Student Outcomes in Large Urban School Districts: Evidence from NYC
William T. Grant Foundation: $48,959
Principal Investigator: Matthew Shirrell and Travis J. Bristol 2018 - 2019

NYC Men Teach
New York City Department of Education: $255,000
Principal Investigator: Travis J. Bristol 2016 - 2019

Framing, Examining, and Charting the Landscape of Research on Teachers of Color Research Conference
American Educational Research Association: $35,000
Principal Investigator: Conra D. Gist and Travis J. Bristol 2018

Waltham Public Schools Teacher Diversity Study
Nellie Mae Education Foundation: $20,000
Principal Investigator: Travis J. Bristol 2017 - 2018

Relay Graduate School of Education Male Pre-service Teachers of Color Study
Bill and Melinda Gates Foundation: $30,000
Principal Investigator: Travis J. Bristol 2017 - 2018

Los Angeles Unified School District Male Teachers of Color Support Planning Grant
California Community Foundation: $5,000
Principal Investigator: Travis J. Bristol 2017 - 2018

Peter Paul Career Development Professorship at Boston University
Trustees of Boston University: $40,000
Principal Investigator: Travis J. Bristol 2017 - 2018

Teacher and Leader International Survey (TALIS) Initial Teacher Preparation Study
Marion and Jasper Whiting Foundation: $5,720
Researcher in Residence, Organization for Economic Co-operation and Development
Principal Investigator: Travis J. Bristol 2017

Crafting Teacher Diversity Research Agenda
The Charles and Lynn Schusterman Family Foundation: $2,500
Principal Investigator: Travis J. Bristol 2017

Aspiring Teachers of Color: Teacher Preparation and Retention
Woodrow Wilson National Fellowship Foundation: $20,000
Principal Investigator: Travis J. Bristol, Terrenda White, and Tolani Britton 2014 - 2015

Black Men of the Classroom
National Academy of Education/Spencer Foundation: $25,000
Principal Investigator: Travis J. Bristol 2013 - 2014

Black Men of the Classroom
Albert Shanker Institute: $2,500
Principal Investigator: Travis J. Bristol 2013 - 2014

PROFESSIONAL SERVICE:
(selected)

Associate Editor, *Educational Researcher*

Editorial Board, *Urban Education*; *American Educational Research Journal; Association for Education Finance and Policy Live Handbook*

Extramural Reviewer for Promotion to Associate Professor, University of California, Riverside (2); University of Nevada, Las Vegas; York University; University of South Florida

Extramural Reviewer for Third-Year Review, New York University

Ad Hoc Reviewer, National Academy/ Spencer Foundation Dissertation Fellowship; Spencer Foundation; *Urban Education; Educational Researcher; Journal of Teacher Education; American Journal of Education; Education Policy Analysis Archives; Journal of African American Males in Education; AERA Open; Equity and Excellence in Education;* AERA Division-K annual conference submissions.

Chair, National Board for Professional Teaching Standards (Board of Directors)

Board of Directors (Current), Albert Shanker Institute, Black Teacher Project

Board of Directors (Past), Teach Plus, National Center for Teacher Residencies, East Bay School for Boys, California Department of Education Educator Diversity Advisory Group

Discussant, American Educational Research Association Annual Conference

CONSULTANT:
(selected)

UNICEF; The World Bank; Council for Chief State School Officers; California State University; The New Teacher Project; California Teacher Residency Lab; New York City Department of Education; Boston Public Schools; Colonial School District (DE); Woodrow Wilson National Fellowship Foundation; Rowan University; Relay Graduate School of Education; SYPartners; Airbnb; XQ Super School Project

PEER REVIEWED CONFERENCES:
(selected)

1. Quince, C. & **Bristol, T. J.** (2026). Good Hearts, Growing Minds: Novice Teachers' Understanding of Culturally Sustaining Pedagogy in GYO Programs. **Paper presented at the 2026 American Educational Research Association Annual Meeting, Los Angeles, CA.**

2. Walrond, H. & & **Bristol, T. J.** (2026). Instructional Supervision as Liberation: Culturally Responsive Mentorship Through National Board Facilitation. **Paper presented at the 2026 American Educational Research Association Annual Meeting, Los Angeles, CA.**

3. Noonan, J. & **Bristol, T. J**., Jones, M. (2025). Meritocracy, Backlash, and Fatalism: Tempering Discourses in Teacher Diversity Efforts. Paper presented at the **2025 American Educational Research Association Annual Meeting,** Denver, CO.

4. Bristol, T. J. & Cheung, R. (2022). How district leaders of color apply learning from an affinity group to design equitable schools. Paper presented in a symposium at the **2022 American Educational Research Association Annual Meeting,** San Diego, CA.

5. Bristol, T. J. & Cheung, R. (2022). Designing at the margins: How senior school district leaders of color learn to enact equitable policies and practices. Paper presented in a symposium at the **2022 American Educational Research Association Annual Meeting,** San Diego, CA.

