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## ANN ELIZABETH BLANKENSHIP

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### Education

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<b>Ph.D., Educational Administration and Policy</b>	May, 2013
University of Georgia, College of Education	Athens, GA
Dissertation Title: <i>Rethinking Tenure: An Overview and Analysis of Changes to Teacher Tenure Legislation from January 2008-June 2012</i>	
<b>J.D., University of Tennessee, College of Law</b>	2004
	Knoxville, TN
<b>B.A., Political Science, The University of the South</b>	2001
	Sewanee, TN

### Honors and Awards

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The Aubrey Keith Lucas and Ella Ginn Lucas Endowment for Faculty Excellence Award  
(\$4,946 in research funding for 2015-16)

David L. Clark Scholar, April 2013 (national graduate research seminar in educational administration and policy), UCEA and Divisions A & L of AERA.

University of Georgia, Emerging Leaders Program, 2012-2013 academic year, The UGA Graduate School (professional development seminar conducted for students identified as exemplary leaders).

A.E. Brown Scholarship, 2012-2013 academic year (\$1,000) (awarded for leadership and academic achievement), University of Georgia.

Faculty Scholar Award presented by the Educational Administration and Policy Department, February 2012 (awarded for academic achievement), University of Georgia.

Del Jones Memorial Trust Scholarship, 2011-2012 academic year (\$5,000) (awarded for academic achievement), University of Georgia.

College of Education Centennial Scholarship, 2011-2012 academic year (\$550) (awarded for academic achievement), University of Georgia.

A.E. Brown Scholarship, 2010-2011 academic year (\$500) (awarded for leadership and academic achievement), University of Georgia.

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## **Professional Experience**

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### **Research/Academia**

**Assistant Professor** 2014-present  
Department of Educational Research and Administration Hattiesburg, MS  
University of Southern Mississippi

**Graduate Research Assistant** 2010-2013  
Department of Lifelong Education, Administration, and Policy Athens, GA  
UGA College of Education

**Assistant Researcher** 2011  
Qualitative study on the Technical Assistance for Student Athens, GA &  
Assignment Plans (TASAP) Federal Grant Program funded by Evangeline Parish, LA  
The Spencer Foundation,  
UGA College of Education (under the direction of Dr. Elizabeth DeBray)

### **Legal**

**Associate** 2007-2008  
Hartman, Simons, Spielman & Wood, LLP Atlanta, GA  
Engaged in real estate and commercial litigation, including: drafted legal court documents and client communications; reviewed and analyzed commercial lease agreements; conducted depositions and client meetings; argued motions in state court; evaluated cases and organized case strategy; negotiated settlement agreements in cases at the state and federal level.

**Associate** 2004-2007  
Leitner, Williams, Dooley & Napolitan, PLLC Chattanooga, TN  
Engaged in the practice of civil litigation, including: drafted legal documents regarding premises liability, transportation liability and general tort liability; conducted the depositions of litigants, witnesses, and medical experts; litigation of cases on the federal and state court levels in Tennessee and Georgia; negotiated settlement agreements on the state and federal level.

## **Research Activity**

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### **Publications**

#### **Peer Reviewed Published Works** (\* student co-authors)

Wallace, W.R.\*, Platt, E., **Blankenship, A.E.**, & Mandashona, T.\* (2016).

The Newcomb Precedent: College Closure and the Interpretation of Donor Intent in New Orleans, Louisiana. *Journal of Cases in Educational Leadership*.

