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## Neena Banerjee

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Department of Political Science  
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### Education

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**Ph.D., Public Policy** (2008-2013) University of North Carolina at Charlotte  
Supporting Areas of Emphasis: Education Policy  
Dissertation: *The Effects of Teacher Diversity in Schools and Student-Teacher Racial/Ethnic Matching on Educational Outcomes*

**M.Phil., Planning and Development** (2004), Department of Humanities and Social Sciences  
Indian Institute of Technology (IIT Bombay), Mumbai, India  
Dissertation: *Structure-Conduct-Performance of Select Indian Industries*

**M.A., Economics** (2002), Center for Economic Studies and Planning (CESP)  
Jawaharlal Nehru University, New Delhi, India

**B.Sc., Economics** (2000), University of Calcutta, Kolkata, India,

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### Professional Experience

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**Assistant Professor (August 2013-Present)**, Public Administration Program, Department of Political Science, Valdosta State University, Valdosta, GA

**Program Officer, Education**

Aga Khan Foundation, Maputo, Mozambique, April-December (2007)

**Assistant Program Officer, Education**

Aga Khan Foundation, New Delhi, India (2004-2007, promoted to APO in 2006)

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### Publications

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- ❖ **Banerjee, N.** (2017) "Teacher-Student Ethno-Racial Mismatch and Reading Ability Group Placement." *Education and Urban Society*. Sage Publications. Online version available at <http://journals.sagepub.com/doi/full/10.1177/0013124517721948>
- ❖ **Banerjee, N.** (2017). "Globalization and U.S Education Policy." In Ali Farazmand (Edited). *The Global Encyclopedia of Public Administration, Public Policy, and Governance*. Pp 1-7. Springer International Publishing AG, Gewerbestrasse, Switzerland. DOI: 10.1007/978-3-319-31816-5\_3198-1. Online version available at [https://link.springer.com/content/pdf/10.1007%2F978-3-319-31816-5\\_3198-1.pdf](https://link.springer.com/content/pdf/10.1007%2F978-3-319-31816-5_3198-1.pdf)

- ❖ **Banerjee, N.**, Stearns, E., Moller, S., & Mickelson, R.A (2017). "Teacher Satisfaction and Student Achievement in the Elementary Grades: The Roles of Teacher Professional Community and Teacher Collaboration in Schools." *American Journal of Education*. Vol. 123: 203-241. University of Chicago Press. Online version available at <http://www.journals.uchicago.edu/doi/abs/10.1086/689932>
- ❖ Stearns, E., **Banerjee, N.**, Mickelson, R.A., & Moller, S. (2015) "Collective Pedagogical Teacher Culture and Teacher Satisfaction." *Teachers College Record*. Vol. 117 (8). Teachers College, Columbia University Press. Online version available at <http://www.tcrecord.org/content.asp?contentid=18017>
- ❖ Stearns, E., **Banerjee, N.**, Mickelson, R.A., & Moller, S. (2014). "Collective Pedagogical Teacher Culture, Teacher-Student Racial Mismatch, and Teacher Job Satisfaction." *Social Science Research*. Vol. 45: 56-72. Academic Press. Online version available at <http://dx.doi.org/10.1016/j.ssresearch.2013.12.011>)
- ❖ Moller, S., **Banerjee, N.**, Bottia, M.C., Stearns, E., Mickelson, R.A., Dancy, M., Wright, E., Valentino, L. (2014) "Moving Latino/a Students into STEM Fields: The Role of Teachers and Professional Communities in Secondary Schools." *Journal of Hispanic Higher Education*. Vol. 14(1): 3-33; SAGE Publication. Online version available at <http://jhh.sagepub.com/content/early/2014/07/02/1538192714540533.abstract>
- ❖ Moller, S., Stearns, E., & Mickelson, R.A., Bottia, M., & **Banerjee, N.** (2014). "Is Academic Engagement the Panacea for Achievement in Mathematics across Racial/Ethnic Groups? Assessing the Role of Teacher Culture." *Social Forces*. Vol.92 (4): 1513-1544, Oxford University Press. Online version available at <http://sf.oxfordjournals.org/content/92/4/1513.short>
- ❖ Moller, S., Mickelson, R.A., Stearns, E., **Banerjee, N.**, and Bottia, M. (2013) "Collective Pedagogical Teacher Culture and Mathematics Achievement: Differences by Race, Ethnicity and Socio-Economic Status." *Sociology of Education*. Vol. 86 (2): 174-194; SAGE Publication. Online version available at <http://soe.sagepub.com/content/86/2/174.short>
- ❖ Narayanan, K., & **Banerjee, N.** (2004). Technological Efforts, Firm Size and Profit Margins in Indian Industries. *The ICFAI Journal of Industrial Economics*, 1 (2), 7-20.