6. Bristol, T. J. (2022). Becoming a critical educative mentor: Preparing veteran teachers to support novice male teachers of color. Paper presented in a symposium at the **2022 American Educational Research Association Annual Meeting,** San Diego, CA.

7. Bristol, T. J., Johnson, P., & Manchanda, S. K. (2021). Culturally responsive professional development: One teachers union's professional learning community for Black male teachers. Paper presented in a symposium at the **2021 American Educational Research Association Virtual Annual Meeting.**

8. Shirrell, M. & Bristol, T. J. (2020). The effects of student-teacher ethnoracial matching on exclusionary student discipline: Evidence from New York City. Paper presented in a symposium at the **2020 American Educational Research Association Annual Meeting,** San Francisco, CA. (Conference canceled)

9. Noonan, J., Bristol, T. J., & Jones, M. (2019). "Taking care of your own": Parochialism, pride of place, and the drive to diversify teaching. Paper presented at the **2019 American Educational Research Association Annual Meeting,** Toronto, ON.

10. Waite, S., Bristol, T. J., Mentor, M., Yuan, T., Haynes, R. (2019). Differentiating professional development to grow the capacity of novice male teachers of color: A qualitative methods exploration. Paper presented at the **2019 American Educational Research Association Annual Meeting,** Toronto, ON.

11. Bristol, T. J. & Mentor, M. (2018). Policing and teaching: How Black male teachers embrace and resist the encapsulated role of behavior manager. Paper presented at the **2018 American Educational Research Association Annual Meeting,** New York, NY.

12. Bristol, T.J. & Shirrell, M. (2017). Who is Here to Help Me?: The Work-Related Social Networks of Teachers of Color. Paper presented at the **2017 American Educational Research Association Annual Meeting,** San Antonio, TX.

13. Bristol, T.J. & Jaquith, A. (2016). Improving Schools through School-based Professional Development Aligned with the National Boards Certification Process. Paper presented at the **2016 American Educational Research Association Annual Meeting**, Washington, D.C.

14. White, T.C., Britton, T.A., **Bristol, T.J.,** Vilson, J.L. (2016). Education for Diverse Democracy Requires Democracy for Diverse Educators: Critical Insights from National Teaching Fellows. Paper presented in a symposium at the **2016 American Educational Research Association Annual Meeting**, Washington, D.C.

15. Stosich, E., Darling-Hammond, L., Snyder, J., **Bristol, T.J.,** Bae, S. (2016). Designing Systems of Support and Accountability for Meaningful Learning: Early Lessons from State Efforts. Paper presented in a symposium at the **2016 American Educational Research Association Annual Meeting**, Washington, D.C.

16. Bristol, T.J. (2016). Differentiating Professional Development for Male Teachers of Color. Paper presented at the **2016 American Association of Colleges for Teacher Education Annual Meeting**, Las Vegas, NV.

17. Bristol, T.J. (2016). A Tale of Two Types of Schools: An Exploration of How the School Working Conditions Influence Black Male Teacher Turnover. Paper presented in a symposium at the **2016 Sociology of Education Annual Meeting**, Pacific Grove, CA.

18. Bristol, T.J. (2015). Black Men of the Classroom: How School Organizational Conditions Influence Black Male Teachers' Experiences with Performance Pressure. Paper presented in a symposium at the **2015 Academy of Management Conference**, Vancouver, B.C.

19. Bristol, T.J., Benoit, G., & Sahle, S. (2014). Boston Teacher Residency Male Educators of Color Network: A Model for Urban School Districts. Paper presented at the **2014 American Educational Research Association Annual Meeting**, Philadelphia, PA.

20. Bristol, T.J. (2013). Organizational Purgatory: An Exploration into How the Within School Experiences of Black Male Teachers Differ Across One Urban School District. Paper presented at the **2013 American Educational Research Association Annual**

Meeting, San Francisco, CA.

21. Bristol, T. J. (2012). Teaching Boys: Towards a Theory of Gender Relevant Pedagogy. Paper presented at the **2012 American Educational Research Association Annual Meeting,** Vancouver, B.C.

22. Bristol, T. J. (2012). The Role of Organizational Factors in the Retention and Attrition of Male Teachers of Color. Paper presented at the **2012 American Educational Research Association Annual Meeting,** Vancouver, B.C.

23. Bristol, T. J. (2011). Plantation, Prison, Pedagogy: An Exploration into How Male Teachers Organize Their Classrooms to Resist the Correctional Environments in Which They Teach and Their Students Learn**. Paper presented at the 2011 American Anthropological Association,** Montreal, Q.C**.**

24. Bristol, T. J. (2011). Bigger Carrots & Bigger Sticks: A Mixed Method Analysis of Teacher and Student Absenteeism Across Nine Schools in Guyana. **Paper presented at the 2011 American Educational Research Association Annual Meeting**, New Orleans, LA.

25. Hatch, T., Grossman, P., **Bristol, T. J.,** Venson, E. (2008). From Practice to Practice: What Novice Teachers and Teacher Educators Can Learn From One Another. **Paper presented at the 2008 Annual Meeting of the American Educational Research Association**, New York, NY.

