

Shirley Hui Xu

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EDUCATION

- Ph.D.**
May 2026
Peabody College, Vanderbilt University, Nashville, TN
Department of Leadership, Policy, and Organizations
Education Policy and Leadership

Dissertation: *How Asian Americans Form Policy Opinions About Selective Admissions Reforms at Elite Public High Schools*

Committee: Jason A. Grissom (chair), Joanne W. Golann, Kelly E. Slay, Cindy D. Kam
- B.A.**
May 2017
Rice University, Houston, TX
Concentration in English
Texas State Teaching Certificate in English Language Arts and Reading 7-12
Summa cum laude, Phi Beta Kappa

RESEARCH EXPERIENCE

- 2026-present
Peabody College, Vanderbilt University, Nashville, TN
Postdoctoral Research Scholar
- 2025-2026
Peabody College, Vanderbilt University, Nashville, TN
Graduate Research Assistant to Dr. Jennifer Lin Russell
- 2020-2026
Tennessee Education Research Alliance, Nashville, TN
Graduate Affiliate & Research Assistant to Dr. Jason A. Grissom
- 2015-2016
Houston Education Research Consortium, Houston, TX
Undergraduate Research Assistant to Dr. Ruth N. López Turley
- 2014
Department of Political Science, Rice University, Houston, TX
Undergraduate Research Assistant to Dr. Patrick O'Mahen

PEER-REVIEWED JOURNAL ARTICLES

1. **Xu, S. H.**, Santelli, F. A., Grissom, J. A., Bartanen, B., & Patrick, S. K. (2024). (Dis)connection at work: Racial isolation, teachers' job experiences, and teacher turnover. *American Educational Research Journal*, 61(6), 1152-1191. <https://doi.org/10.3102/00028312241278597>
2. **Xu, S. H.**, Flanagan, C., Quintero, D. (2026). Bulwark or barrier? The effect of academic criteria-based reclassification on the high school outcomes of multilingual learners in Texas. *Educational Evaluation and Policy Analysis*. OnlineFirst. <https://doi.org/10.3102/01623737261445984>

UNDER REVIEW

- Xu, S. H.** & Grissom, J. A. Teacher racial diversity at the meso level of policymaking: How school districts respond to the challenge of increasing the representation of educators of color. *Under review*.

WORKS IN PROGRESS

- Santelli, F. A., **Xu, S. H.**, & Grissom, J. A. Labor market sorting and turnover patterns among school leaders of color in Tennessee.
- Santelli, F. A. & **Xu, S. H.** The case for considering historical contingency of immigration context in quantitative education research.
- Santelli, F. A., Moyer, A., & **Xu, S. H.** Investigating variation in teacher opportunity wages by race and ethnicity.

REFEREED NATIONAL PRESENTATIONS

- Xu, S. H.** Race, place, and risk: How Asian Americans frame K-12 selective admissions reforms. Paper presented in symposium at the annual meeting of the American Education Research Association in Denver, CO. April 2025.
- Xu, S. H.** Race, place, and risk: How Asian Americans respond to admissions reform at elite public high schools. Paper presented at the annual meeting of the Association for Education Finance and Policy in Washington, DC. March 2025.
- Xu, S. H.** Race, place, and risk: How Asian Americans frame selective admissions reforms at elite public high schools. Paper presented at the annual meeting of the Sociology of Education Association in Asilomar, CA. February 2025.
- Quintero Castellanos, D., **Xu, S. H.**, Flanagan, C. The impact of 8th grade reclassification as fully English proficient on outcomes for English learners: Evidence from Texas. Paper presented at the annual meeting of the Association for Education Finance and Policy in Baltimore, MD. March 2024.
- Santelli, F. A., **Xu, S. H.**, & Grissom, J.A. Labor market sorting and turnover patterns among school leaders of color in Tennessee. Paper presented at the annual meeting of the Association for Education Finance and Policy in Baltimore, MD. March 2024.
- Quintero Castellanos, D., **Xu, S. H.**, Flanagan, C. The impact of 8th grade reclassification on secondary and postsecondary outcomes for multilingual learners. Paper presented at the annual meeting of the Association for Public Policy and Management in Atlanta, GA. November 2023.
- Santelli, F. A. & **Xu, S. H.** The case for considering historical contingency of immigration context in quantitative education research. Paper presented at the annual meeting of the American Education Research Association in Chicago, IL. April 2023.
- Xu, S. H.** & Grissom, J. A. Identifying barriers to and strategies for diversifying the teacher workforce: Evidence from a mixed-methods investigation of Tennessee school districts. Paper presented at the annual meeting of the Association for Education Finance and Policy in Denver, CO. March 2023.
- Xu, S. H.**, Santelli, F. A., Grissom, J. A., Bartanen, B., & Patrick, S. K. (Dis)connection at work: Racial isolation, job experiences, and teacher turnover. Paper presented at the annual meeting of the Association for Public Policy and Management in Washington, DC. November 2022.
- Xu, S. H.** Strength in numbers? Same race composition and the workplace experiences of teachers of color. Paper presented at the annual meeting of the American Education Research Association in San Diego, CA. April 2022.

Santelli, F. A., Moyer, A., & **Xu, S. H.** Estimating teacher opportunity wages by race and ethnicity using exact and propensity score matching. Paper presented in a roundtable session at the annual meeting of the American Education Research Association in San Diego, CA. April 2022

Bartanen, B., Santelli, F. A., **Xu, S. H.**, Grissom, J. A., & Patrick, S. K. (Dis)connection at work: Racial isolation, job experiences, and teacher turnover. Paper presented at the annual meeting of the Association for Education Finance and Policy in Denver, CO. March 2022.

TEACHING

Nov 2024 EDPSY 582A Design-Based Research
Guest Lecturer, The University of Washington
Instructors: Drs. Katie Headrick-Taylor & Sarah Jaewon Lee

Spring 2024 LPO 8500-03/7500-02 Applied Qualitative Data Analysis
Teaching Assistant, Vanderbilt University
Instructor: Dr. Jennifer L. Russell

AWARDS & DISTINCTIONS

2025 Provost's Pathbreaking Discovery Award, Vanderbilt University, \$2,500

2024-2025 National Academy of Education/Spencer Dissertation Fellow, \$27,500

2022 Equity and Inclusion Fellow, Association for Public Policy and Management

2013-2017 Jesse H. and Mary Gibbs Jones Scholarship, Houston Endowment, \$16,000

SERVICE & LEADERSHIP

2024-2026 **Secretary**, Peabody College Graduate Women of Color, Vanderbilt University

2020-2021 **Member**, Equity, Diversity, and Inclusion Student Advisory Committee,
Department of Leadership, Policy, and Organizations, Vanderbilt University

2019-2020 **Campus Representative**, Districtwide Advanced Placement English Vertical Team,
Katy Independent School District

2019 **Faculty Advisor**, National Honor Society Advisory Committee, Sharpstown High
School

PROFESSIONAL MEMBERSHIPS

American Educational Research Association (2020- Present)

Association for Public Policy and Management (2020- Present)

Association for Education Finance and Policy (2020- Present)

Sociology of Education Association (2024- Present)

REFEREE SERVICE

AERA Open

OTHER EXPERIENCE

2019-2020 **Teacher/Content Team Lead**, Katy, TX, **Patricia E. Paetow High School**,
English II Pre-AP & On-Level

2017-2019 **Classroom Teacher**, Houston, TX, **Sharpstown High School**

2016 AP Literature & Composition, English IV, English II On-Level, ESOL II
Teaching Fellow, Houston, TX, Breakthrough Collaborative