## Papers Under Review

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### Revise & Resubmit:

- **Banerjee, N.** "Effects of Teacher-Student Ethno-Racial Mismatch and Overall Teacher Diversity in Elementary Schools on Educational Outcomes."

### Under Review:

- **Banerjee, N.**, Jha, N.K., and Nag, S. "Female Education and Fertility Behavior in India: The Roles Social Learning and Social Influence."

- Jha, N.K., **Banerjee, N.**, & Moller, S. "Assessing the Role of Teachers' Unions in the Adoption of Accountability Policies in Public Education."

### **Papers in Process**

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- **Banerjee, N.** "Teacher Diversity in Schools and Engagement with Diverse Parents." [Findings presented at Georgia Political Science Conference GPSA, 2016]
- **Banerjee, N.**, & Jha, N.K. "Assessing the Role of Teachers' Unions in the Adoption of Teacher Quality Policies by States." [Manuscript presented at Georgia Political Science Conference GPSA, 2014]

### **Research Interests**

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- Education Policy
- Social Policy
- Public Policy
- Organizational Culture
- Organizational Performance
- Teacher Diversity
- Teacher Job Satisfaction and Student Achievement
- Collective Bargaining in Education
- Science, Technology, Engineering and Mathematics (STEM) Education

### **Funded Research Grants**

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Proposal Title: Are Schools with Ethno-Racially Diverse Teachers Better in Engaging Diverse Parents and Improving Achievement among Diverse Students? *An Examination of the Structures of Inclusion in Elementary Schools in the U.S.*

Year: 2017

Funding Agency: VSU Faculty Research SEED Grant (2017-18)

Funding Amount: \$5,000

Proposal Title: Exploring Citizenship through Politics: A Proposal to Organize Summer Camp for Students from Local Schools in Valdosta

Year: 2016

Funding Agency: Valdosta State University, Innovation Grant

Funding Amount: \$9,200

### **Unfunded Research Grants**

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Proposal Title: Are Schools with Ethno-Racially Diverse Teachers Better in Engaging Diverse Parents and Improving Achievement among Diverse Students? *An Examination of the Structures of Inclusion in Elementary Schools in the U.S.*

Year: 2014

Funding Agency: Center for Engaged Democracy

Funding Amount: \$5,000

## Research Mentions

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The article “**Collective Pedagogical Teacher Culture and Teacher Satisfaction.**” *Teachers College Record*. Vol. 117 (8), 2015. Teachers College, Columbia University Press was quoted in an amicus brief (Page 32) presented in the **Vergara vs. State of California court case** in 2015.

<http://www.cta.org/~media/Documents/Issues%20%20Action/Ongoing%20Issues/Educational%20Scholars%20Brief.ashx>

The article “**Teacher Satisfaction and Student Achievement in the Elementary Grades: The Roles of Teacher Professional Community and Teacher Collaboration in Schools.**” 2017 *American Journal of Education*. Vol. 123: 203-241. University of Chicago Press was quoted by several respected agencies in the field of education:

