

## DR. MEAGAN S. RICHARD

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### EDUCATION

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- May 2023     **Ph.D., Policy Studies in Urban Education**  
University of Illinois at Chicago, Department of Educational Policy Studies
- 2022         **M.Ed., Measurement, Evaluation, Statistics, and Assessment**  
University of Illinois at Chicago, Department of Educational Psychology
- 2015         **M.S., Applied Sociology**  
Texas State University
- 2010         **B.A., History**  
Wellesley College

### PROFESSIONAL EXPERIENCE

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**Assistant Professor**, Department of Educational Foundations & Leadership, Darden College of Education & Professional Studies, Old Dominion University, 2023 to present.

**Research Assistant**, Center for Urban Education Leadership (CUEL), College of Education, University of Illinois at Chicago, 2019 to 2023.

**Teaching Assistant**, College of Education, University of Illinois at Chicago, 2019 to 2020.

**Educational Policy Intern**, Generation All, Chicago, IL. 2018-2019.

**Doctoral Fellow**, College of Education, University of Illinois at Chicago, Chicago, IL. 2017-2019.

**Educational Evaluation Analyst**, Resources for Learning, Austin, TX. 2015-2017.

### PUBLICATIONS

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#### Peer-Reviewed Journal Articles

**Richard, M.** (Revise and Resubmit, Submitted 3/28/24). A framework of justice-centered leadership practice: A qualitative, multidistrict study. *Journal of Educational Administration*.

Salisbury, S., & **Richard, M.** (Submitted for review, 1/24/24). Leading beyond the school walls: Understanding principal community activism. *The Urban Review*.

**Richard, M.,** Salisbury, J., & Cosner, S. (2020). The school-community connection: Social justice leaders' community activism to promote justice for students. *International Journal of Leadership in Education*, 1-21.

Superfine, B., Goldman, S., & **Richard, M.** (2019). Toward a synergistic model for improving the use of research in court-driven educational reform: Examining *Gary B. v. Snyder* and literacy improvement in Detroit. *Educational Researcher*, 48(8), 543-548.

### **Peer-Reviewed Reports**

Cosner, S., Whalen, S., **Richard, M.**, & Hebert, M. (2021). *Exploring educational ecosystems through the lens of intermediary organizations: Insights for policy and practice*. 2021 WISE Research Report. Qatar Foundation.

### **Book Chapters**

**Richard, M.** & Cosner, S. (2023). Using cycles of inquiry to drive equity-oriented curricular improvement within one leadership preparation program. In D. Fowler (Ed.), *Equity and Access: An Analysis of Educational Leadership Preparation, Policy, and Practice*. Information Age Publishing.

Salisbury, J., **Richard, M.**, & Cosner, S. (2021). (Re)connecting schools and communities: Leader activism as a mechanism to disrupt neoliberalism. In A.D. Welton & S. Diem (Eds.), *Strengthening anti-racist educational leaders: Advocating for racial equity in turbulent times*. Bloomsbury.

**Richard, M.** (2020). Relationships as assets, relationships as barriers: Social justice leaders' use of relationships in their work. In C.A. Mullen (Ed.), *Handbook of social justice interventions in education*. Springer Nature.

**Richard, M.**, Salisbury, J., & Cosner, S. (2020). Examining social justice leaders in educational market contexts. In C.A. Mullen (Ed.), *Handbook of social justice interventions in education*. Springer Nature.

Salisbury, J., **Richard, M.**, & Cosner, S. (2020). Merging schools and communities: Engaging in activist leadership beyond your school walls. In J. Brooks, T. Watson, & A. Heffernan (Eds.), *The school leadership survival guide: What to do when things go wrong, how to learn from mistakes, and why you should prepare for the worst*. Information Age Publishing.

### **Professional Journal Articles**

**Richard, M.** (Submitted, 2024). Equity and school leadership: Moving beyond "talking the talk" to "walking the walk." *Principal Leadership*.

**Richard, M.** (2021). Socially just school leadership: Putting theory into practice. *Principal Leadership*, 22(10). <https://www.nassp.org/publication/principal-leadership/volume-22-2021-2022/principle-leadership-october-2021/role-call-october-2021/>

### White Papers

**Richard, M.** (2021). *The Ta'theer program: NGOs supporting school leadership development in Lebanon* [White paper]. The Qatar Foundation. <https://www.wise-qatar.org/app/uploads/2021/02/lebanon-spotlight-article-mr-final-incorporating-jk-and-sc-feedback.docx10.docx.pdf>

### Other

**Richard, M.** (2022). Taking local policy into account in leadership preparation [Invited Fall 2022 newsletter article]. *Learning and Teaching in Educational Leadership*. <https://www.aera.net/SIG129/Newsletters>

### Works in Progress

**Richard, M.** (In progress, 2024). Justice-centered school leaders' strategies for "teaching up" the school. *Educational Leadership Magazine*.