- DeBray, E. & **Blankenship, A.E.** (2016). Forward: The Aftermath of ESSA's Devolution of Power to States: A Federal Role in Incentivizing Equity and Building State and Local Capacity, *Education Law and Policy Review*, 3, ix-xxvii.
- Locke, L. & **Blankenship, A.E.** (2016). Keeping the flames at bay: The interplay between federal oversight and state politics in Tucson's Mexican American Studies Program. *Journal of Educational Controversy*, 10(1).
- Blankenship, A.E.** & Locke, L. (2015). Culturally-conscious curriculum: The fight between state and federal policies in Tucson. *Journal of Cases in Educational Leadership*, 18(4), 338-349.
- DeBray, E., McDermott, K., Frankenberg, E., & **Blankenship, A.** (2015). Lessons from a federal grant for school diversity: Tracing a theory of change and implementation of local policies. *Education Policy Analysis Archives*, 23(83), 1-32.
- Frankenberg, E., McDermott, K., DeBray, E., & **Blankenship, A.** (2015). The changing politics of diversity: Lessons from a Federal Technical Assistance Grant. *American Educational Research Journal*, 52(3), 440-474.
- Umpstead, R. **Blankenship, A.E.**, & Weiss, L.\* (2015). The New State of Teacher Evaluation and Employment Laws: An Analysis of Legal Actions and Trends. *West's Education Law Reporter*, 322, 577-597.
- Blankenship, A.E.** (2014). Teacher tenure: The times they are a changin'. *Education Law and Policy Review*, 1, 193-227.
- Dayton, J. & **Blankenship, A.E.** (2014). Employment discrimination law: An analysis of the impact of the U.S. Supreme Court's decision in *Vance v. Ball State University*. *West's Education Law Reporter*, 300, 713-728.
- DeBray, E. & **Blankenship, A.E.** (2013). Future policy directions for Congress in ensuring equality of opportunity: Toward improved incentives, targeting, and enforcement. *Peabody Journal of Education*, 88(1), 22-36.
- Dayton, J., Proffitt Dupre, A., & **Blankenship, A.E.** (2011). Model anti-bullying legislation: Promoting student safety, civility, and achievement through law and policy reform. *West's Education Law Reporter*, 272, 19-37.

#### Invited Book Chapters

- Blankenship, A.E.** (2016). Keeping issues in the classroom out of the courtroom: Legal principles for supervisors confronting underperforming and incompetent teachers. In Zepeda, S., *Confronting Marginal Teaching*. New York, NY: Routledge.

### Technical Reports

Strunk, K.K., Suggs, J.R., Thompson, K., **Blankenship, A.E.**, Locke, L.A., Martin, G.L., Takewell, W.C., To, Y., & Wang, S.C. (2015). *USM Campus Climate Survey: Findings and Conclusions*. Report commissioned by The University of Southern Mississippi, Office of Student Affairs.

McDermott, K.A., DeBray, E., Frankenburg, E., Fung-Morley, A., & **Blankenship, A.E.** (2014). *Good Intentions, Limited Impact: The Technical Assistance for Student Assignment Plans Program*. Report released from the University of Massachusetts – Amherst and the Spencer Foundation.

Roulston, K., Freeman, M., Skidmore, M., & **Blankenship, A.E.** (2012). *Addendum Report: The Application and Selection Procedures for the Aspiring Leader and Aspiring Principal Programs of the Quality-Plus Leader Academy*. Report presented to Gwinnet County Public Schools and The Wallace Foundation.

### Publications under Review

**Blankenship, A.E.** Damages or Penalty?: A Case Review of Liquidated Damages Clauses in Georgia Teacher Employment Contracts. Submitted to *Journal of Law and Education*.

**Blankenship, A.E.**, Platt, E., & Read, H.\* Rewarding Collegiality: The Use of Collegiality as a Factory in Faculty Evaluation and Employment Decisions. Submitted to *The Journal of Faculty Development*.

Manning, D. & **Blankenship, A.E.** Let Us Pray: School Sanctioned Prayer in Athletics. Submitted to *MAHPERD Journal* (Official Journal of the Mississippi Association of Health, Physical Education, Recreation, & Dance).

### Works in Progress

**Blankenship, A.E.** Under Cover: Troubling Whiteness and Intersectionality as a White Professor in the Deep South. Autoethnography accepted for special issue of *Whiteness & Education*. In preliminary drafting phase.

**Blankenship, A.E.** “Who Then Is My Neighbor?” One Church’s Partnership with a Public School to Create Change. In data collection phase.

Geier, B. & **Blankenship, A.E.** Praying for Touchdowns: Contemporary Law and Legislation for Prayer in Public School Athletics. In final stages of editing.