- Featured in U.S. Department of Education Bulletin under the heading “Happier Teachers, Better Student Outcomes? --THE TEACHERS EDITION -- February 23, 2017 <https://content.govdelivery.com/accounts/USED/bulletins/18730b5>
- Discussed as part of a spotlight series in the highly respected *Education Week* magazine.  
[http://blogs.edweek.org/teachers/teaching\\_now/2017/02/study\\_teacher\\_satisfaction\\_on\\_professional\\_learning\\_communities\\_keys\\_to\\_student\\_achievement.html](http://blogs.edweek.org/teachers/teaching_now/2017/02/study_teacher_satisfaction_on_professional_learning_communities_keys_to_student_achievement.html)
- Quoted by Illinois State University as a resource for teaching and leadership  
<https://news.illinoisstate.edu/2017/03/teaching-leadership-resources-13/>
- Discussed at the Ohio School Board meeting.  
[https://www.ohioschoolboards.org/sites/default/files/SuccessMarch2017\\_0.pdf](https://www.ohioschoolboards.org/sites/default/files/SuccessMarch2017_0.pdf)

## Teaching

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### Graduate Level:

- Educational Policy Analysis (PADM 9090)
- Higher Education Policy (PADM 7190)
- Public Policy Formation (PADM 7600)
- Policy Analysis (PADM 7090)
- Organizational Theory and Behavior (PADM 7170)
- Performance Analysis (PADM 7410)
- Quantitative Methods in Public Administration (PADM 7060)
- Human Resource Management (PADM 7000)
- Final Project (PADM 9999)

### Undergraduate Level:

- American Government (POLS 1101)
- Theories of Organization & Administration (POLS 4600)

## Graduate Students

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- DPA Dissertation Committee Chair (2 students)
- Dissertation Committee Member (6 students)
- Completed Dissertations (4 students)
  
- MPA Advising:
  - 2014 (15 students)
  - 2015 (19 students)
  - 2016 (26 students)
  - 2017 (30 students)

## Honors and Awards

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- ❖ Faculty Scholarship (2017), Valdosta State University (\$2,000)
- ❖ Faculty Research SEED Grant, 2017-18 (\$5,000)
- ❖ Merit Pay, VSU (2013-14; 2014-15, 2015-16, 2016-17)
- ❖ Recipient of VSU Innovation Grant (2016): \$9,200
- ❖ Faculty Scholarship (2014), Valdosta State University (\$2,000)
- ❖ Writing Across the Curriculum (WAC 2014-15) Faculty Stipend (\$ 1,000)
- ❖ Faculty Scholarship (2013), Valdosta State University (\$1,000)
- ❖ Faculty Startup Fund (2013), Valdosta State University (\$3,000)
- ❖ Travel Award (2013), Public Policy Program, UNC Charlotte (\$500)
- ❖ Travel Award, American Education Research Association Conference in Vancouver, Canada (2012), Division K Graduate (\$200)
- ❖ Travel Award, American Education Research Association Conference in Vancouver, Canada (2012), Division G Graduate (\$300)
- ❖ Travel Award (2012), Graduate and Professional Student Government (GPSG), UNC Charlotte (\$800)
- ❖ Travel Award (2011), Graduate and Professional Student Government (GPSG), UNC Charlotte (\$500)
- ❖ Travel Award (2010), Public Policy Program, UNC Charlotte
- ❖ Summer Doctoral Teaching Associate (2010), UNC Charlotte (\$4,500)
- ❖ Graduate Assistantship (2008-2013), UNC Charlotte
- ❖ Graduate School Tuition Award (GASP) (2008-2013).
- ❖ Phi Beta Delta Honor Society for International Scholars at UNC Charlotte
- ❖ Teaching Assistantship at IIT, Bombay (2002-04)

## Service

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### Department Service

Committee Chair, NASPAA Self-Study Committee. (May 2016 - Present).

Coordinator, Political Science Summer Camp 2017

Committee Member, Assessment Committee for Institutional Effectiveness Planning and Reporting. (August 2013 - Present).

Committee Member, DPA Appeals Committee. (August 2016 - Present).

Committee Member, Pi Sigma Alpha Paper Award Committee. (January 2017 - Present).

Faculty Secretary for Departmental Meetings. (February 2016 – May 2017).

