

CURRICULUM VITAE

JENNIFER BAILEY WATTERS, ED.D.

(JENNIFER BAILEY)

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EDUCATION

- 5/2013 **Doctor of Education, Educational Leadership** *Stephen F. Austin State University*
Graduate Certificate: Texas EC-12 Superintendent Certification
- 5/2009 **Masters of Education, Educational Leadership** *Stephen F. Austin State University*
Graduate Certificate: Texas EC-12 Principal Certification
- 5/2004 **Bachelor of Arts, English** *The University of Texas at Tyler*
Minor: Secondary Education; Texas 8-12 ELA Composite Teacher Certification

ACADEMIC POSITIONS

- 9/2024-present **Assistant Professor of Educational Leadership and Curriculum & Instruction**
The University of Texas at Tyler: College of Education and Psychology
- 9/2022-8/2024 **Assistant Professor of Practice**
The University of Texas at Tyler: College of Education and Psychology
- 9/2020-8/2022 **Assistant Professor of Educational Leadership and Policy Studies**
The University of Texas at Arlington: College of Education

FACULTY LEADERSHIP POSITIONS

- 8/2024-Present **Program Coordinator** *The University of Texas at Tyler*
M.Ed. Curriculum & Instruction
- 8/2021-8/2022 **Curriculum & Assessment Coordinator** *The University of Texas at Arlington*
M.Ed. Principal Preparation Program
Coordinate revision of curricula; supervision of program reviews and accreditation

AWARDS/HONORS/NOMINATIONS

- 2024 **Teaching Award**—The College of Education and Psychology, The University of Texas at Tyler (May 2024)
- 2024 **Co-Editor**—AERA Division A: Administration, Organization, and Leadership Newsletter (April 2024-April 2025)
- 2023 **Researcher of the Year (Research Award)**—School of Education, College of Education and Psychology, The University of Texas at Tyler (March 2023)
- 2023 **Chair**—American Educational Research Association, SIG #105 School Effectiveness and School Improvement (2023-2025)
- 2022 **Research Development Program Mentor**—AERA LSI SIG in partnership with University Council for Educational Administration (2022-Present)
- 2022 **Online Education Teaching Award**—The University of Texas at Arlington, College of Education, Department of Educational Leadership and Policy Studies (April 2022)
- 2021 **Leadership Academy**—The University of Texas at Arlington, Office of Human Resources and the Office of the Provost-Division of Faculty Affairs
- 2014 **Dissertation of the Year**—Texas Council of Professors of Educational Administration (TCPEA), Presented at TASA Midwinter, January 27, 2014.

SCHOLARLY WORK/PUBLICATIONS**Refereed Journal Articles** (*denotes graduate student co-authors)

Olsen, A., **Bailey Watters, J.**, Green, A., & ***Hernandez, T.** (accepted). Investigating the moderation effect between teacher autonomy and teacher race/ethnicity on job satisfaction: Results from the schools and staffing survey. *Journal of Education*.

Bailey, J., Kaiser, F., Rhone, R., & Atchley, S. (2023). Working across boundaries: School Leaders redefining communities of practice through Twitter, a mixed-method study. *NASSP Bulletin*, 107(3), 270-286. <https://doi.org/10.1177/01926365231198523>

Kaiser, F. & **Bailey, J.** (2022). Reinventing identity in transition from principal to professor: A collaborative autoethnography. *Cogent Education*, 9(1), 1-14. (Co-author, 50%)
<https://doi.org/10.1080/2331186X.2022.2139119>

Bailey, J., Kaiser, F., Thomas, C., ***Dillingham, S.**, ***Norwood, D.**, ***Smith, N.**, & Brown, A. (2022). The intersection of preparation and practice: School leadership learning through simulation. *NASSP Bulletin*, 106(3), 209-231. <https://doi.org/10.1177/01926365221117487>

Atchley, S., **Bailey, J.**, Farler, T., Kaiser, F., Reyes, J., Rhone, R. (2022). Navigating pathways: We dream it, we believe it, we claim it—From the principalship to the professoriate. *Journal of Texas Women School Executives*, 7(1), 88-99. <https://issuu.com/tasanet/docs/jtcwse22>

Refereed Edited Books

Bailey Watters, J., Miller, G., & Rhone, R. (2025). *Reimagining the P-20 Landscape for School Leadership Learning*. IGI Global. DOI: 10.4018/979-8-3693-6220-4

