

## **EBONY N. BRIDWELL-MITCHELL, PH.D.**

Associate Professor of Education  
Harvard Graduate School of Education  
Monroe C. Gutman Library, Rm. 451  
6 Appian Way · Cambridge, MA 02138  
Phone: 617-496-4236 · Fax: 617-496-3095  
E-mail: [ebony\\_bridwell-mitchell@gse.harvard.edu](mailto:ebony_bridwell-mitchell@gse.harvard.edu)

### **EDUCATION**

New York University Leonard M. Stern School of Business Doctor of Philosophy – Management and Organization Theory	New York, NY May 2008
Harvard University John F. Kennedy School of Government Master of Public Policy – Human Resources, Labor, and Education	Cambridge, MA June 1999
Cornell University College of Arts and Sciences Bachelor of Arts – American Policy Studies, <i>Summa cum Laude</i> Concentration – Education Policy	Ithaca, NY May 1996

### **ACADEMIC APPOINTMENTS**

Harvard University Graduate School of Education Associate Professor of Education Assistant Professor of Education Specializing in Educational Leadership, Management and Organizations	Cambridge, MA 2016-Present 2012-2016
Brown University Assistant Professor of Sociology Commerce, Organizations, and Entrepreneurship Faculty	Providence, RI 2008-2012

### **PUBLICATIONS**

#### Peer Reviewed Journals

Bridwell-Mitchell, E., & Fried, S. A. (2018). "Learning One's Place: Status Perceptions and Social Capital in Teacher Communities". *Educational Policy*. Published October 15, 2018

Bridwell-Mitchell, E. N. (2017). "Them That's Got: How Tie Formation in Partnership Networks Gives High Schools Differential Access to Social Capital". *American Educational Research Journal*, 54(6) 1221 - 1255

Bridwell-Mitchell, E., & Sherer, D. G. (2017). "Institutional Complexity and Policy Implementation: How Underlying Logics Drive Teacher Interpretations of Reform". *Educational Evaluation and Policy Analysis*, 39(2), 223-247

Bridwell-Mitchell, E. N. and Cooc, N. (2016) “The ties that bind: How social capital is forged and forfeited in teacher communities”. *Educational Researcher*, 45(1), 7-17

Bridwell-Mitchell, E. N. (2016) “How peer learning in communities of practice enables and inhibits micro-institutional change”. *Organization Studies*, 37(2), 161-192.

Bridwell-Mitchell, E. N. (2015). “Theorizing teacher agency and reform: How institutionalized instructional practices change and persist”. *Sociology of Education*, 88(2), 140-159.

Bridwell-Mitchell, E.N. and Lant, T.K. (2014). Be careful what you wish for: The effects of issue interpretation on social choices in professional networks. *Organization Science*, 25(2), 401-419.

Bridwell-Mitchell, E.N. (2013). “The rationalizing logics of public school reform: How cultural institutions matter for classroom instruction”. *Journal of Mixed Methods Research*, 7(2), 173-196.

Bridwell-Mitchell, E.N. and Meziar S.J. (2012). “The quest for cognitive legitimacy: Organizational identity crafting and internal stakeholder support”. *Journal of Change Management*, 12(2), 189-207.

#### Book Chapters, Reviews and Monographs

Bridwell-Mitchell, E. N. (2018). Chapter 9: “Too legit to quit: Institutional Perspectives on the study of School Organizations”. In M. Connolly, D. E. Spicer, C. James, & S. D. Kruse (Eds.), *Sage International Handbook on School Organization*. Thousand Oaks: SAGE Publications.

Bridwell-Mitchell, E. N. (2018). Review of corporate elites and the reform of public education by H. Gunter, D. Hall, & M.W. Apple (Eds.). *Teachers College Record*. March 15, 2018

Bridwell-Mitchell, E.N. (2018). “System self-regulation and static equilibria: How socio-cognitive control processes regulate school responses to external reform”, In H. Shaked, C. Schechter & A. Daly (Eds.), *Leading Holistically: How Schools, Districts, and States Improve Systemically*. New York: Routledge Press.

Milliken, F.J., Lant, T.K. and E.N. Bridwell-Mitchell (2005) “Barriers to the interpretation and diffusion of information about potential problems in organizations: Lessons from the space shuttle Columbia disaster” p. 246-266 in W. Starbuck and M. Farjoun (Eds.) *Organization at the limit: NASA and the Columbia disaster*. New York: Blackwell

#### Work in Progress

Lallinger, S. and Bridwell-Mitchell, E.N. (2019). “Access, Autonomy and Accountability: School Governance Dilemmas in Post-Katrina New Orleans”. Public Education Leadership Project (PELP) Case Series

“Busting Out of the Iron Cage: Network Mobilization and Professional Prescriptions” (2019). Working Paper. In preparation for submission to the *Journal of Management*.