INVITED INTERNATIONAL PRESENTATIONS:

1. Britton, T. A. & Bristol, T.J. (2026). Ethnoracial Diversity in the U.S. Context: Difficult Lessons on Prediction from Wisconsin Public Schools. **Universidad del Pais Vasco,** San Sebastian, Spain.

2. Bristol, T.J. (2025). Designing Schools to Support Minoritized Youth and Teachers. **Hellenic American College,** Athens, Greece.

3. Bristol, T.J. (2025). A Book Talk: *Handbook of Research on Teachers of Color and Indigenous Teachers*. **Organization for Economic Co-operation and Development,** Paris, France.

4. Bristol, T.J. (2025). The Workplace Experiences of Minoritized Workers. **Hitotsubashi University Business School**, Tokyo, Japan.

5. Bristol, T.J. (2024). A Tale of Two Types of Schools: An Exploration of How School Working Conditions Influence Black Male Teacher Turnover. **Universita Bocconi**, Milan, Italy.

6. Bristol, T. J. & Britton, T. A. (2024). Addressing our History: Designing a California Secondary Black Studies Curriculum. **University College of London,** London, England.

7. Bristol, T.J. (2023). A Book Talk: *Handbook of Research on Teachers of Color and Indigenous Teachers*. **Association of International Educators and Leaders of Color**, Doha, Qatar

8. Bristol, T.J. (2023). African Diasporic Research: Implications for Teachers of African Descent across the Americas. **Universidade do Estado da Bahia**, Salvador, Brazil.

9. Bristol, T. J. & Britton, T. A. (2023). Revisiting Racial and Ethnic Backgrounds Across Diverse Educational and Socio-cultural Contexts. **Universidad del Pais Vasco,** San Sebastian, Spain

10. Bristol, T. J. (2022). The Impact of an Ethnoracially Diverse Workforce in England, the Netherlands, Germany, and Sweden. **Srinakharinwirot University,** Bangkok, Thailand.

11. Bristol, T. J. (2022). Profesores Afrodescendientes en LatinoAmerica. **Universidad del Rosario,** Bogota, Colombia.

12. Bristol, T. J. & Britton, T. A. (2022). K – 16 Education Policy: A Perspective from the United States. **Strathmore University,** Nairobi, Kenya.

13. Bristol, T. J. & Britton, T. A. (2022). Teacher Ethnoracial Diversity on both Sides of the Pond. **University College of London,** London, England.

14. Bristol, T. J. (2020). Teaching Senior School District Leaders of Color to Design Equitable Policies and Practices. Seventh Strength through Diversity Policy Forum at the **Organization for Economic Co-operation and Development,** Paris, France.

15. Bristol, T.J. (2017). Organizing for Educator Diversity: Promising Policies and Practices from the United States. Second Strength through Diversity Policy Forum at the **Organization for Economic Co-operation and Development,** Paris, France.

16. Bristol, T.J. (2012). Teaching Boys: Towards a Theory of Gender Relevant Pedagogy. **National Center for Research Education Development**, Georgetown, Guyana.

INVITED NATIONAL PRESENTATIONS:
(selected)

1. Bristol, T. J. (2026). Educating the Next Generation of Civil Rights Leaders. Keynote Address at **the 2026 California School Employee Association's Paraeducator Conference**, Ontario, CA.

2. Bristol, T. J. (2026). Leading and Teaching Like our Democracy Depends on It. Keynote Address at **the 2026 Association of California School Administrators Equity Conference**, Anaheim, CA.

3. Bristol, T. J. (2025). Sacred and Secular Texts. Keynote Address at the **University of California, Los Angeles School of Education and Information Studies' TK-12 Leadership Symposium,** Los Angeles, CA.

4. Bristol, T. J., Farr, M., & Srinivasan, L. (2025). Preparing and Sustaining a Robust, Highly Skilled Education Workforce. **University of Pennsylvania Graduate School of Education and Holon IQ's Back to School Summit**, New York, NY.

5. Bristol, T. J. (2025). Defending Public Education in California**. Banned Books Scholar Project**, Berkeley, CA.

6. Bristol, T. J. (2025). Diasporic (Dis)Connection: The School-Based Experiences of Teachers of African Descent Across the Americas. 2024 Early Career Award Lecture at the at the **2025 American Educational Research Association Annual Meeting,** Denver, CO.

7. Bristol, T. J. (2024). Learning to Hold the Both And. Keynote Address at the **Alder Graduate School of Education Commencement**, Hayward, CA.

8. Bristol, T. J. (2024). Educator Ethnoracial Diversity: Challenges and Opportunities. **U.S. Department of Education Convening on Supporting State Action to Advance the Educations Professions**, Chicago, IL.

9. Bristol, T. J. (2024). The Role of Higher Education in Preparing Future Teachers to be Advocates for Black K-12 Students. Establishing a National Agenda for Meeting the Promise of Brown v Board at 70 years. **National Coalition on Education Equity**, Washington, D.C.