Refereed Book Chapters

Maccalous, K.S. & Bailey Watters, J. (2025). Advancing literacy leadership development: A case of school improvement in rural schools. In J. Bailey Watters, G. Miller, & R. Rhone (Eds.). *Reimagining the P-20 Landscape for School Leadership Learning*. IGI Global. DOI: 10.4018/979-8-3693-6220-4

Delello, J., **Bailey Watters, J.**, Garcia-Lopez, A. (2024). Artificial intelligence in education: Transforming learning and teaching. In J. Delello & R. McWhorter (Eds.), *Emerging and Disruptive Technologies in Education and the Workforce, Second Edition*. IGI Global.
<http://dx.doi.org/10.4018/979-8-3693-3003-6.ch001>

***Buchanan, M.**, **Bailey, J.**, Allen-Sanchez, K., & ***Perry, D.** (2024, Sept. 17). Changing the terms of our lease: Positionality, identity and renegotiating space. In A. Raj & S. Orozco (Eds.) *Storying Leadership for Equity, Diversity, and Inclusion: Power Dynamics and Qualitative Research for Resistance, Resilience, Adversity, and Authenticity*. Taylor & Francis, Routledge Research in Educational Leadership Series. ISBN 9781032560342

Bailey, J. & Robert, C. (2024). Revisiting improving campus culture through/with strategic planning and efficient operations. In G. Miller & N. Templeton (Eds.), *Texas public school organization and administration, 19th edition* (pp. 407-424). Dubuque, IA: Kendall Hunt Publishing Company.

Bailey, J., Miller, G., & Kaiser, F. (2023). Reframing systems to thrive: Teacher shortages in post-pandemic schools. In E. Azukas & M. Kim (Eds.), *Reimagining systems thinking in a post pandemic world*. IGI Global.

Bailey, J. & Rhone, R. (2022). Creating intentional space for change: Reflection, examination, articulation and pursuance. In K. Brown & R. Papa (Eds.), *Recipes to combat the 'isms': Volume one—Equity* (pp. 7-14). ICPEL Press.

Bailey, J. & Robert, C. (2022). Improving campus culture through/with strategic planning and efficient operations. In J. A. Vornberg, Y.O. Ortiz, & N. Templeton (Eds.), *Texas public school organization and administration, 18th edition* (pp. 415-432). Dubuque, IA: Kendall Hunt Publishing.

Book Chapters, Invited

Bailey, J. (in press). Cowardice, expediency, vanity, or conscience: The quest for social justice. In P. Jenlink (Ed.), *Educational leadership for social justice: Addressing injustices in educational practice*. Information Age Publishing, Inc.

Book Chapters, Editor Reviewed

Bailey, J., *McCray, T., *Garner, C. (2023). Reimagining the school community: Thinker Geoffrey Canada. *The Palgrave Handbook of Educational Thinkers*. Palgrave Macmillan. eBook ISBN 978-3-031-25134-4/Print ISBN 978-3-031-25133-7

Bailey, J., *Garner, C., *McCray, T. (2024). Exploring the teacher through humor: Thinker Bel Kaufman. *The Palgrave Handbook of Educational Thinkers*. Palgrave Macmillan. eBook ISBN 978-3-031-25134-4/Print ISBN 978-3-031-25133-7

Refereed Journal Articles: Publications During Doctoral Program

Bailey, J. (2012). A silent cry for democratic dialogue in education: A review essay. *Teacher Education & Practice*, 25(4), 589-598.

Bailey, J. (2012). Tears, hope, resolve, uncertainty: The barrier island of today's schools. *Teacher Education & Practice*, 25(4), 540-543.

Bailey, J. (2012). The gaping wound of student achievement: Incorporating narrative pedagogy and aesthetics for curriculum reform. *Scholar-Practitioner Quarterly*, 6(4), 350-361.

Manuscripts In Preparation

Bailey, J., Morrison, S., & Stout, J. (in progress). When It's Not in the Textbook: Preparing School Leaders Through Simulation Experiences. Anticipated Submission for Review: October 2024

SCHOLARLY CONFERENCE PAPERS AND PRESENTATIONS

*(*graduate student co-authors/presenters)*

Bailey Watters, J. & Garcia-Lopez, A. (2024). Investigating generative-AI: P-20 implementation and implications. UCEA 2024 Annual Convention. November 19-23, 2024. Los Angeles, CA.

