

# Jose Eos Trinidad

University of California Berkeley School of Education

2121 Berkeley Way, Rm. 4216  
Berkeley, California, 94720  
costrinidad@berkeley.edu

## Academic Appointments

---

### University of California Berkeley

Assistant Professor of Education Policy

2023-

Affiliate: Institute of Human Development, Institute for the Study of Social Issues,  
Asian American Research Center, Center for Southeast Asian Studies

## Education

---

### The University of Chicago

Joint PhD, Sociology and Comparative Human Development

2019-2023

Committee: Stephen W. Raudenbush, Guanglei Hong, Elisabeth Clemens, Micere Keels

MA Social Sciences: Sociology and Public Policy

2016-2017

### Ateneo de Manila University

BA Interdisciplinary Studies, *summa cum laude*

2009-2013

## Scholarly Interests

---

*Sociology of Education* (Education Policy & Politics, Implementation Science), *Sociology of Organizations* (Institutional Theory, Organizational Change, Nonprofits), *Methods* (Causal Inference, HLM, Qualitative Interviews)

## Peer-Reviewed Publications

---

[Link to Google Scholar](#)

### Books

Jose Eos Trinidad. Under Contract. *Subtle Webs: How Nonprofits Transformed Data, Dropping Out, and US School Districts*. Oxford and New York City: Oxford University Press. (Full manuscript under review)

### Journals

[36] Trinidad, Jose Eos. 2024. "Positionality in the Politics of Education: Strategies and Constraints of Education Reformers." *Educational Policy* online first: 1-33. doi: 10.1177/08959048231220038

[35] Trinidad, Jose Eos. 2024. "Interviewing K-12 Education Experts and Elites." *Frontiers in Education* 1: 1-7, doi: 10.3389/educ.2024.1286151

[34] Trinidad, Jose Eos. 2023. "Rethinking School Improvement Organizations: Understanding their Variety, Benefits, Risks, and Future Directions." *Educational Researcher* online first: 1-8. doi: 10.3102/0013189X231179116

[33] Trinidad, Jose Eos. 2023. "The Irony of Accountability: How a Performance-Inducing Policy Reduces Motivation to Perform." *Socius* 9: 1-15. doi: 10.1177/23780231231180387