DPA Dissertation Committee: Chair (2), Member (10)

Assisted MPA Coordinator in Preparing NAASPA Annual Report (2015 & 2016)

Assisted MPA Coordinator in MPA admission appeal decisions (2017)

### **College Service**

Committee Member, Faculty Senate Member. (August 2016 - Present).

### **University Service**

Chair Elect, Academic Honors and Scholarship Committee. (August 2016 - Present).

Committee Member, Title IX Hearing Panel Member. (August 2016 - Present).

Committee Member, Faculty Scholarship and Research Committee. (August 2015 - Present).

Committee Member, Faculty and Employer Advisory Council. (January 2015 - Present).

Associate Graduate Faculty. (August 2013 – March 2017).

Full Graduate Faculty. (April 2017 - Present).

Committee Member, Relationship and Sexual Violence Prevention (RSVP) Task Force.  
(September 2015 - May 2016).

Committee Member, President's Special Committee on Sexual Assault Prevention on  
Campus. (July 2014 - July 2015).

### **Professional Service**

Member, Southeastern Conference for Public Administration (2013 - Present).

Member, Georgia Political Science Association (August 2013 - Present).

Session Chair, Georgia Political Science Association. (2014).

Session Chair, Southeastern Conference for Public Administration. (2013).

Reviewer/Referee, Urban Education. (2016).

Reviewer/Referee, American Journal of Education. (2015).

Reviewer/Referee, Social Science Research Journal. (2015).

Reviewer/Referee, Journal of Latinos & Education. (2014).

Reviewer/Referee, Social Science Research Journal. (2014).

### **Public Service**

Program Coordinator, Political Science Summer Camp 2017

Reviewer/Referee, Omnino Undergraduate Research Journal. (August 2016 - Present).

Volunteer, HAVEN, Valdosta, GA. (November 2015 - Present).

Volunteer, Take Back the Night Event. (January 2016 - May 2016).

Bystander Intervention Trainer, Relationship and Sexual Assault Prevention (RSVP)

Judge: Undergraduate Research Symposium (2017)

### **Professional Training**

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Workshop, "Attended NASPAA workshop on Self-Study Accreditation," Columbus, OH. (October 18, 2016 - October 20, 2016).

Workshop, "Bystander Intervention Trainer," VSU. (May 10, 2017).

Workshop, "Title IX Hearing Panel Training provided by the University System of Georgia," University System of Georgia. (October 2016).

Workshop, "VSU Budget Making (Part I & II), July 2016," Valdosta State University. (July 2016).

Workshop, "Master Teacher Workshop by Harvey Brightman: Innovative Teaching Strategies," Valdosta State University. (January 6, 2015 - January 7, 2015).

Workshop, "Digital Measures workshop," VSU. (December 2013).

Workshop, "BlazeVIEW D2L: What's New in 10.2," VSU. (December 2, 2013).

Workshop, "Introduction to Research," VSU. (October 2013).

### **Professional Memberships**

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Electronic Hallway, Evans School of Public Affairs, University of Washington.

(January 2016 - Present).

Georgia Political Science Association (GPSA). (September 2014 - Present).

Southeastern Conference of Public Administration (SECOPA).  
(September 2014 Present).

## Conference Presentations

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### 2017

**Banerjee, N.** The Roles of Teacher Diversity and School Principal's Race on Engagement of Diverse Parents. To be presented at Southeastern Conference of Public Administration (SECOPA) conference in Florida between October 4-7, 2017

### 2016

**Banerjee, N.** Invited Presentation on Project Innovation Grant: Core Curriculum Committee, August 10, 2016

**Banerjee, N.** Invited Presentation on the Politics of Education Policy: POLS Capstone class, Fall, 2016

**Banerjee, N.** Are Schools with Ethno-Racially Diverse Teachers Better in Engaging Diverse Parents? An Examination of the Structures of Inclusion in Elementary Schools in the U.S. Presented at Georgia Political Science Association Conference in Savannah, GA between November 10-13, 2016

NASPAA Self Study: Attended NASPAA Annual Meeting 2016, Columbus, Ohio

### 2014

**Banerjee, N.,** Nag, S., Jha, N.K. "Female Education and Fertility Behavior in India: The Role of Diffusion." Presented at the 41<sup>st</sup> Annual Northeast Business & Economics Conference at Monmouth University in West Long Branch, New Jersey, from November 6-8, 2014.

