

Daphne M. Penn

Provost's Postdoctoral Fellow
University of Pennsylvania
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EDUCATION

- Ph.D. Harvard University, Education (2020)
- Ed.M. Harvard Graduate School of Education (2017)
- M.S. Purdue University, Sociology (2013)
- B.S. Vanderbilt University, Human and Organizational Development (2008)

ACADEMIC POSITIONS

Vanderbilt University, Peabody College of Education and Human Development
2023 (Incoming) Assistant Professor of Education Policy and Inequality | Department of Leadership, Policy, and Organizations

University of Pennsylvania

2021– Provost's Postdoctoral Fellow | Department of Sociology and Population Studies Center

Harvard University

- 2020– Adjunct Lecturer on Education | Harvard University Graduate School of Education
- 2020–2021 Visiting Fellow | Harvard University Graduate School of Arts and Sciences

PUBLICATIONS

**Denotes equal authorship or editorship.*

Books

- 2022 Connor, Tyrell and **Daphne M. Penn*** (eds.). *The Dark Side of Reform: Exploring the Impact of Public Policy on Racial Equity*. Lanham, MD: Lexington Books.
- in prep **Penn, Daphne M.** *The American Dream Deferred: The Promises and Pitfalls of Education for Unaccompanied Minors in the Nuevo South*. In preparation for submission.

Peer Reviewed Articles

- 2021 **Penn, Daphne M.** "Beyond Receptivity: Exploring the Role of Identity in Educators' Orientation Toward Newcomers in a New Immigrant Destination." *AERA Open* 7(1): 1-13.

2020 Hibel, Jacob and **Daphne M. Penn**. “Bad Apples or Bad Orchards? An Organizational Analysis of Educator Cheating on Standardized Accountability Tests.” *Sociology of Education* 93(4): 331-352.

2016 Hibel, Jacob, **Daphne M. Penn**, and R.C. Morris. “Ethnoracial Concordance in the Association between Academic Self-Efficacy and Achievement during Elementary and Middle School.” *Sociological Studies of Children & Youth* 20:31-63.

Book Chapters

2022 **Penn, Daphne M.** and Tyrell Connor. “Introduction: Advancing Racial Equity Through Public Policy.” Pp. 1-13 in *The Dark Side of Reform: Exploring the Impact of Public Policy on Racial Equity*. Lanham, MD: Lexington Books.

Policy Briefs

2014 **Penn, Daphne**. “School Closures and Redistricting Can Reproduce Educational Inequality.” University of California, Davis Center for Poverty Research *Policy Brief*, 3(5).

Selected Works in Progress

Penn, Daphne M. (in preparation). “Aging Out of Inclusion: Exploring the Educational Incorporation of Unaccompanied Minors in the New South”

AWARDS, FELLOWSHIPS, AND GRANTS

2019 Graduate Seed Grant, Center for American Political Studies, Harvard University (\$1000).

2019 Harvard Immigration Research Fellowship, Harvard Immigration Initiative, Harvard University.

2019 Dissertation Completion Fellowship, Graduate School of Arts and Sciences, Harvard University.

2019 Honorable Mention, Ford Foundation Dissertation Fellowship, National Academy of Sciences.

2016 Pre-dissertation Summer Research Fellowship, GSAS Graduate Society, Harvard University.

2015 Ford Foundation Pre-doctoral Fellowship, National Academy of Sciences.

2014 Presidential Scholar Fellowship, Harvard University.

2013 Center for Poverty Research Visiting Graduate Fellowship, University of California, Davis.

2012 H.H. Remmers Memorial Award, African American Studies and Research Center, Purdue University.

2011 Purdue Doctoral Fellowship, Purdue University.

2011 21st Century Learning Communities After-School Program Grant.

PRESENTATIONS

Invited Research Talks

“The American Dream Deferred: The Promises and Pitfalls of Education for Unaccompanied Minors in the Nuevo South”

Race, Ethnicity, and Immigration Workshop, University of Pennsylvania, November 2021

The Chicago Education Workshop, University of Chicago, May 2021

Academic Pathways Symposium, Vanderbilt University, February 2020

Contemporary Ethnography and Inequality Workshop, Harvard University, October 2019