- [32] Trinidad, Jose Eos. 2023. "An Organizational Sociology of Education: Using Structural, Network, and Ecological Perspectives in the Study of Schools." *Sociological Inquiry*. online first: 1-26. doi: 10.1111/soin.12583
- [31] Ngo, Galvin Radley, Davijay Leighton Engay, Janela Leemae Gaw, George Milbrain D. Kho, Lorenzo Lagamon, Kerima Ruth Sonaco, Lars Michaelsen Salamante, and Jose Eos Trinidad. 2023. "Student-Centered Learning During COVID-19: Lessons from Paulo Freire and Teaching in Higher Education." *Philippine Sociological Review* 71: 96-112. doi: 10.2307/48750343
- [30] Trinidad, Jose Eos, Assumpta Nina San Andres, Peter Louise Garnace, & Stanley Guevara. 2023. "Effective Subunits in Ineffective Systems: Simultaneous Tight and Loose Coupling in Higher Education Data Use." *Acta Sociologica* online first: 1-16. doi: 10.1177/00016993221145369
- [29] Trinidad, Jose Eos. 2022. "Meaning-Making, Negotiation, and Change in School Accountability, Or What Sociology Can Offer Policy Studies." *Sociological Inquiry* online first: 1–26. doi: 10.1111/soin.12485.
- [28] Trinidad, Jose Eos, and Ronnel B. King. 2022. "Ability Grouping Predicts Inequality, Not Achievement Gains in Philippine Schools: Findings from PISA 2018." *Educational Research for Policy and Practice* 21(2): 305-322. doi: 10.1007/s10671-021-09307-8.
- [27] Leung, Christy Y.Y., Jose Eos Trinidad, and Dana Suskind. 2022. "Increases in Language Input are Sustained among Mothers of Low SES: Evidence from a Randomized Controlled Trial." *Parenting: Science and Practice*, online first: 1-33. doi: 10.1080/15295192.2022.2115912.
- [26] Leung, Christy Y.Y., Jose Eos Trinidad, and Dana Suskind. 2022. "Video-Based Anticipatory Guidance on Early Cognitive and Language Development in the First Six Months: A Randomized Controlled Trial." *The Journal of Pediatrics* online first: 1-4. doi: 10.1016/j.jpeds.2022.03.008.
- [25] Trinidad, Jose Eos. 2021. "Social Consequences and Contexts of Adverse Childhood Experiences." *Social Science & Medicine* 277:1–9. doi: 10.1016/j.socscimed.2021.113897.
- ^ *Media coverage*: invited podcast feature for *Down the Research Rabbit Hole*
- [24] Trinidad, Jose Eos. 2021. "Childhood Adversity and Deviant Peers: Considering Behavioral Selection and Cultural Socialization Pathways." *Children and Youth Services Review* 121:1–11. doi: 10.1016/j.chilyouth.2020.105844.
- [23] Trinidad, Jose Eos. 2021. "Structural Limitations and Functional Alternatives Reducing Suspensions and Preserving Racial Suspension Gaps." *Race Ethnicity and Education* 24(1):96–111. doi: 10.1080/13613324.2018.1538119.
- ^ *Winner*: Earl S. and Esther Johnson Prize for Best MA Thesis, The University of Chicago
- [22] Trinidad, Jose Eos. 2021. "Equity, Engagement, and Health: School Organisational Issues and Priorities during COVID-19." *Journal of Educational Administration and History* 53(1):67–80. doi: 10.1080/00220620.2020.1858764.
- [21] Trinidad, Jose Eos. 2021. "Teacher Satisfaction and Burnout during COVID-19: What Organizational Factors Help?" *International Journal of Leadership in Education* online first:1–19. doi: 10.1080/13603124.2021.2006795.

- [20] Trinidad, Jose Eos, and Enrique Niño P. Leviste. 2021. "Toward Greater Access and Impact: Directions for a Sociological Understanding of Philippine Higher Education." *Industry and Higher Education* 35(3):201–10. doi: 10.1177/0950422220954062.
- [19] Trinidad, Jose Eos, Maxine Diane Raz, and Iva Melissa Magsalin. 2021. "More than Professional Skills: Student Perspectives on Higher Education's Purpose." *Teaching in Higher Education* online first:1–15. doi: 10.1080/13562517.2021.1891043.
- [18] Trinidad, Jose Eos. 2021. "Nuancing Interdisciplinarity: Between and Beyond Liberal Arts and Professional Education." *Perspectives in the Arts and Humanities Asia* 10(2):209–30. doi: 10.13185/PAHA2020.10202.
- [17] Trinidad, Jose Eos. 2021. "Dialogue, Discernment, and Creative Tensions in Jesuit Higher Education." *International Studies in Catholic Education* online first:1–17. doi: 10.1080/19422539.2020.1858638.
- [16] Leyretana, Kaela, and Jose Eos Trinidad. 2021. "Predicting or Preventing Lifelong Learning? The Role of Employment, Time, Cost, and Prior Achievement." *Journal of Adult and Continuing Education* 28(2): 658-673. doi: 10.1177/14779714211054555.
- [15] Haw, Joseph Y., Ronnel B. King, and Jose Eos Trinidad. 2021. "Need Supportive Teaching Is Associated with Greater Reading Achievement: What the Philippines Can Learn from PISA 2018." *International Journal of Educational Research* 110:1–11. doi: 10.1016/j.ijer.2021.101864.
- [14] King, Ronnel B., and Jose Eos Trinidad. 2021. "Growth Mindset Predicts Achievement Only among Rich Students: Examining the Interplay between Mindset and Socioeconomic Status." *Social Psychology of Education* 24(3):635–52. doi: 10.1007/s11218-021-09616-z.
- [13] Trinidad, Jose Eos. 2020. "Material Resources, School Climate, and Achievement Variations in the Philippines: Insights from PISA 2018." *International Journal of Educational Development* 75:1-9. doi: 10.1016/j.ijedudev.2020.102174.
- [12] Trinidad, Jose Eos. 2020. "Religion and the Creation of Normal Appearance: Findings from a Philippine Prison." *Social Sciences and Missions* 33(1–2):105–27. doi: 10.1163/18748945-03201018.
- [11] Trinidad, Jose Eos. 2020. "Will It Matter Who I'm in School with? Differential Influence of Collective Expectations on Urban and Rural US Schools." *International Studies in Sociology of Education* 29(4):344–65. doi: 10.1080/09620214.2019.1673791.
- [10] Trinidad, Jose Eos. 2020. "Understanding Student-Centred Learning in Higher Education: Students' and Teachers' Perceptions, Challenges, and Cognitive Gaps." *Journal of Further and Higher Education* 44(8):1013–23. doi: 1.1080/0309877X.2019.1636214.
- [9] Trinidad, Jose Eos, Galvin Radley Ngo, Ana Martina Nevada, and Jeanne Angelica Morales. 2020. "Engaging and/or Effective? Students' Evaluation of Pedagogical Practices in Higher Education." *College Teaching* 68(4):161–71. doi: 10.1080/87567555.2020.1769017.
- [8] Trinidad, Jose Eos. 2019. "Teacher Response Process to Bureaucratic Control: Individual and Group Dynamics Influencing Teacher Responses." *Leadership and Policy in Schools* 18(4):533–43. doi: 10.1080/15700763.2018.1475573
- [7] Trinidad, Jose Eos. 2019. "Collective Expectations Protecting and Preventing Academic Achievement." *Education and Urban Society* 51(9):1147–71. doi: 10.1177/0013124518785444.