**Richard, M.** (In progress, 2024). Courting change: An analysis of how socially-just school leaders experience and overcome legal constraints to their advocacy. *Planning and Changing*.

**Richard, M.** (In progress, 2024). School leaders' social justice work as a competitive strategy within school choice contexts. *Leadership and Policy in Schools*.

Nguyen, C., **Richard, M.**, & Deolindo, T. (In progress, 2023). Defining social justice leadership: A review of the literature. *Review of Education Research*.

**Richard, M.**, Cosner, S., & Allen, L. (In progress, 2023). An integrative review of the preparation of equity-oriented school leaders. *Journal of Research on Leadership Education*.

### AWARDS AND HONORS

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2024	Dissertation of the Year Award, Winner, Leadership for School Improvement SIG (AERA)
2024	Social Justice Dissertation Award, Honorable Mention, Leadership for Social Justice SIG (AERA)
2022	President's Research in Diversity Travel Assistance Award, Competitive University of Illinois System Scholarship, University of Illinois
2021	Foster-Polite Scholarship, Competitive AERA Scholarship, Division A (Administration, Organization, and Leadership)
2020	Foster-Polite Scholarship, Competitive AERA Scholarship, Division A (Administration, Organization, and Leadership)
2020	AERA Travel Grant, Competitive Travel Grant, Leadership for Social Justice SIG (AERA)

- 2020 David Clark Scholar, University Council for Educational Administration/American Educational Research Association
- 2017-2019 University of Illinois at Chicago College of Education Doctoral Fellowship (Two Year Full Package for Incoming Ph.D. Student)

## **GRANTS**

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- 2024 DCEPS Faculty Research Mentoring Program. Old Dominion University. (Applied; \$2,000)
- 2024 Summer Research Fellowship Program. Old Dominion University. **(Funded; \$6,000)**.
- 2023 Hampton Roads Lab School Grant. In progress grant application. Key personnel, PI is Karen Sanzo.
- 2023 Faculty Development Funds. Old Dominion University. (Not funded; \$5,000).
- 2022 President's Research in Diversity Travel Assistance Award. Competitive travel scholarship provided by the University of Illinois System. **(Funded; \$600)**.
- 2022 University of Illinois at Chicago Dissertation Research Award. Award supported the hiring of an undergraduate research assistant for up to 100 hours of work. **(Funded; \$1,250)**.
- 2021 Foster Polite Travel Scholarship. Competitive travel grant provided by AERA Division A. **(Funded; \$500)**.
- 2020 Foster Polite Travel Scholarship. Competitive travel grant provided by AERA Division A. **(Funded; \$500)**.
- 2020 Travel Scholarship. Competitive travel grant provided by AERA Leadership for Social Justice SIG. **(Funded; \$250)**.
- 2020 University of Illinois at Chicago Dissertation Research Award. Award supported the hiring of an undergraduate research assistant and research-related expenses. **(Funded; \$2,000)**.
- 2018 Co-Principal Investigator. Review of Advocacy Interventions Deployed by Grassroots Activists. Animal Charity Evaluators, **(Funded; \$31,000)**. PI is Dr. Stephen Eisenman, Northwestern University, and additional Co-PI is Harriet Festing, Anthropocene Alliance.
- 2018 Co-Principal Investigator. Evaluation of the Youth Digital Media and Activism Grant and the Illuminating Energy Pathways Project. Chicago Learning Exchange, (Not funded; \$44,000). Co-PI is Alexios Rosario-Moore, University of Illinois at Chicago.