Bailey, J., Morrison, S., & Stout, J. (2024). School leadership learning through simulation: An exploration of asynchronous engagement. International Council of Professors of Educational Leadership (ICPEL) 2024 Conference. July 29-31, 2024. San Antonio, TX.

Olsen, A., **Bailey, J. & *Hernandez, T.** (2024). Investigating the moderation effect between teacher autonomy and teacher race/ethnicity on job satisfaction: Results from the schools and staffing survey. AERA 2024 Annual Meeting. April 12-15, 2024. Philadelphia, PA.

Bailey, J. & *Buchanan, M. (2023). Responsive leadership through transition: Teacher mental/emotional supports. UCEA 2023 Annual Convention. November 15-18, 2023. Minneapolis, MN.

***Buchanan, M. & Bailey, J.** (2023). Situating space for radical care: Examining intersectionality within leadership identity. UCEA 2023 Annual Convention. November 15-18, 2023. Minneapolis, MN.

Bailey, J. & *Buchanan, M. (2023). *Looking back and looking ahead: Naming, reflection, and action*. Research Development Program Symposium, UCEA and AERA LSI SIG (November 16, 2023). UCEA 2023 Annual Convention. Minneapolis, MN.

Bailey, J., Kaiser, F., Atchley, S., & Rhone, R. (2023). Transcending barriers and traversing new ones: School leaders extending communities of practice through Twitter. AERA 2023 Annual Meeting. Chicago, Illinois. <https://aera23-31-E4-E1-42-3C-F2-60-6E-C3-9D-CF-75-06-CB-2F-E9>

Bailey, J., Kaiser, F., Thomas, C., & Spero, K. (2022). The intersection of preparation and practice: School leadership learning through simulation. UCEA 2022 Annual Convention, November 17-20, 2022. Seattle, Washington.

- Kaiser, F. & **Bailey, J.** (2022). A new lens: Lessons learned from the principalship to the professoriate, a collective case study. UCEA 2022 Annual Convention, November 17-20, 2022. Seattle, Washington.
- Kaiser, F., **Bailey, J.**, Rhone, R., & Atchley, S. (2022). Working across boundaries: School leaders redefining communities of practice through Twitter. UCEA 2022 Annual Convention, November 17-20, 2022. Seattle, Washington.
- *McCray, T. & Bailey, J.** (2022). The perspectives of Black male elementary teachers from the south. UCEA 2022 Annual Convention, November 17-20, 2022. Seattle, Washington.
- Bailey, J. & Kaiser, F.** (2021). Learning the playbook, from principal to professor: A collaborative autoethnography. UCEA 2021 Annual Convention, University Council of Educational Administration. Columbus, Ohio.
- Bailey, J. & *Kermanian, D.** (February 2021). Leadership development in higher education administration: A scholar—practitioner case study. Division I-Paper session. Southwest Educational Research Association (SERA) Annual Conference. Virtual.

INVITED SCHOLARLY PRESENTATIONS/PANELS/INTERVIEWS

- The neuroscience of simulations. (November 9, 2023). Panelists: Doug Anthony, University of Maryland, College Park & **Jennifer Bailey, University of Texas at Tyler**; Special Guest: Rich Carr, Learning Scientist and CEO, Brain-centric. Hosted by SchoolSims. Virtual.
- The impact of simulations on the resilience and well-being of school leaders and teachers. (March 21, 2023). Hosted by SchoolSims. Panelists: Ashley Ireland, Loyola Marymount University; Christopher Small, Florida State University; Erin Murray, University of Connecticut; Amy Serafini, Auburn University; **Jennifer Bailey, University of Texas at Tyler**. Virtual.
- Evidence of the impact of simulations on school leader development and preparation. (November 10, 2022). Hosted by SchoolSims. Panelists: David DeJong, Dakota State University; **Jennifer Bailey, University of Texas at Tyler**; Sara Dexter, University of Virginia; Trent Grundmeyer, Drake University; Michael Johaneck, University of Pennsylvania. Virtual.
- Schools facing continued staffing challenges during the pandemic. (January 31, 2022). Live interview with Fox 4 KDFW News. <https://www.fox4news.com/video/1029266>