- [6] Trinidad, Jose Eos. 2019. "Stable, Unstable, and Later Self-Expectations' Influence on Educational Outcomes." *Educational Research and Evaluation* 25(3-4):163-78. doi: 10.1080/13803611.2019.1676789.
- [5] Trinidad, Jose Eos. 2019. "Understanding When Parental Aspirations Negatively Affect Student Outcomes: The Case of Aspiration-Expectation Inconsistency." *Studies in Educational Evaluation* 60(1):179-88. doi: 10.1016/j.stueduc.2019.01.004.
- [4] Trinidad, Jose Eos, and Galvin Radley Ngo. 2019. "Technology's Roles in Student-Centred Learning in Higher Education." *IJAR – International Journal of Action Research* 15(1):81-94. doi: 10.3224/ijar.v15i1.06.
- [3] Trinidad, Jose Eos. 2018. "Towards a Model for Evaluating Spiritual Recollections." *International Journal of Children's Spirituality* 23(3):230-47. doi: 10.1080/1364436X.2018.1456411.
- [2] Trinidad, Jose Eos. 2018. "Using Pre-Test and Post-Test Data to Understand Spirituality Programs: Opportunities and Limitations." *International Journal of Children's Spirituality* 23(4):412-28. doi: 10.1080/1364436X.2018.1538044.
- [1] Trinidad, Jose Eos. 2017. "Interdisciplinarity and Ignatian Pedagogy." *Perspectives in the Arts and Humanities Asia* 7(2):1-17.

## Research Books

---

- [2] Trinidad, Jose Eos. 2019. *Error-Proofing Your Research: Common Mistakes and How to Address Them*. Quezon City: Bluebooks, Ateneo de Manila University Press. ISBN: 9789715509084
- [1] Trinidad, Jose Eos. 2018. *Researching Philippine Realities: A Guide to Qualitative, Quantitative and Humanities Research*. Quezon City: Bluebooks, Ateneo de Manila University Press. ISBN: 9789715508605.