- 2017-2022 University of Illinois at Chicago College of Education Competitive Travel Grants. Funding supported conference travel. **(Funded; Total of \$4,300 over 5 academic years).**
- 2017-2019 University of Illinois at Chicago College of Education Competitive Doctoral Fellowship Package. **(Funded; Full tuition and annual \$22,000 stipend).**

## **REFEREED CONFERENCE PRESENTATIONS**

- Nguyen, C., & **Richard, M.** (April, 2024). Defining social justice leadership: A critical systematic review. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Richard, M.** (April, 2024). A practice-grounded framework of equity-oriented school leadership: Examining the strengthening staff capacity for justice domain. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
- Richard, M.** (November, 2023). A practice-grounded framework of equity-oriented school leadership: Examining the inclusive and caring school culture domain. Paper presented at the annual meeting of the University Council for Educational Administration, Minneapolis, MN.
- Richard, M.,** Cosner, S., & Allen, L. (November, 2023). An integrative literature review on the role of people in advancing equity-oriented school leadership preparation. Paper presented at the annual meeting of the University Council for Educational Administration, Minneapolis, MN.
- Cosner, S., **Richard, M.,** & Allen, L. (July, 2023). Exploring the development of school leaders for equity-oriented aims through work experience and developmental supports. Paper presented at the annual meeting of the British Educational Leadership, Management, and Administration Society, Belfast, Ireland.
- Richard, M.** (April, 2023). Equity-oriented leadership as an enrollment promotion strategy in marketized districts. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Cosner, S., **Richard, M.,** & Allen, L. (April, 2023). Enacting the principal preparation clinical experience for equity-oriented aims: Examining the literature for key insights. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Salisbury, J. & **Richard, M.** (April, 2023). Extending social justice leadership beyond the school walls: Understanding principal community activism. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Richard, M.** (November, 2022). Equity-oriented school leadership: A practice-grounded framework. Paper presented at the annual meeting of the University Council for Educational Administration, Seattle, WA.

- Richard, M.**, & Cosner, S. (November, 2022). Preparation for equity-oriented leadership: A review of the research. Paper presented at the annual meeting of the University Council for Educational Administration, Seattle, WA.
- Richard, M.** (April, 2022). School choice and equity-oriented leadership: Mutually exclusive? Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Richard, M.** (November, 2021). The role of districts in supporting emancipatory leadership practice within educational market contexts. Paper presented at the annual meeting of the University Council for Educational Administration, Columbus, OH.
- Diem, S., Welton, A., ... & **Richard, M.** (November, 2021). Strengthening antiracist educational leaders in turbulent times. Member of panel for critical conversation presented at the annual meeting of the University Council for Educational Administration, Columbus, OH.
- Richard, M.** (April, 2021). Emancipatory leadership in educational market contexts. Paper presented at the annual meeting of the American Educational Research Association, Virtual.
- Richard, M.**, & Salisbury, J. (November, 2020). Relationships as assets, relationships as barriers: Social justice leaders' use of relationships in their work. Paper presented at the annual meeting of the University Council for Educational Administration, Virtual.
- Richard, M.**, Salisbury, J., & Cosner, S. (April, 2020). Social justice leadership as marketing in a competitive choice context. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA. \*Meeting canceled because of Covid-19.
- Richard, M.**, Salisbury, J., & Cosner, S. (November, 2019). Social justice leader speech: "How do I operate within this system and do what's right by kids?" Paper presented at the annual meeting of the University Council for Educational Administration, New Orleans, LA.
- Richard, M.**, Salisbury, J., & Cosner, S. (February, 2019). Activist principal speech, district silencing, and the courts. Paper presented at the annual University of Illinois at Chicago College of Education Research Day, Chicago, IL.
- Richard, M.**, Salisbury, J., & Cosner, S. (November, 2018). The school community connection: School leaders' motivations for out-of-school activism in political contexts. Paper presented at the annual meeting of the University Council for Educational Administration, Houston, TX.
- Salisbury, J., **Richard, M.**, & Cosner, S. (November, 2018). Extending social justice leadership beyond the school walls: Understanding principal community activism. Paper presented at the annual meeting of the University Council for Educational Administration, Houston, TX.
- McCulley, L., **Richard, M.**, King, M., & Jennings, J. (October, 2016). A multi-level approach to evaluating educational communities of practice. Panel presented at the annual meeting of the American Evaluation Association, Atlanta, GA.

Fairchild, K., & **Richard, M.** (October, 2016). Location matters: Leveraging place in evaluations using GIS. Poster presented at the annual meeting of the American Evaluation Association, Atlanta, GA.

Jennings, J., Giangchai, C., **Richard, M.**, & Raphael Bogaert, L. (November, 2015). Promoting an organizational culture of learning: merging development, planning, and evaluation. Panel presented at the annual meeting of the American Evaluation Association, Chicago, IL.

**Richard, M.**, Raphael Bogaert, L., Jennings, J., & Cavanaugh, C. (November, 2015). Practical tips for less stressful site visits. Poster presented at the annual meeting of the American Evaluation Association, Chicago, IL.