**Banerjee, N.,** & Jha, N.K. "Assessing the Role of Teachers' Unions in the Adoption of Teacher Quality Policies by States." Presented at the Georgia Political Science Association Conference in Savannah, GA between November 13-15, 2014

**Banerjee, N.,** Stearns, E., Moller, S., & Mickelson, R.A. "Teacher Satisfaction and Student Achievement in the Elementary Grades: The Role of School Culture." Presented at the Southeastern Conference of Public Administration in Atlanta, GA between September 14-20, 2014



**2013**

**Neena Banerjee** "Effects of Same-Race Teacher Assignment and Racial and Socioeconomic Composition of Elementary Schools on Reading Ability Group Placement." Presented at the 2013 Southeastern Conference of Public Administration (SECoPA)

Elizabeth Stearns, **Neena Banerjee**, Stephanie Moller, and Roslyn Arlin Mickelson. "*Collective Pedagogical Teacher Culture, Student-Teacher Racial Mismatch and Teacher Satisfaction*." Presented at the Arts & Sciences Faculty Colloquia, Valdosta State University, November 14, 2013

Stephanie Moller, **Neena Banerjee**, Elizabeth Stearns, Roslyn Mickelson. "Teacher Collaboration in Secondary Schools and Students' Likelihood of Pursuing a STEM Degree in College." Presented in the Roundtable session at the American Sociological Association conference

**2012:**

Elizabeth Stearns, **Neena Banerjee**, Stephanie Moller, and Roslyn Arlin Mickelson. "*Collective Pedagogical Teacher Culture, Student-Teacher Racial Mismatch and Teacher Satisfaction*." Presented by Elizabeth Stearns at the American Sociological Association conference, Denver, Colorado

**Neena Banerjee**, Elizabeth Stearns, Stephanie Moller, and Roslyn Arlin Mickelson. "*A Multilevel Analysis of Teacher Satisfaction and Student Achievement in the Elementary Grades*." Presented at the American Educational Research Association conference, Vancouver.

Elizabeth Stearns, **Neena Banerjee**, Stephanie Moller, and Roslyn Arlin Mickelson. "*Collective Pedagogical Teacher Culture and Teacher Satisfaction*." Presented by Elizabeth Stearns at the American Educational Research Association conference, Vancouver.

**Neena Banerjee** and Nandan Jha. "*Assessing the Role of Teachers' Unions in the Adoption of Accountability Laws in Public Education*." Presented at the American Educational Research Association conference, Vancouver.

**Neena Banerjee**, Elizabeth Stearns, Stephanie Moller, and Roslyn Arlin Mickelson. "*A Multilevel Analysis of Teacher Satisfaction and Student Achievement in the Elementary Grades*" presented at the Graduate Research Fair at UNC Charlotte, February 25, 2012.

**Neena Banerjee**, "*Investigating the Effect of Teacher Diversity in School and Student-Teacher Racial/Ethnic Mismatch on Student Achievement*" presented at the Southern Sociological Association (SSA) conference in New Orleans, March 24, 2012

**2011:**

**Neena Banerjee** and Nandan Jha. "*Do Teachers' Unions Influence State Adoption of Accountability Laws in Public Education? A Comparative Policy Analysis of No Child Left Behind*." Poster presented at the annual meetings of the American Political Science Association, Seattle.

Stephanie Moller, Elizabeth Stearns, Roslyn Arlin Mickelson, Martha Cecilia Bottia, and **Neena Banerjee**. “*The Benefits of Teachers' Collective Pedagogical School Culture for Diverse Students' Mathematics Achievement*,” presented by Stephanie Moller at the Society for Research on Educational Effectiveness conference, Washington, DC.

**2010:**

**Neena Banerjee** and Nandan Jha. “*Teacher Unions and NCLB Implementation: A Comparative State Policy Analysis*.” Paper presented at North Carolina Political Science Association conference, Durham, North Carolina.