“The Strength of the Relational State: How Institutional Change is Enacted in U.S. Public School”. Working Paper. In preparation for invited submission to special issue of the *Peabody Journal of Education*.

“The Collective Impact of Partnership Networks on School Performance” with Jack, J. and Childs, J. (2019). Working Paper.

### Professional, Trade and Popular Periodicals

Bridwell-Mitchell, E. N. (2019). How School Partnerships Can Perpetuate Inequalities. *Phi Delta Kappan*, 100(8), 32-36.

Bridwell-Mitchell, E. N. (2015). Getting your ducks in a row: The principle of alignment and what it means for school leadership. *Principal Leadership Magazine*, 16(3), 53-55

### **AWARDS AND GRANTS**

Harvard Graduate School of Education Deans Venture Fund (\$55,275). “The Relational Infrastructure of Instructional Reforms: Designing Teachers’ Collegial Work to Foster Institutional Change”. *Harvard Graduate School of Education*. 2017-2019

Lyle Spencer Research Awards - Finalist. (\$872,204). “The Relational Infrastructure of Successfully Implemented School Reform: A Proposed Study of Intentionally Designed Teacher Communities and Institutional Change”. *Spencer Foundation*. 2016.

Radcliffe Institute Exploratory Seminar Award (\$21,450) “Implications, Interventions and Impact: Putting Organizational Research to Work in Real World School Contexts”. *Radcliffe Institute for Advanced Study*. 2015

Best Paper Award-“Institutional Complexity and the Embedded Logics of Public School Reform”. *American Educational Research Association Organization Theory SIG*. 2014

Brown University Richard B. Salomon Faculty Research Award (\$15,000). 2012-Terminated

Brown University Commerce, Organizations, and Entrepreneurship Program Faculty Research Award (\$10,000). 2009-2010; 2010-2012

Brown University Office of the Vice President of Research Departmental Small Grant Funds Award (\$2,000). 2008; 2009; 2010

Award Recipient (\$460,190) and Co-principal Investigator with Stephen J. Mezas – *National Science Foundation* Human and Social Dynamics Competition [SES-0433280]. 2004-2009

### **SELECTED PRESENTATIONS**

#### Invited Lectures

“Busting Out of the Iron Cage: Network Mobilization and Professional Prescriptions” Paper Presented at *Michigan State University Education Policy Innovation Collaborative* – Lansing, MI. April 2019

“Them That’s Got: How Tie Formation in Partnership Networks Gives High Schools Differential Access to Social Capital”. Paper presented at

- *University of Connecticut* – Storrs, CT. April 2017
- *University of Southern California* – Los Angeles, CA. November 2016
- *University of Texas Austin* – Austin, TX. October 2016

“Agents of Change? The Institutional Mechanics of Public School Reform.” Paper Presented at *the University of Arizona Department of Sociology* – Tucson, AZ. March 2012

“Network Enactment: How Managerial Interpretations Affect Advice Network Formation.” Paper presented at

- *University of Wisconsin School of Business, Department of Management and Human Resources* – Madison, WI. May 2011

“Social Construction Processes in Organizational Fields.” Session Chair at the *Annual Meeting of the Academy of Management, Organization Theory Division* – Montreal, Canada. August 2010

“Entrepreneurship in Highly Institutionalized Contexts: How Public Schools Form Organizational Alliances.” Paper presented at *Brown International Advanced Research Institutes, Technology, Entrepreneurship and Management Institute* – Providence, RI. June 2010

“Human Capital Innovations: Opportunities and Challenges.” Discussant for Project on Private Initiatives in Public Education Conference at *Stanford University Center on Philanthropy and Civil Society*. Palo Alto, CA. May 2009

#### Refereed Lectures and Symposia

“The Strength of the Relational State: How Institutional Change is Enacted in U.S. Public School”. Paper Presented at: *The Annual Meeting of the American Educational Research Association – Organization Theory SIG* – Toronto, CA. April 2019

“Place, Positionality, and Performativity: Understanding and Overcoming the Barriers to Better Research Practice Partnerships”. Paper Presented at: *The Annual Meeting of the American Educational Research Association – Organization Theory SIG*. New York, NY. April 2018

“Three Takes on Fragmentation and Social Capital”. Discussant Presentation at: *The Annual Meeting of the American Educational Research Association. Division A-Administration, Organization, and Leadership* – San Antonio, TX. April 2017

“Thinking Beyond the Institutional Status Quo: The Effects of Managerial Advice Networks on Isomorphic Issue Response”. Paper Presented at: *The Annual Meeting of the American Educational Research Association*. – Washington, DC. April 2016.

“The Ties that Bind: How Social Capital is Forged and Forfeited in Teacher Communities”. Paper Presented at: *The Annual Meeting of the American Educational Research Association. Division A-Administration, Organization, and Leadership* – Chicago, IL. April 2015.