^Winner. Philippine National Book Awards 2018, Best Book on Professions

## Reports, Book Reviews, and Non-Scholarly Publications

---

- [6] Trinidad, Jose Eos, Samantha Joy Ackary, Lyka J. Pacleb, Sophia Sue Tabanao, & Jan Llenzel Dagohey. 2021. "Balancing the Pedagogical and Practical Concerns in Remote Higher Education: A Cyberethnography." *Proceedings of the 29th International Conference on Computers in Education*. Asia-Pacific Society for Computers in Education.
- [5] University of Chicago Diversity and Inclusion. 2021. *Underrepresented College Students' Transition to Remote Learning: A Qualitative Study*. Chicago: The University of Chicago. Available at: <https://diversityandinclusion.uchicago.edu/commitment/our-progress/>
- [4] University of Chicago Office of the Provost. 2021. *Principles from and for Graduate Student Mentees*. Chicago: The University of Chicago. Available at: <https://facultydevelopment.uchicago.edu/about/programming-areas/mentorship/>
- [3] University of Chicago Office of the Provost. 2021. *Mentoring Graduate Students*. Chicago: The University of Chicago. Available at: <https://facultydevelopment.uchicago.edu/about/programming-areas/mentorship/>

[2] Trinidad, Jose Eos. 2018. Responding to the Changing Times. *Rizal Library Nation Building*. Quezon City: Office of the President, Ateneo de Manila University. ISBN: 9789710426324

[1] Trinidad, Jose Eos. 2017. "Review: The Camino Real to Freedom and Other Notes." *Perspectives in the Arts and Humanities Asia* 7 (2), 67-69.

## Media Mentions/ Featured Research

---

Television Guest Appearance. *Proyekto Pilipino* (Philippine Project with Lisandro Claudio, Manolo Quezon, and Carlos Santiago). Discussion on Philippine Education and the Second Congressional Commission on Education. <https://www.youtube.com/watch?v=hi7JPA6FwpI>

"Room sharing with an international student 'boosts grades'." By Patrick Jack. *Times Higher Education*. 28 October 2023. <https://www.timeshighereducation.com/news/room-sharing-international-student-boosts-grades>

"When classes start today, many students will need help relearning last year's lessons." By Cristina Chi. *The Philippine STAR*. 29 August 2023. <https://www.philstar.com/headlines/2023/08/29/2292093/when-classes-start-today-many-students-will-need-help-relearning-last-years-lessons>

"Non-profit group proposes ways to improve PH educational system." By Jasmin Romero. *ABS-CBN News*. 29 November 2022. <https://news.abs-cbn.com/news/11/29/22/how-can-the-philippines-improve-its-educational-system>

## Peer Reviews Done

---

Peer reviews done for *American Sociological Review*, *American Journal of Sociology*, *American Educational Research Journal*, *Research on Social Stratification and Mobility*, *PLOS One*, *Journal of Education Policy*, *Society for Research on Educational Effectiveness*, *Journal of Applied Research in Higher Education*, *Frontiers in Education*, *Asia Pacific Journal of Education*, *Industry and Higher Education*, *Basic Education Research Journal*, *Journal of School Health*, *Illinois Workforce and Education Research Collaborative*, *Kritika Kultura*, *Educational Research for Policy and Practice*, *International Journal of Educational Research Open*, *Asian Journal of Social Psychology*, *SSM (Social Science and Medicine) Population Health*, *Social Psychology of Education*, *Educational Administration Quarterly*, *Educational Review*, *Asia Pacific Education Review*, *Frontiers in Psychology*, *AERA Open*, and *Qualitative Sociology*.