10. Bristol, T. J. (2024). Recruiting and Retaining Teachers of Color. Elevating the Teaching Profession: A National Conversation on the Future of Teaching. **Johns Hopkins University Bloomberg Center**, Washington, D.C.

11. Bristol, T. J. (2023) A Black Man's Leadership Journey: Using Research to Shape National, State, and Local Educational Policy. Keynote Address at the **Morehouse Center for Excellence in Education,** Atlanta, GA.

12. Alvarez, A., **Bristol, T. J.,** Ladson-Billings, G. J., Royal, C., & Skiba, R. J. (2023). Consequential Issues for Educators and Education. Invited Presidential Session at the **2023 Virtual American Educational Research Association Annual Meeting.**

13. Bristol, T. J. & Cheung, R. (2023). Investigations Into the Working Conditions of Leaders of Color: Illuminating the Truth About Recruitment, Retention, and Turnover. Invited Presidential Session at the **2023 American Educational Research Association Annual Meeting**, Chicago, IL

14. Bristol, T. J. (2022). Transforming Public School Systems to Develop Teachers and Leaders: The Next Phase of U.S. Education Reform. Keynote Address for the **University of Connecticut 2022 Philip E. Austin Lecture,** Storrs, CT.

15. Bristol, T. J. (2022). A Professional Learning Community for Teacher Educators. Keynote Address at the **California Teacher Residency Lab Symposium,** Sacramento, CA.

16. Bristol, T. J. (2022). Governors Education Symposium. **Hunt Institute,** Park City, UT.

17. Bristol, T. J. (2022). Learning how to Love and to Teach Other People's Children. Keynote Address at the **Region Nine Head Start Association Family Engagement and Cultural Effectiveness Conference**, Kona, HI.

18. Bristol, T. J. (2022). Who will teach? Who will lead our schools? **National Academy of Education Annual Meeting,** Washington, D.C.

19. Bristol, T. J. (2022). Recommendations for Diversifying California's Workforce. **California Department of Education** (virtual presentation).

20. Bristol, T. J. (2022). Cross-Cutting Issues in Mental Health & Wellness Equity: Implications for Male Teachers of Color. Invited Presidential Session at the **2022 American Educational Research Association Annual Virtual Meeting.** San Diego, CA.

21. Bristol, T. J. (2021). Strategic Recruitment and Retention in Urban Contexts. Virtual Keynote Address at the **U.S. Department of Education 2021 Effective Educator Development Annual Summit.**

22. Bristol, T. J., El-Mekki, S., Cockrell, D., & Williams, J. (2021). #BlackMenTeach: Amplifying ways to recruit and retain Black male teachers. **The White House Initiative on Educational Excellence for African Americans**.

23. Bristol, T. J. (2021). Moving beyond Recruitment: Supporting and Retaining Teachers of Color. Virtual Keynote Address at the **University of California, Los Angeles School of Education and Information Studies Office of Justice, Equity, Diversity and Inclusion's Lecture Series.**

24. Bristol, T. J. (2021). Developing and Retaining Teachers of Color. Virtual Keynote Address at the **University of Southern California's Scholar of Color Lecture Series.**

25. Kraft, M., Bartlett, L., **Bristol, T. J.** (2021). Being a teacher: The experience of the last year. Panel presentation at the Teaching and the Teacher Workforce Amid the Struggles of COVID-19 and for Racial Justice. **National Academies of Sciences, Engineering, and Medicine Virtual Conference.**

26. Davis, J.E., **Bristol, T. J**., Carey, R. L., & Wright, B. L. (2021). Boys and Men of Color: New Possibilities for Engaged and Collaborative Education Research and Practice. Invited Presidential Session at the **2021 American Educational Research Association Annual Virtual Meeting.**

27. Hill, H. C., Grossman, P. L., Remillard, J., **Bristol, T. J.,** Cohen, J. J., Guillen, L., Kang, H., van Es, E., & Stroupe, D. (2021). Designing for impact: Design choices in teacher education research. Invited Division K Symposium at the **2021 American Educational Research Association Annual Virtual Meeting.**

28. Bristol, T.J. (2021). A Broken Pipeline. Keynote Address at the **Harvard Data Strategic Project Virtual Convening.**

29. Bristol, T. J. (2021). Our Urgency of Now: Diversifying California's Teacher Workforce. Keynote Address at **the California Department of Education Virtual Equity Thought Leader Series**.

30. Bristol, T. J. (2021). Developing and Retaining Teachers of Color. Virtual Keynote Address at the **Brandeis University Education Program Speaker Series**.

31. Bristol, T. J. (2021). Designing Schools to Support Black Boys and Black Male Teachers. Virtual Keynote Address at **the Situating Teachers of Color Voice Virtual Conference at Kansas State University**.