“Learning One’s Place: How Status Matters for Social Capital in Teacher Communities” Paper Presented at: *The Annual Meeting of the American Educational Research Association. Organization Theory SIG* – Chicago, IL. April 2015.

“The Embedded Logics of Public School Reform”. Paper Presented at:

- *The Annual Meeting of the American Educational Research Association. Organization Theory SIG.* Philadelphia, PA. April 2014
- *The Annual Meeting of the Academy of Management, Organization and Management Theory Division* – Philadelphia, PA. August 2014

“Them That’s Got Shall Have: School Social Capital and Access to Partner Resources.” Paper Presented at:

- *Annual Meeting of the Academy of Management Public and Non-Profit Division.* August 2014
- *Annual Meeting of American Sociological Association. Education Policy Division.* August 2014

“When Reform Just Won’t Make Sense: How Cognitive Routines and Social Structure Affect Teachers’ Collective Sensemaking” Paper presented at *The Annual Meeting of the American Educational Research Association. Division A-Administration, Organization, and Leadership* – San Francisco, CA. April 2013.

“Network Enactment: How Managerial Interpretations Influence Advice Network Formation.” Paper presented at:

- *The Annual Meeting of the American Educational Research Association, Organization Theory SIG* – New Orleans, LA. April 2011
- *The Annual Meeting of the Academy of Management, Organization and Management Theory Division* – Montreal, Canada. August 2010
- *The Annual Meeting of the American Sociological Association, Organizations Section* – Atlanta, GA. August 2010

“Collective Agency: The Institutional Mechanics of Public School Reform.” Paper presented at:

- *The Annual Meeting of the American Sociological Association, Sociology of Education Section* – Atlanta, GA. August 2010
- *International Institutions and Work Conference. Simon Frasier University* – Vancouver, Canada. June 2010

“Making Sense of Conflicting Institutional Logics: An Exploratory Study of the Micro Social and Cognitive Dynamics of Institutional Processes.” Paper presented at *The European Group for Organizational Studies Colloquium, Organizing the Public Sector: Governance and Public Management Reform Sub-theme* – Barcelona, Spain. June 2009

## **PROFESSIONAL SERVICE**

Editorial Board Member, Educational Evaluation and Policy Analysis. Since 2019

Program Chair, American Educational Research Association, Division A- Section 2: School and Organization Effects. 2016-2017

Chair, American Educational Research Association, Organization Theory SIG. 2015-2018

Editorial Board Member, Journal of the Sociology of Education. 2015-2017

Secretary/Treasurer, American Educational Research Association, Organization Theory SIG. 2012-2014

Member and Reviewer, American Educational Research Association – Division A- Administration, Organization, & Leadership; Organization Theory SIG. Since 2004

Member and Reviewer, American Sociological Association – Organizations, Occupations, and Work Division; Sociology of Education Division. Since 2003

Member and Reviewer, Academy of Management – Organization and Management Theory Division; Public and Non-Profit Sector Division; Organization Development and Change Division. Since 2003

## **TEACHING**

### Harvard University Graduate School of Education

S-428: Institutional Change Research Practicum: Examining State Education Agencies as Agents of School Turnaround

A-616: Taking on the System: Micro, Meso, and Macro Theories of School Organizations.

A-613: Networked for Change: The Impact of Social Relationships School Organizations.

A-607: Organizational Leadership and Management in K-12 Schools and Systems

A-362: Institutional Change in School Organizations, Systems, and Sectors.

### Brown University

Soc 1030: Organizational Theories of Public and Private Sectors.

Soc 187L: Advanced Seminar in Economic Sociology.

Soc 1090: Theories of Organizational Dynamics and Decision Making.

Soc 1020: Methods of Social Research.

Soc 1050: Methods of Research in Organizations.

Soc 2981: Independent Reading and Research in the Sociology of Education.

### New York University Leonard M. Stern School of Business

C50.0001.06: Management and Organizational Analysis.

## **SELECTED PROFESSIONAL EXPERIENCE: TRAINING AND INSTRUCTION**

Harvard University Graduate School of Education  
Programs in Professional Education

Cambridge, MA  
2013-Present

KIPP, Knowledge is Power Program  
Trainer, Summer Leadership Institute

New York, NY  
2008-Present

Microsoft Corporation Speaker, Microsoft Corporation Procurement Summit	Redmond, WA 2017
Leadership for Educational Achievement Foundation, Inc. Superintendent's Summer Institute; Cabinet Leadership Summit	Albany, NY 2016; 2017
Alief Independent School District Trainer, Summer Leadership Institute	Houston, TX 2016
Public Education Leadership Project Facilitator, Summer Institute	Cambridge, MA 2014
Leading Educators Trainer, Summer Intensive Leadership Program	New Orleans, LA 2008; 2009
John Peter Sinnott Magnet School for Health and Health Careers Instructor; Instructional Lead Teacher	Brooklyn, NY 1999-2002