TEACHING PRESENTATIONS/WORKSHOPS

- Consalvo, A. & **Bailey, J.** (2024). NVivo for doctoral research. University of Texas at Tyler, Human Resources Ph.D. Lunch and Learn. April 27, 2024.
- Bailey, J.** (2024, invited). Moving from theory to practice: Innovative technologies in leadership preparation. Presentation. Texas Council of Professors of Educational Administration (TCPEA). Learning Series, April 17, 2024. Virtual.
- Bailey, J.** (2023). Graduate student writing and research: Strategies for building capacity and collaboration. Presentation. Texas Council of Professors of Educational Administration (TCPEA). Summer Writing Conference, June 2023. Round Rock, Texas.
- Bailey, J. & Robert, C.** (2021). Ph.D. writing workshop: Strategies for success in academic writing. Workshop Series, March-May 2021. The University of Texas at Arlington, Ph.D. Cohorts 14 and 15. Virtual.
- Woody, C. & **Bailey, J.** (2020). Prepared for the petrifying P's: Principals, parents, programming and politics. Presentation. Consortium of State Organizations for Texas Teacher Education (CSTOTTE) Fall Conference, October 2020. Virtual.

INTERNAL AND EXTERNAL FUNDING ACTIVITY

- Kaiser, F., **Bailey, J.**, & Molina, C., (2023). "Expose, engage, practice: Improving teacher preparation through simulation." The University of Texas at Tyler ORSSP Internal Grant. Status: Not funded. \$15,156.
- Bailey, J.** (2021). The Association of College and University Educators: Effective College Instruction, Cohort D, Fall 2021-Spring 2022. Sponsored by Faculty Affairs, The University of Texas at Arlington. Funded, \$1,200.
- Bailey, J.** (2021, Dec. 10). "Expose, engage, practice: Responsive school leadership through simulation," Sponsored by UTA Research Enhancement Program, The University of Texas at Arlington. Status: Finalist, Not Funded. \$15,000.
- Bailey, J.** (PI), Robert, C. E. (CoPI). (2021, Feb. 5). "Rural principal supports for teacher mental/emotional health during an extended crisis," Sponsored by UTA Research Enhancement Program, The University of Texas at Arlington. Status: Finalist, Not Funded. \$15,000.
- Bailey, J.** (CoPI), Miller, G. (CoPI). (2020, Nov. 5). "Social-emotional learning: A model to systemic implementation in rural schools," Sponsored by Spencer Foundation, Private Funds (Foundation). Status: Not Funded. \$60,000.
- Bailey, J.** (2020-2022). Research Start-Up, Sponsored by the Office of the Provost, University of Texas at Arlington. Funded, \$20,000.

DOCTORAL DISSERTATION ADVISING**Dissertation Committee Chair, Ph.D. UT Arlington**

- Selina Elizondo, Educational Leadership. April 2022 – August 2022**
- Cameron Ramirez, Educational Leadership. April 2022 – August 2022**
- Cora Garner. Educational Leadership. August 2021 – August 2022**
- Ashley May. Educational Leadership. November 2021 – August 2022**
- Trevor McCray. Educational Leadership. June 2021 – September 2022 (*Defended 9/30/22*)
- **Note: Identified a new Chair for students due to moving institutions 9/1/22.*

Dissertation Committee Member, Ph.D. UT Arlington

- Hanan Almars. Educational Leadership. June 2021 – August 2022 (*Defended 7/22*)

Dissertation Committee External Member, Ph.D. UT Arlington

- Teresa Hernandez, Educational Leadership & Policy Studies. February 2024 – present.
- Cameron Ramirez, Educational Leadership & Policy Studies. April 2024 – present.

Dissertation Committee Member, Ed.D. UT Tyler

- Toni Lopez. School Improvement. October 2022-June 2023 (*Defended 6/23*)
- Paige Lloyd. School Improvement. October 2022-July 2023 (*Defended 7/23*)
- Katrina Maccalous. School Improvement. January 2024 – June 2024 (*Defended 6/24*)

Dissertation Committee Chair, Ed.D. UT Tyler

- Danielle Davis, School Improvement. July 2024-present
- Angela Espada, School Improvement. July 2024-present

ACADEMIC TEACHING EXPERIENCE

9/2024-Present	Assistant Professor, Tenure-Track	<i>The University of Texas at Tyler</i>
9/2022-8/2024	Assistant Professor of Practice	
	School of Education—Principal Preparation, M.Ed.; Curriculum & Instruction, M.Ed.	
	EDLR 5310: Leadership Theory and Practice	
	EDLR 5349: Curriculum, Instruction and Assessment for School Improvement	