## Other Work Experience

---

**The University of Chicago** 2019-2023  
Graduate Research Assistant

**Ateneo de Manila University** 2017-2019  
Researcher and Instructor, *Department of Interdisciplinary Studies*

**The University of Chicago** 2016-2017  
Teaching Assistant at the *University of Chicago Laboratory Schools*

**Teach for the Philippines** 2014-2016  
Human Development Manager, *Training and Development Team*

## Grants, Fellowships, and Awards

---

### Grants

- 2024 Co-Investigator for “Evaluating Global and Local Relative Effectiveness of Educ Organizations by Capitalizing on Multisite Randomized Trials,” *Spencer Foundation* (~\$300,000)
- 2023 Co-PI for “State Research, Practice, and Policy Partnership Landscape” (\$108,934)  
*Bill and Melinda Gates Foundation*
- 2022 PI for “Data Use and Organizational Change in Schools” (\$15,915)  
Doctoral Dissertation Research Improvement Grant  
*American Sociological Association/ National Science Foundation*
- 2022 Charles R. Henderson Grant (\$3,000)  
*Department of Sociology, The University of Chicago*
- 2022 Republic of Korea e-Asia and Knowledge Partnership Fund (\$24,000)  
*Asian Development Bank*
- 2021 Mansueto Urban Doctoral Fellows Grant (\$1,000)  
*Mansueto Institute for Urban Innovation, The University of Chicago*
- 2021 Council of Advanced Studies Research Grant (\$1,536)  
*The University of Chicago*
- 2021 W. Allison Davis Research Grant (\$5,200)  
*The University of Chicago*
- 2020 American Educator Panels Grant (\$5,000)  
*Rand Corporation and Bill and Melinda Gates Foundation*

### Fellowships

- 2022 National Academy of Education/ Spencer Dissertation Fellowship (\$27,000)  
*National Academy of Education and Spencer Foundation*
- 2021 Problem-Solving Sociology Fellow  
*Northwestern University, NSF Grant 1823709*
- 2019 Committee on Education Fellowship (\$5,000)  
*The University of Chicago*
- 2016 Foreign Studies Fellowship (PhP 1,000,000)  
*Philippine Commission on Higher Education*

### Awards

- 2019 Philippine National Book Awards, Best Book in Professions (PhP 50,000)  
*National Book Development Board*
- 2018 Earl S. and Esther Johnson Prize for Best MA Thesis (\$1,000)  
*The University of Chicago*
- 2013 Summa cum laude; Outstanding Scholar Award  
*Ateneo de Manila University*
- 2012 Temasek Foundation Scholarship (Sg \$35,000)  
*National University of Singapore*

## Selected Conferences, Invited Presentations, and Symposia

---

“Interorganizational Learning and the Transformation of Quantification in Education”

- American Educational Research Association Annual Meeting (Philadelphia), Apr 2024
- American Sociological Association Annual Meeting (Montreal), Aug 2024

- “Neither Elite nor Grassroots Networks: Educational Change through Mid-Level Bureaucrats”
- American Educational Research Association Annual Meeting (Philadelphia), Apr 2024
- “Education and Civil Society in the Postcolony”
- University at Albany, State University of New York, Apr 2024
  - UC Santa Barbara, Orfalea Center for Global and International Studies, Mar 2024
- “From Boardrooms to Classrooms: Dropouts, Data Systems, and How Organizations Shape US Education”
- National Network for Educational Research-Practice Partnerships, Jul 2023
  - Social Entrepreneurship and Philanthropy Conference, emlyon Business School (Paris), May 2023
  - Rutgers University, Cornwall Center for Metropolitan Studies, May 2023
  - University of California Berkeley School of Education, Apr 2023
  - University of Chicago, Committee on Education Workshop, Mar 2023
- “Interorganizational Networks and School Improvement: Public-Private Collaborations for Policy Adoption”
- American Educational Research Association Annual Meeting (Chicago), Apr 2023
  - Vanderbilt University, Department of Human and Organizational Development, Jan 2023
  - University of Southern California, Rossier School of Education, Jan 2023
  - Washington University in St. Louis, Department of Education, Dec 2022
  - New York University, Department of Sociology, Oct 2022
- “Positionality in the Politics of Education: Education Reformers and School Improvement”
- American Sociological Association Annual Meeting (Philadelphia), Aug 2023
  - American Educational Research Association Annual Meeting (Chicago), Apr 2023
- “Bringing the School Back to School Research: Toward an Organizational Sociology of Education”
- American Sociological Association Annual Meeting (Los Angeles), Aug 2022
- “Autonomy, Applicability and Availability: Student-Centered Online Learning in Higher Education”
- International Conference on Educational Frontiers (Manila, Philippines/online), Nov 2021
- “Balancing the Pedagogical and Practical Concerns in Remote Higher Education: A Cyberethnography”
- International Conference on Computers in Education (Thailand/online), Nov 2021
- “Social Contexts and Consequences of Adverse Childhood Experiences: ACEs’ Heterogeneous Impacts”
- American Sociological Association Annual Meeting (online), Aug 2021
- “Why School Accountability Persists: Understanding Organizational Drivers and Ecological Dynamics”
- University of Chicago Committee on Education Workshop (online), Apr 2021
- “Material resources, school climate and achievement variations in the Philippines: Insights from PISA 2018”
- Philippine Economic Society Annual Meeting (online), Nov 2020
- “Spatial analysis of dropping out: The role of race, poverty, and outliers in New York City”
- American Sociological Association Annual Meeting (online), Aug 2020
- “Structural limitations & functional alternatives reducing suspensions and preserving racial suspension gaps”
- Society for Research on Educational Effectiveness Conference (cancelled due to COVID), Mar 2020
  - MA in Social Sciences Research Conference, The University of Chicago, May 2017