Conference Activity

- 2021 “Dream-Chasers and Paper-Chasers: How the Social Constructions of Adolescent Immigrants Structure Educational Opportunity.” American Educational Research Association, virtual, April 9-12.
- 2021 “Aging Out of Inclusion: Exploring the Educational Incorporation of Unaccompanied Minors in the New South” Southeastern Immigration Studies Association, virtual, April 7-10.
- 2021 “The American Dream Deferred: Education and Immigrant Incorporation in the Nuevo South.” Sociology of Education Association, virtual, February 19-22.
- 2020 “Race, Immigration, and Educational Equity in the New Latinx South.” American Educational Research Association, San Francisco, April 17-21 (cancelled due to Covid-19).
- 2020 “Inheriting the South: Race, Education, and Equity in the New Latinx South.” Sociology of Education Association, Monterey, February 21-23.
- 2018 “Parents, Elite Frames, and the Great Charter School Debate.” American Educational Research Association, New York, April 13-17.
- 2017 “The Other Narrative: Issue Frames and Their Consequences for Support of Charter School Expansion.” American Sociological Association, Montreal, August 12-15.
- 2017 “Cultural Processes in the Educational and Political Displacement of Marginalized Families in a Gentrifying Context.” American Educational Research Association, San Antonio, April 27- May 1.
- 2016 “There Goes the School: The Politics of Class, Race, and Space in School Redistricting.” American Educational Research Association, Washington, DC, April 5-9.
- 2014 “An Organizational Perspective on the Patterns and Predictors of Educator Cheating on Standardized Accountability Tests.” Sociology of Education Association, Monterey, February 21-23 (with Jacob Hibel).
- 2013 “Crossing Boundaries: Parental Attitudes toward Integrative Redistricting.” American Sociological Association, New York, August 10-13.

- 2013 “Bad Apples or Bad Orchards? An Organizational Analysis of Educator Cheating on Standardized Accountability Tests.” American Sociological Association, New York, August 10-13 (with Jacob Hibel).
- 2012 “The Social Types and Causes of Teacher Attrition.” American Sociological Association, Denver, August 17-20.
- 2012 “Racial Ethnic Variation in Academic Self Concept Formation and Effects during Elementary and Middle School.” American Educational Research Association, Vancouver, April 13-17 (with Jacob Hibel)

Keynote Addresses and Invited Panels

- 2021 Graduate Pathways Panel: Perspectives on Beginning a Research Career, UC Davis Summer Poverty Research Engagement Experience, July 27.
- 2021 The White Supremacist State through the Racial Triangulation of Black, Asian, and White Communities, Society for the Psychological Study of Social Issues Webinar Series, June 7.
- 2021 Thank Black Women: How the Student Loan Crisis Disproportionately Affects Black Women and Their Economic Freedom, virtual panel, April 9.
- 2021 A Critical Conversation on Black and Asian Solidarity, Harvard Graduate School of Education, virtual panel, March 26.
- 2021 Equity in Education: Making a Difference, Harvard University Graduate School of Arts and Sciences, January 18.
- 2020 Keynote Speaker, Aspiring Educator Summit, Watson College of Education, November 21.

TEACHING EXPERIENCE

Courses

- Instructor, A408: Race, Education, and the Roots of Inequality in the United States, Harvard University (Spring 2021 | Spring 2022)
- Teaching Fellow, A024: Politics and Education Policy, Harvard University (Fall 2020)
- Teaching Fellow, A137: Social Problem Solving, Race, and Schools in the U.S., Harvard University (Fall 2017)
- Teaching Fellow, S800: Proseminar in Education, Harvard University (Fall 2017)
- Teaching Fellow, A133: Cultural Explanations for Racial and Ethnic Inequality, Harvard University (Fall 2016)
- Teaching Assistant, Soc 100: Introduction to Sociology, Purdue University (Spring 2014)

Other Teaching

Early Childhood Teacher, Atlanta Public School District, 2008-2011

SERVICE

To the Profession

Elected Board Member, Sociology of Education Association, 2021 – 2023

Best Paper Award Committee, Sociology of Education Association, 2021 – 2022

Ad-hoc Reviewer: *AERA Open*; *Rural Sociology*

To Harvard University

President, Harvard University GSAS W.E.B Du Bois Graduate Society, 2015-2017

Conference Chair, HGSE Alumni of Color Conference, 2016

Program Chair, Harvard Graduate School of Education Student Research Conference, 2015

To the Community

Co-Facilitator, Balancing Work and Life in Spaces Not Built for You, Canada SROP at the University of Toronto

Facilitator, Tea from the Tower: How to Write SMARTer, Not Harder, University of Delaware (March 2021)

Co-Facilitator, Ebony Tower Fulbright Panel, Studying Abroad During COVID-19 (September, 2020)

Co-Facilitator, Tea from the Tower: Tips and Advice on Crafting Competitive Fellowship Applications (July 2020)

Co-Facilitator, Supporting Immigrant Youth: A Workshop in Prince George's County (July – August 2017)

PROFESSIONAL AFFILIATIONS

American Education Research Association, 2011-present

American Sociological Association, 2011-present

Sociology of Education Association, 2018-present