32. Bristol, T. J. (2021). How to Organize Race and Gender Policies with Educational Institutions. Virtual Keynote Address at the **Sonoma State Social Justice Week.**

33. Bristol, T. J., King, J. B., & Rodrigues, K. (2020). Covid-19 and Racial Equality: A National Reckoning in Public Education. Panel discussion at **the National Association of Black Journalists and National Association of Hispanic Journalists 2020 Virtual Convention.**

34. Gist, C. & **Bristol, T. J.** (2020). An Intersectional Examination of the Research Base on Teachers of Color and Indigenous Teachers: What Works, Under What Conditions, and For Whom? Invited Presidential Session at the **2020 American Educational Research Association Annual Meeting,** San Francisco, CA. (Conference canceled)

35. Bristol, T.J. (2019). Recruiting and Supporting Teachers of Color: Starting with Ourselves. Keynote Address at the **Association of Teacher Education**, Burlington, VT.

36. Bristol, T.J. (2019). Reimagining Teacher Education to Support Teachers of Color. Keynote Address at **Brooklyn College,** Brooklyn, NY.

37. Bristol, T.J. (2019). The Research Base on Teacher Diversity. Keynote Address at the **Council for Chief State School Officers Network for Transforming Educator Preparation,** Omaha, NE.

38. Bristol, T.J. (2019). Recruiting and Supporting Teachers of Color: Starting with Ourselves. Keynote Address at the **National Center for Teacher Residencies,** Chicago, IL.

39. Bristol, T.J. (2019). Ensuring our Classrooms are Representative of Our Communities. Keynote Address at **5th Annual Trellis Unconference**, San Francisco, CA.

40. Bristol, T.J. (2019). Policy Levers for Supporting Teachers of Color. **Obama Foundation: My Brother's Keeper Rising,** Oakland, CA.

41. Bristol, T. J. (2018). Policing and Teaching: Making Teacher Ethnoracial Diversity Matter: The Role of the Legal Community. Keynote Address at **Charles Hamilton Houston Institute for Race & Justice at Harvard Law School**, Cambridge, MA.

42. Bristol, T. J. (2018). Supporting and Retaining an Ethno-racially Diverse Educator Workforce: At the Intersection of Research, Policy, and Practice. Keynote Address at the **University of Pennsylvania Graduate School of Education,** Philadelphia, PA.

43. Bristol, T. J. (2018). Policy Levers for Increasing the Ethnoracial Diversity of Teachers in Urban Public Schools. Keynote Address at **Brown University,** Providence, RI.

44. Bristol, T. J. (2017). More than Recruitment: Supporting and Retaining Teachers of Color. Keynote Address at **Yale University,** New Haven, CT.

45. Bristol, T.J. (2017). Research that Informs Practice and Policy Solutions for Increasing, Supporting, and Retaining Teachers of Color. **Harvard Graduate School of Education**, Cambridge MA.

46. Bristol, T.J. (2017). The Role of White Allies for Teachers of Color. Keynote Address at the **National Board Resource Center at Stanford University,** Stanford, CA.

47. Bristol, T.J. (2017). The Urgency of Teacher Racial/Ethnic Diversity. Keynote Address at **Wheaton College**, Norton, MA.

48. Bristol, T.J. (2017). People and Relationships: Engaging Families and Students in Developing Innovative Programs. Keynote Address at the **Georgia Innovation Summit**, Athens, GA.

49. Bristol, T.J. (2016). Research on the Effects of a Non-Diverse Teaching Force Coupled with Recommendations for Research, Practice, and Policy. Keynote Address at the **U.S. Department of Education National Teacher Diversity Summit,** Washington D.C.

50. Bristol, T.J. (2016). A Call to Increase the Racial & Ethnic Diversity of Tennessee's Teaching Force: The Intersection of Research, Policy, & Practice. Keynote Address **State Collaborative on Reforming Education,** Nashville, TN.

51. Bristol, T.J. (2016). Policy and Practice Recommendations for Recruiting, Supporting, and Retaining Teachers of Color. Keynote Address at **Montclair State University,** Montclair, NJ.

52. Bristol, T.J. (2015). Black Men of the Classroom: How the Organizational Conditions in Schools Affect Black Male Teachers' Experiences and Retention. Keynote Address at the **Race and Social Justice in Education Symposia at the University of Michigan**, Ann Arbor, MI.

TEACHING:

Fall 2019, Spring 2021, Fall 2021, Fall 2022, Fall 2023, Fall 2025, Fall 2026: What is the Role of Race in Urban Schools? (EDUC 181), University of California, Berkeley.

Fall 2021, Fall 2022, Fall 2023, Fall 2025: Organizational Policy and Teachers' Work (EDUC 262F), University of California, Berkeley.

Spring 2023, Spring 2024, Spring 2025: Teachers of Color (EDUC 150), University of California, Berkeley.

Spring 2021: Shaping Education Policy: An Introductory Course for Aspiring Teachers, Researchers, and Policymakers, (EDUC 225) University of California, Berkeley.

Summer 2019: Urban School Leadership and Management. (EDUC 262A), University of California, Berkeley.

Spring 2019: Teaching, Learning, and Equity. (EDUC 231), University of California, Berkeley.

Fall 2018: Race, Identity, and Culture in Urban Schools. (EDUC 181), University of California, Berkeley.

Spring 2017, 2018: Analyzing Foundations of Teaching. (ED 503), Boston University School of Education.

