

# Jose Eos Trinidad

University of California Berkeley School of Education

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Berkeley, CA 94720  
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## Academic Appointments

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### University of California Berkeley

Assistant Professor, Berkeley School of Education

2023 -

### Ateneo de Manila University

Lecturer (full-time 2017-2019; part-time 2020-2023)

2017 - 2019

## Education

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### The University of Chicago

Joint PhD, Sociology and Comparative Human Development

2019-2023

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

### The University of Chicago

Master of Arts in the Social Sciences (Sociology and Public Policy)

2016-2017

### Ateneo de Manila University

Bachelor of Arts in Interdisciplinary Studies, *summa cum laude*

2009-2013

## Scholarly Interests

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*Sociology of Education:* Organizational Networks and Education Policy/Politics

*Sociology of Organizations:* Institutional Theory, Quantification, Nonprofit and Philanthropy

*Methods:* Causal Inference, Heterogeneous Treatment Effects, Hierarchical Models, Qualitative Interviews

## Peer-Reviewed Journal Articles

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[32] **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

[31] **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

[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.childyouth.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.

## Books

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[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

## Papers Under Review or Revisions

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**Trinidad, Jose Eos.** (under review). Education Reformers and Variation in School Improvement Strategies.

**Trinidad, Jose Eos.** (under review). Interorganizational Coupling and School Reform: The Case of High School Data Systems in Philadelphia, Chicago, and New York City.

**Trinidad, Jose Eos.** (under review). Interviewing Education Experts and Elites.

## Working Papers

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**Trinidad, Jose Eos.** *From Boardrooms to Classrooms: Dropouts, Data Systems, and How Organizations Shape American Education* (book-length manuscript).

Hong, Guanglei, **Jose Eos Trinidad**, and Jonah Deutsch. Organizational Capacity and Program Effects: What organizational factors matter for job training effectiveness?

**Trinidad, Jose Eos.** State Capacity and the Catalytic Role of Civic Organizations: The Case of Education Change in a Developing Country.

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

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[6] Trinidad, Jose Eos, Samantha Joy Ackary, Lyka J. Pacleb, Sophia Sue Tabanao, & Jan Llenzel Dagohoy. 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.

## Peer Reviews Done

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Peer reviews done for *American Journal of Sociology*, *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*, *Asia Pacific Journal of Education*, *Industry and Higher Education*, *Basic Education Research Journal*, *Illinois Workforce and Education Research Collaborative*, *Kritika Kultura*, *Educational Research for Policy and Practice*, *Asian Journal of Social Psychology*, *SSM (Social Science and Medicine)* *Population Health*, *Educational Review*, *Asia Pacific Education Review*, *AERA Open*, and *Qualitative Sociology*.

## Other Work Experience

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<b>The University of Chicago</b> Graduate researcher/ assistant at the <i>Social Sciences Computing Services</i> , <i>Chicago Center for Teaching (CCT)</i> , and <i>TMW Center for Early Learning + Public Health</i>	2019-2023
<b>Ateneo de Manila University</b> Researcher and Instructor, <i>Department of Interdisciplinary Studies</i> Coordinator for Research, <i>Institute for the Science and Art of Learning and Teaching (SALT Institute)</i>	2017-2019
<b>The University of Chicago</b> Teaching Assistant at the <i>University of Chicago Laboratory Schools</i>	2016-2017
<b>Teach for the Philippines</b> Human Development Manager, <i>Training and Development Team</i>	2014-2016

## Grants, Fellowships, and Awards

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### Grants

2023 Foster Polite Scholarship (\$500.00)  
*American Educational Research Association*  
*Division A (Administration, Organization, and Leadership)*

- 2022 Doctoral Dissertation Research Improvement Grant (\$15,915)  
*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**

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“From Boardrooms to Classrooms: Dropouts, Data Systems, and How Organizations Shape US Education”

- National Network for Educational Research-Practice Partnerships, Jun 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 Taught or Assisted

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<b>Instructor of Record</b>	
2022-2023	Schools as Organizations: Theory, Methods, Practice funded by the <i>Bernice Neugarten Lectureship</i> (\$ 5,000)
2017-2019	Interdisciplinary Approaches and Research Methods
2018-2019	Inequalities and Innovation in Education
2017-2018	Psychology of Leadership
2017-2019	Senior Seminar Paper I and II
<b>Graduate Teaching Assistant</b>	
Win. 2023	Causal Inference
Aut. 2022	Sociological Theory
Win. 2022	Human Development Research Design
Aut. 2021	Human Development Introduction
Sum. 2021	Summer Institute for Advanced Research Methods for STEM Education Research

## University and Professional Service

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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
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

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American Sociological Association

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

Sociology of Education Association

American Educational Research Association

*Division A:* Administration, Organization, and Leadership

*Division L:* Educational Policy and Politics

*SIG:* Organizational Theory and

## Professional References

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Stephen W. Raudenbush (sraudenb@uchicago.edu)

*Lewis-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)

*Assoc Prof of Comparative Human Development*

The University of Chicago

James P. Spillane (j-spillane@northwestern.edu)

*Spencer T. and Ann W. Olin Professor in Learning and Organizational Change*

Northwestern University

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