## Selected Courses

---

### University of California Berkeley

Causal Inference for Policy and Education Research  
Organization Theory in Education and Other Social Services

### The University of Chicago

Schools as Organizations: Theory, Methods, Practice  
Introduction to Human Development  
Causal Inference

### Atene de Manila University

Interdisciplinary Approaches and Research Methods  
Inequalities and Innovation in Education

## Mentorship

---

### Doctoral Dissertations

Edwin Carlos  
Jin Hyung Lim

### Doctoral Qualifying Exams

Jin Hyung Lim  
Queenie Dong  
Edwin Carlos  
Francis Rojas  
Mingfeng Xue

### MA Thesis/Capstone

Sophie Johnson

## University and Professional Service

---

### Professional Service

2024-2025      Program Chair, Organizational Theory SIG, AERA

### University of California Berkeley

2024-            Advisory Committee, Institute of Human Development  
2024-            Executive Committee, Center for Southeast Asian Studies  
2023-            Personnel Committee, Berkeley School of Education  
2023-            Affiliate, Center for Research on Social Change/ISSI  
2023-            Affiliate, Asian American Research Center

### The University of Chicago

2022-2023      Social Science Dean's Advisory Council, The University of Chicago  
2021-2022      Manuscript Board, *American Journal of Sociology*  
2020-2022      Committee on Education Coordinator, The University of Chicago  
2020-2021      Social Chair, Comparative Human Development, The University of Chicago



## Ateneo de Manila University

2018-2019 Director, International Conference on Educational Frontiers  
2017-2019 Member, University Research Ethics Committee  
2017-2019 Research coordinator, Department of Interdisciplinary Studies  
2017-2019 Adviser, Interdisciplinary Studies freshmen

## Professional Associations

---

American Sociological Association

*Sections:* Education; Children and Youth; Organizations, Occupations, and Work

American Educational Research Association

*Division A:* Administration, Organization, and Leadership

*Division L:* Educational Policy and Politics

*SIG:* Organizational Theory; Improvement Science in Education; Sociology of Education

## Professional References

---

Stephen W. Raudenbush (sraudenb@uchicago.edu)  
*Levis-Sebring Distinguished Service Professor of Sociology*  
The University of Chicago

Guanglei Hong (ghong@uchicago.edu)  
*Professor of Comparative Human Development*  
The University of Chicago

Elisabeth S. Clemens (clemens@uchicago.edu)  
*William Rainey Harper Distinguished Service Professor of Sociology*  
The University of Chicago

Micere Keels (micere@uchicago.edu)  
*Professor of Comparative Human Development*  
The University of Chicago

James P. Spillane (j-spillane@northwestern.edu)  
*Olin Professor in Learning and Organizational Change*  
Northwestern University

*Version: Apr 2024*