Fall 2016, 2017: Analyzing Foundations of Teaching. (ED 502), Boston University School of Education.

UNIVERSITY of CALIFORNIA OFFICE OF THE PRESIDENT SERVICE

2026 - Faculty Mentor, UC-HBCU Initiative (**Graduate Studies)**

2025 - Speaker, Black History Month (**Black Staff & Faculty Organization**)

UNIVERSITY of CALIFORNIA, BERKELEY SERVICE

2026 – Honorary Women's Basketball Coach vs. Wake Forest **(Cal Athletics)**

2025 - Reviewer, France-Berkeley Fund (**Institute of European Studies**)

2025 - Reviewer, Hearst Foundations Program Grants (**Vice Chancellor for Research**)

2025 - Moderator, Defending Public Education (**Banned Scholars Project/African American Studies**)

2025 - Speaker, General Meeting (**Black Staff & Faculty Organization**)

2025 - Speaker, Executive Leadership Academy (**Goldman School of Public Policy**)

2025 - Participant, The Stakes Explained **(School of Journalism)**

2024 - Participant, Faculty Leadership Academy (**Executive Vice Chancellor and Provost**)

2024 -Faculty Convener, Black Faculty and Student Mixer (**Black Graduate Student Association)**

2019 - 2024 Interviewer, Fiat Lux Scholarship (**Financial Aid and Scholarships)**

2023 - Co-Sponsor, Black Faculty Gathering **(Office for Faculty Equity & Welfare)**

2021- Speaker, Path to the Professoriate (**Graduate Division**)

2019 & 2021- Panelist, Graduate Student Professional Development (**Graduate Division**)

DEPARTMENT SERVICE

2025 - Member, Undergraduate Education Committee

2024;2026; - Member, Personnel Committee

2024 - Member, Climate Council

2023 - Equity Advisor

2023 - Chair, Equity Committee

2019 - Member, Space Committee

2019 - Member, Committee on Academic Leadership

2018 & 2022 - Member, Equity Committee

POST-DOCTORAL ADVISING, DISSERTATION COMMITTEES, & OTHER TEACHING

Post-doctoral Advisees

Christine Quince, Ph.D. (2023 - 2025); Assistant Professor, Santa Clara University
Honey Walrond, Ph.D. (2025 - 2026); Assistant Professor, Georgia State University

Ph.D. Committees
Mahua Baral (UC Berkeley 2019)
David Turner (UC Berkeley 2021)
Daniele Fogel (UC Berkeley 2021)
Caleb Dawson (UC Berkeley 2023)
Ramon Stephens (UC San Diego 2023)
Nicole Faraci (UC Berkeley 2024)
Jeremey Martin (UC Berkeley 2025)
Shane Coleman (Teachers College, Columbia University 2025)
Izamar Ortíz-González (UC Davis 2025)
Makaela Jones (UC Berkeley 2026; **Chair**)
Adina Goldstein (University of Pennsylvania 2026)
Aukeem Ballard (UC Berkeley Current)
Qua Miller (UC Berkeley Current)
Ja'Nya Banks (UC Berkeley Current)
Margaret Dawson-Amoah (University of Southern California Current)

Ed.D. Committees
Curtis Palmore (University of Pennsylvania 2022)
Mai Xi Lee (UC Berkeley 2024)
Tyler Graff (UC Berkeley 2024)
Kessa Early (UC Berkeley 2024)
Ben Fils (UC Berkeley 2026; **Chair**)
Brian Simmons (UC Berkeley 2026; **Chair**)
Malcom Norrington (UC Berkeley 2026)
Cheryl Cotton (UC Berkeley Current)

M.A. Committees
Daniel Vargas (UC Berkeley 2019)
Elizabeth Calzaretta (UC Berkeley 2019)
Clarissa Chan-Lee (UC Berkeley 2019)
Jamilah Jones-McLean (UC Berkeley 2020)

Soo Hyun Han (UC Berkeley 2020)
Jason Fisher (UC Berkeley 2020)
Errico Bachicha (UC Berkeley 2022)
Hilary Kolodner (UC Berkeley 2022)
Rashaan Curry (UC Berkeley 2022)
Jonathan Tran (UC Berkeley 2023)
Jennifer Founds (UC Berkeley 2023)
Lizzy Ann May (UC Berkeley 2024)
Adrianna Nicole Jeanpierre (UC Berkeley 2025)
Eva Beleche (UC Berkeley 2026)
Cece Penney (UC Berkeley 2026)

B.A. Committees
June (Jack) Nelson (UC Berkeley Honors Thesis 2020)
Gisselle Alvarez (UC Berkeley McNair Scholars Program 2021)
Vanessa Garcia (UC Berkeley Honors Thesis 2023)
Alexis Aguilar (UC Berkeley Firebaugh Scholars Program 2023)
Ana Navidad Rayon (UC Berkeley Firebaugh Scholars Program 2023)
Michelle Espinoza (UC Berkeley Fiat Lux Mentor 2019-2023)
Marco Hernandez (UC Berkeley Fiat Lux Mentor 2019-2023)
Anyssa Underdue (UC Berkeley Honors Thesis 2024)