EDCI 5329: Instructional Coaching Practicum
 EDCI 5320: Teacher Learning & Professional Development
 EDCI 5321: Instructional Coaching
 EDCI 5322: Tools Used in Instructional Coaching
 EDRM 6353: Qualitative Research Methods

5/2020-8/2022 **Assistant Professor, Tenure-Track** *The University of Texas at Arlington*
 Department of Educational Leadership and Policy Studies
 Principal Preparation Program, M.Ed.
 EDAD 5384: Principalship
 EDAD 5322: Educational Research and Evaluation
 EDAD 5360: Leadership Theory
 Ph.D. K-16 Educational Leadership & Policy Studies
 EDAD 6325: K-16 Policy Analysis Research
 EDAD 6342: Organizational and Leadership Theory Research
 EDAD 6392: Writing the Literature Review

6/2013-8/2018 **Adjunct Professor** *Stephen F. Austin State University*
 (Note: Served as an adjunct following Ed.D. while serving in P-12 leadership)
 Department of Educational Leadership, Principal Preparation Program, M.Ed.
 AED 501: Introduction to Educational Leadership
 AED 519: Instructional Leadership
 AED 513: Administration of Special Services
 AED 565: Public School Law
 AED 591: Inquiry and Action Research
 AED 549: Foundations of Curriculum Planning
 AED 516: The School Principalship K-12

P-12 SCHOOL LEADERSHIP AND RELATED EXPERIENCE

7/2018-7/2020 **Principal, EC-5 & District Administrator** *Longview Independent School District*
 7/2015-7/2018 **Principal, EC-5** *Chapel Hill Independent School District*
 7/2012-7/2015 **Director of Bilingual Education, RtI, & 504** *Kilgore Independent School District*
 7/2011-7/2012 **Project CONFIANZA, Director** *Stephen F. Austin State University*
 11/2007-5/2011 **Instructional Consultant** *Region VII, Education Service Center*
 7/2004-7/2011 **Teacher and Instructional Coach** *Hallsville Independent School District*

SERVICE TO THE PROFESSION

National Service to the Profession

- AERA SIG #105 Chair: School Effectiveness and School Improvement (2023-2025)
- AERA SIG #73 Webmaster: Organizational Theory (2023-2024)
- AERA LSI SIG/UCEA Research Development Program Mentor (2022-Present)
 - Mentee: Meghan Buchanan, Texas State University, Ph.D. Student, 2022-2023
 - Mentee: Dr. Arlene Garcia-Lopez, Miami-Dade System, 2023-present
- AERA Division A: Administration, Organization, and Leadership Newsletter Associate Editor (February 2024-April 2024)
- AERA Division A: Administration, Organization, and Leadership Newsletter Co-Editor (April 2024-April 2025)

State Service to the Profession

- Texas Council of Professors of Educational Administration Membership Engagement Committee (2022-2023)
- Ambassador ElevateTxEd: University of Texas System (2022-2023)

University Service

- Qualitative Research Consultant, Research Lab, UT Tyler (October 2024-present)
- Qualitative Research Book Club Co-Leader, Research Lab, UT Tyler (October 2024-present)
- Research Council, School of Education Rep, UT Tyler (March 2024-present)
- Transfer Student Learning Cohort Committee, UT Tyler (June 2024-present)
- Committee Member, UTA COEd Budget Task Force (August 2021 – January 2022)
 - COEd Representative for University Budget Hearing, January 19, 2022
- Committee Member, UTA COEd Curriculum Committee (August 2021 - 2022)
- Committee Member, UTA COEd Strategic Planning Committee (August 2021 - 2022)
- Committee Member, DFW Teacher Education Pathways (November 2020 – May 2021)

Department/Program Service

- Curriculum Committee, School of Education, UT Tyler (February 2023-Present)
- Research Award Committee, College of Education & Psychology (February 2024-May 2024)
- CEP Strategic Planning Committee, College of Education and Psychology (January-May 2024)
- Faculty Advisor/Co-Chair, ELPS Research Day, UTA (September 2020 - February 2021)

Search Committee Service

Committee Member

- Tenure-Track Assistant/Associate Professor of Special Education, UT Tyler (Fall 2024-present)
- Visiting Assistant Professor of Educational Leadership, UT Arlington (Summer 2022)