### **PROFESSIONAL AND INVITED PRESENTATIONS**

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- 2024      Guest speakership to discuss qualitative methodology for doctoral students for ODU FOUN 812, Invited by Instructor of Record.
- 2023      Guest speakership to present tips and important skills for doctoral students for ODU ELS 895, Invited by Instructor of Record.
- 2022      Designing an Equity-Oriented Clinical Experience within Educational Preparation Programs, Presented to staff from the University of Texas at Austin as part of the Wallace Foundation’s Equity Centered Principal Pipeline Initiative.
- 2020      Social Justice Leadership: Practices, Barriers, and Strategies, Presented to Leadership and Administration Theory class at the University of Illinois at Chicago, Invited by Instructor of Record.

### **PROFESSIONAL RESEARCH AND EVALUATION PROJECTS**

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- 2023      Continuous Improvement of Portland State University Leadership Preparation Program, Center for Urban Education Leadership.
- 2022      Evaluation of the Chicago Public Schools Office of Early Childhood Education’s Priority Model, Center for Urban Education Leadership.
- 2021      Exploring Educational Ecosystems through the Lens of Intermediary Organizations, Funded by the Qatar Foundation, Center for Urban Educational Leadership.
- 2021      Development of Network Chiefs, Chicago Public Schools, Funded by the Fry Foundation, Center for Urban Education Leadership.
- 2021      Examining National School Leader Development Contexts and Programs/Approaches in the Global East and South, Funded by the Qatar Foundation, Center for Urban Education Leadership.
- 2020      Toward the Continuous Improvement of Chicago’s High-Churn Schools, Center for Urban Education Leadership.

- 2020      Examining the Impacts of Principals in Multiple Contexts, Center for Urban Education Leadership.
  
- 2019      Investigating the Continuous Improvement Approaches of a “Big City” CEO, Funded by the Fry and Crown Foundations, Center for Urban Education Leadership.
  
- 2017      Research on Best Practices in Teacher Preparation, in partnership with Educational Testing Service and the Texas Education Agency, Resources for Learning.
  
- 2017      The State of Teacher Professional Learning, in partnership with Learning Forward, Corwin, and the National Education Association, Resources for Learning. Read the report at [https://learningforward.org/docs/default-source/default-document-library/professional\\_learning\\_teacher\\_survey\\_2017.pdf](https://learningforward.org/docs/default-source/default-document-library/professional_learning_teacher_survey_2017.pdf).
  
- 2017      Evaluation of Teacher Use of Online Resources, funded by the Bill and Melinda Gates Foundation, in partnership with Learning Forward, Resources for Learning.
  
- 2017      Evaluation of Career and Technical Education Statewide Leadership New Teacher Mentorship Program, in partnership with the Texas Education Agency, Resources for Learning.
  
- 2017      Evaluation of the Redesign PD Network, funded by the Bill and Melinda Gates Foundation, in partnership with Learning Forward, Resources for Learning.
  
- 2017      Evaluation of Learning Forward’s Strategic Plan, in partnership with Learning Forward, Resources for Learning.
  
- 2017      Evaluation of Professional Learning Initiative for District Leadership Teams, funded by the Houston Endowment, in partnership with Learning Forward, Resources for Learning.
  
- 2017      Evaluation of the Arts and Digital Literacy Initiative, funded by the Meadows Foundation, in partnership with the Texas Cultural Trust, Resources for Learning.
  
- 2017      Arts Education in Oklahoma: A Literature Review, funded by the Oklahoma Arts Council, Resources for Learning. Read the report at [https://arts.ok.gov/pdf/sp3/SP3\\_LiteratureReview\\_2016.pdf](https://arts.ok.gov/pdf/sp3/SP3_LiteratureReview_2016.pdf).
  
- 2017      Evaluation of Intentional Learning Communities Program, funded by the Baltimore City Public Schools, in partnership with Learning Forward, Resources for Learning.
  
- 2016      Evaluation of the Pennsylvania Preschool Early Intervention Program, in partnership with the Pennsylvania Association of Intermediate Units, Resources for Learning.



- 2015 Evaluation of the Texas STEM and Early College High School programs, in partnership with the Texas Education Agency and Education Service Center XIII, Resources for Learning.
- 2015 Performance Review of Community Involvement in the Marlin Independent School District, in partnership with the Texas Legislative Budget Board, Resources for Learning. Read the report at [http://www.lbb.state.tx.us/Documents/Publications/School\\_Performance\\_Review/SPR/marlin/2559\\_MarlinISD.pdf](http://www.lbb.state.tx.us/Documents/Publications/School_Performance_Review/SPR/marlin/2559_MarlinISD.pdf), pages 157-166.
- 2015 Statewide Quantitative Analysis of School District Implementation of Texas House Bill 5 Requirements, in partnership with American Institutes for Research, Resources for Learning. Read the report at <https://tea.texas.gov/WorkArea/linkit.aspx?LinkIdentifier=id&ItemID=25769823287&libID=25769823385>.
- 2015 Evaluation of Entrepreneurship 101 Course in San Antonio Independent School District, in partnership with VentureLab, Resources for Learning.