MEDIA MENTIONS: (selected)

"Top Bay Area schools embrace controversial grading system," **San Francisco Chronicle,** January 16, 2026 https://www.sfchronicle.com/eastbay/article/tri-valley-school-district-grading-equity-21290913.php

"Black teachers are essential – and at risk," **UC Berkeley News,** August 22, 2025 https://vcresearch.berkeley.edu/news/black-teachers-are-essential-and-risk

"Bay Area, state experts react to Trump's plan to shutter Education Department," **NBC Bay Area,** March 19, 2025 https://www.nbcbayarea.com/news/politics/experts-react-shutter-education-department/3823619/

"Some CPS teachers claim REACH evaluation system disproportionately targets Black educators," ***Chicago Tribune,*** March 12, 2025 https://www.chicagotribune.com/2025/03/12/cps-teacher-evaluation-biased/

"Black teachers have the highest morale. Why?," ***Education Week,*** May 22, 2024 *https://www.edweek.org/teaching-learning/black-teacher-have-the-highest-morale-why/2024/05*

"The role mentors and school leaders play in retaining teachers of color," ***Education Week,*** December 4, 2023 https://www.edweek.org/leadership/the-role-mentors-and-school-leaders-play-in-retaining-teachers-of-color/2023/12

"How to find-and keep- a diverse team of teachers," ***Education Week,*** December 4, 2023 https://www.edweek.org/leadership/how-to-find-and-keep-a-diverse-team-of-teachers/2023/12

"This is how to beat DeSantis in the endless, racist culture war over Black history," ***Los Angeles Times***, August 7, 2023 https://www.latimes.com/california/story/2023-08-07/culture-war-black-history-california-florida-reparations-professors-desantis

"Declining education degrees compound problems in the classroom," ***The Hill*****,** July 28, 2023 https://thehill.com/homenews/education/4121008-declining-education-degrees-compound-problems-in-the-classroom/

"From College Advising to Teacher Preparation: Affirmative Action Ruling May Reshape K-12," **Education Week,** July 14, 2023 https://www.edweek.org/leadership/from-college-advising-to-teacher-preparation-affirmative-action-ruling-may-reshape-k-12/2023/07

"The 'Great Resignation' hits school boards. Only 38% of members want to run for reelection," **USA Today**, November 4, 2022 https://www.usatoday.com/story/news/nation/2022/11/04/great-resignation-school-boards-research/10618795002/

"New guide pairs research and policy on recruiting, retaining teachers of color," **Education Week,** October 31, 2022 https://www.edweek.org/leadership/new-guide-pairs-research-and-policy-on-recruiting-retaining-teachers-of-color/2022/10

"Want to reduce suspension for students of color? Look to teachers of color," **Education Week,** March 2, 2022 https://www.edweek.org/leadership/want-to-reduce-suspensions-for-students-of-color-look-to-teachers-of-color/2022/03

"What 'Abbott Elementary' gets right about Black teachers," **Education Week,** February 22, 2022 https://www.edweek.org/teaching-learning/opinion-what-abbott-elementary-gets-right-about-black-teachers/2022/02

"Teachers are losing hope that this can be a catch-up year," **Education Week,** February 8, 2022 https://www.edweek.org/leadership/teachers-are-losing-hope-that-this-can-be-a-catch-up-year/2022/02

"4 changes schools can make to recruit teachers of color," **Education Week,** December 7, 2021 https://www.edweek.org/leadership/4-changes-schools-can-make-to-recruit-teachers-of-color-and-keep-them-around/2021/12

"Study: Suspensions of students of color go down when teachers of color are in charge," **Diverse Issues in Higher Education,** November 5, 2021 https://www.diverseeducation.com/students/article/15281068/study-suspensions-of-students-of-color-go-down-when-teachers-of-color-are-in-charge

"How R.I. educators of color created a space and found support during the COVID-19 pandemic," **Boston Globe,** September 10, 2021 https://www.bostonglobe.com/2021/09/10/metro/how-ri-educators-color-created-space-found-support-during-covid-19-pandemic/

"Virus, technology, unrest make stressful year for teachers," **ABC News**, May 3, 2021 https://abcnews.go.com/US/wireStory/virus-technology-unrest-make-stressful-year-teachers-77450115

"Most states fail to measure teachers' knowledge of the 'science of reading,' report says," **Education Week,** March 23, 2021 https://www.edweek.org/teaching-learning/most-states-fail-to-measure-teachers-knowledge-of-the-science-of-reading-report-says/2021/03

"Strategies for retaining teachers of color and making schools more equitable," **KQED,** February 8, 2021 https://www.kqed.org/mindshift/57280/strategies-for-retaining-teachers-of-color-and-making-schools-more-equitable

"Teachers in High-Poverty Schools Penalized Unfairly on Observations, Study Says," **Education Week,** December 14, 2020 https://www.edweek.org/teaching-learning/teachers-in-high-poverty-schools-penalized-unfairly-on-obserxvations-study-says/2020/12
"The public school funding divide," **Axios,** November 14, 2020
https://www.axios.com/hard-truths-deep-dive-education-funding-987870a5-e62f-4e00-8433-8bd8c2991af1.html

"How COVID-19 is hurting teacher diversity," **Education Week**, September 14, 2020
https://www.edweek.org/ew/articles/2020/09/14/how-covid-19-is-hurting-teacher-diversity.html

"Effective anti-racist education requires more diverse teachers, more training," **National Public Radio,** July 8, 2020 https://www.npr.org/sections/live-updates-protests-for-racial-justice/2020/07/08/889112818/what-it-would-take-to-get-an-effective-anti-racist-education

"Stop giving inexperienced teachers all thee lower-level math classes, reformers argue," **Education Week**, May 5, 2020 https://www.edweek.org/ew/articles/2020/05/06/stop-giving-inexperienced-teachers-all-the-lower-level.html

"Compton school looking at new ways to help African-American students," **ABC7,** February 22, 2020 https://abc7.com/compton-schools-dominguez-high-school-black-students-african-american-student-achievement/5957966/

"Professor pushes for diversity in teacher workforce," **Berkeley News,** February 19, 2020
https://news.berkeley.edu/2020/02/19/professor-pushes-for-retention-of-men-of-color-in-teaching/

"Teacher bonuses and classroom prep: Inside Newsom's $900 million plan for California Schools," **The Sacramento Bee**, February 3, 2020
https://www.sacbee.com/news/politics-government/capitol-alert/article239505543.html

"'I Feel That I'm Needed': An Effort to Keep Male Teachers of Color in the Classroom," **KQED,** December 22, 2019 https://www.kqed.org/news/11791913/how-to-keep-male-teachers-of-color-in-the-classroom

"6 of the 10 leading Democratic Candidates say they will Boost Teacher Diversity. Here's how," **Chalkbeat,** August 29, 2019 https://www.chalkbeat.org/posts/us/2019/08/29/6-of-the-10-leading-democratic-candidates-say-they-will-boost-teacher-diversity-heres-how/

"Teaching Force in Mass. Public Schools Still Overwhelmingly White," **Boston Public Radio**, April 9, 2018 http://www.wbur.org/edify/2018/04/09/overwhelmingly-white-teaching-force-massachusetts

"Teaching's Diversity Problem," **Bostonia**, March 1, 2018
https://www.bu.edu/bostonia/winter-spring18/teacher-recruitment-and-diversity/

"Program Aims to Increase Diversity of Portland Teachers," **Maine Public Radio**, August 1, 2017 http://mainepublic.org/post/program-aims-increase-diversity-portland-teachers#stream/0

"Alabama Schools Struggle with Teacher Diversity," **Al.com**, July 13, 2017 http://www.al.com/news/index.ssf/2017/07/why_its_important_to_have_a_di.html

"Experts Discuss how to Find – and Keep – Teachers of Color," **neaToday**, June 2, 2017 http://neatoday.org/2017/06/02/experts-discuss-teacher-diversity/#

"Boston Program Supports Male Educators of Color," **Education Week,** April 25, 2017 http://www.edweek.org/ew/articles/2017/04/26/boston-program-supports-male-educators-of-color.html

"Massachusetts Should Diversify Teaching Force and Here's How," **The Boston Globe,** February 22, 2017 https://www.bostonglobe.com/opinion/editorials/2017/02/22/mass-should-diversify-teaching-force-and-here-how/BvZWKQ8Cn2BKhisWztYZVL/story.html

"Black Male Educators Renew Focus on Recruitment, Retention," **The Philadelphia Tribune**, October 18, 2016 http://www.phillytrib.com/news/black-male-educators-renew-focus-on-recruitment-retention/article_14a6b572-cc90-5e09-a0f9-03f52dfa718a.html

"There is a Shortage of Male Teacher of Color. NYC is Working to Fix That," **Huffington Post,** July 25, 2016 http://www.huffingtonpost.com/entry/nyc-men-teach_us_578e7e40e4b07c722ebc8a22

"Tennessee Education Collaborative Shows Need for Diverse Teachers," **The Tennessean**, July 18, 2016 http://www.tennessean.com/story/news/education/2016/07/18/tennessee-education-collaborative-shows-need-diverse-teachers/87242672/

"Black, Male Teachers: A Dwindling Demographic," **Education Week,** February 17, 2016 http://www.edweek.org/ew/articles/2016/02/17/black-male-teachers-a-dwindling-demographic.html?qs=travis+bristol

"Keeping Black Men in Front of the Class," **National Public Radio**, October 20, 2015 http://www.npr.org/sections/ed/2015/10/20/446858885/keeping-black-men-in-front-of-the-class

"Stanford Researchers Develop Secondary School Curriculum to Address Race and Police Violence," **Stanford University,** June 9, 2015 http://news.stanford.edu/thedish/2015/06/09/stanford-researchers-develop-curriculum-to-address-race-and-police-violence/