**UNIVERSITY TEACHING**

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- Spring 2024 ELS 757/857: Educational Law and Ethics, Old Dominion University, Instructor of Record
- Fall 2023, Spring 2024 ELS 876: Leadership for Social Justice, Old Dominion University, Instructor of Record
- Fall 2023 ELS 897: Independent Study, Instructor of Record
- Fall 2020, Spring 2021 ED 135: Child and Youth Policies in Urban America, University of Illinois-Chicago, Teaching Assistant

**STUDENT SERVICE**

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**Doctoral Dissertation Committees**

Whitney Szoke	ODU: Educational Leadership	Ph.D. 202X
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**Student Research Assistants**

Crystal Mercedes Taylor	ODU: Doctoral Research Assistant	2024-present
Kimberly Nurse	ODU: Doctoral Research Assistant	2023
Konrad Freymiller	UIC: Undergraduate Research Assistant	2022
Isaiah Stewart	UIC: Undergraduate Research Assistant	2020

**Other Student Mentoring**

Alexandria Gribble, FAU	Researcher Development Program, UCEA	2023-present
Erica Simpson, CO State	Researcher Development Program, UCEA	2023-present

**SERVICE**

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**National Service**

2024-2026	Member-at-Large (Elected), Learning and Teaching in Educational Leadership SIG (AERA)
2024	Social Justice Teaching Award Committee member, Leadership for Social Justice SIG (AERA)
2023-2024	Researcher Development Program Mentor, UCEA
2023-present	Plenum Session Representative, UCEA
2023	Social Justice Dissertation Award Committee member, Leadership for Social Justice SIG (AERA)
2022-present	Research-to-Policy Collaboration contributor
2020-2023	Graduate Student Committee Co-Chair, Leadership for Social Justice SIG (AERA)
2022-2023	Graduate Student Representative (Appointed), Learning and Teaching in Educational Leadership SIG (AERA)

**University, College, and Department Service**

2024-present	ODU: Lead admissions for Ph.D., Ed.S., and M.S.Ed. degrees within Educational Leadership Services (ELS) program
2024	ODU: Spring Commencement marshal
2023-2024	ODU: Adjunct Teaching Award Committee member
2023-present	ODU: All Inclusive for Equity & Diversity (ALLIED) committee member
2018-2023	UIC: Dean’s Student Leadership Advisory Board member
2017-2023	UIC: Graduate Special Interest Group Initiative leadership team member
2019-2023	UIC: Doctoral Programs Steering Committee student representative

**Peer Reviewer**

**Editorial Board**

UIC GSIG Anthology of Urban Education, University of Illinois at Chicago College of Education

**Conference Proposals**

American Educational Research Association Annual Meeting, Division A  
 American Educational Research Association Annual Meeting, SIG-Leadership for Social Justice  
 University Council of Educational Administration Annual Meeting  
 American Educational Research Association Annual Meeting, Division L  
 University Council of Educational Administration Graduate Student Symposium

**Journals**

*International Journal of Leadership in Education*  
*Journal of Research on Leadership Education*, Assisted Dr. Shelby Cosner in editing a special issue, 2020  
*UIC Anthology of Urban Education*  
*Sociology of Education*

**Community Service**

2023-Present            ODU liaison to Hampton Roads Regional Chiefs PLC  
2015-2017              Classroom Coach, Austin Partners in Education  
2012-2017              Admissions Leader, Wellesley College Alumna Association

**PROFESSIONAL AFFILIATIONS**

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**Professional Association Memberships**

American Educational Research Association (AERA)  
University Council for Educational Administration (UCEA)  
International Council of Professors of Educational Administration (ICPEL)

**AERA Division and SIG Memberships**

Division A: Administration, Organization, & Leadership  
Division G: Social Context of Education  
Division L: Educational Policy and Politics  
SIG 101 Leadership for School Improvement  
SIG 129 Learning and Teaching in Educational Leadership  
SIG 142 Charters & School Choice  
SIG 152 Politics of Education  
SIG 165 Leadership for Social Justice