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## Presentations

### Peer-Reviewed Conference Presentations

**Blankenship, A.E.**, Platt, R.E., & Read, H. (accepted for April 2017). *Rewarding Collegiality: The Uses of Collegiality as a Factor in Faculty Evaluation and Employment Decisions*. Paper to be presented at the annual meeting of the American Educational Research Association. San Antonio, TX.

Geier, B. & **Blankenship, A.E.** (November 2016). *Praying for Touchdowns: Contemporary Law and Legislation for Prayer in Public School Athletics*. Paper presented at the annual meeting of the Education Law Association. Orlando, FL.

Locke, L. & **Blankenship, A.E.** (June 2016). *Engaging the "Others": Two Models of Critically Relevant Pedagogy*. Presentation at the annual meeting of the Critical Race Studies in Education Association. Denver, CO.

**Blankenship, A.E.** (March 2016). *Praying for Touchdowns: A Legal History of Coaches and Prayer in K-12 Public Schools*. Presentation at the annual meeting of the Southern History of Education Society. Long Beach, MS.

**Blankenship, A.E.** (November 2015). *Penalty or Damages?: Liquidated Damages Clauses in Teacher Employment Contracts*. Paper presented at the annual meeting of the Education Law Association. Cleveland, OH.

Locke, L. & **Blankenship, A.E.** (May 2015). *Keeping the Flames at Bay: The Interplay Between Federal Oversight and State Politics in Tucson's Mexican American Studies Program*. Paper presented at the annual meeting of the Critical Race Studies in Education Association. Nashville, TN.

**Blankenship, A.E.** (April 2015). *Opening the policy window for tenure reform: The social, political, and economic influences on nationwide tenure reform*. Paper presented at the annual meeting of the American Educational Research Association. Chicago, IL.

**Blankenship, A.E.** (November 2014). *The Buck Stops Where?: Refined Parameters for Identifying Supervisors in Title VII Workplace Discrimination Cases*. Paper presented to the annual conference of the Education Law Association. San Diego, CA.

**Blankenship, A.E.** (November 2013). *Teacher Tenure: The Times They Are a Changin'*. Paper presented to the annual conference of the Education Law Association. Westminster, CO.

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**Blankenship, A.E.** (April 2013). *Rethinking Tenure: An Analysis of Changes to K-12 Teacher Tenure Legislation from January 2008 through June 2012*. Paper presented at the annual meeting of the American Educational Research Association. San Francisco, CA.

DeBray, E.H. & **Blankenship, A.E.** (April 2013). *Future Policy Directions for Congress in Ensuring Equality of Opportunity: Toward Improved Incentives, Targeting, and Enforcement*. Paper presented at the annual meeting of the American Educational Research Association. San Francisco, CA.

**Blankenship, A.E.** & Dayton, J. (November 2012). *Stopping Bullies in their Tracks: Legislating Bullying at the K-12 and University Levels*. Paper presented at the annual meeting of the Education Law Association. Hilton Head, SC.

### University Presentations

**Blankenship, A.E.** (November 2014). *Opening the policy window for tenure reform: The social, political, and economic influences on nationwide tenure reform*. Presentation at the University Research Awards Day at the University of Southern Mississippi, Hattiesburg, MS.

Moret, L., Smith, M., **Blankenship, A.E.**, Joaquin, E., Grooms, A.A., & Nauman, C. (2012). *Diverse meanings: COE grad students' conversations about diversity*. Presentation at the University of Georgia, Dean's Council on Diversity. Athens, GA.

### Invited Presentations

*Due process and student discipline*. (October 2014). Presented to one section of graduate students, EDA 616 (Legal Considerations for School Leadership) at the University of Southern Mississippi, Hattiesburg, MS.

*Personnel issues in education*. (October 2014). Presented to one section of graduate students, EDA 708 (Human Resources) at the University of Southern Mississippi, Hattiesburg, MS.

*Introduction to the Harvard Bluebook*. (January 2014). Presented to one section of undergraduate honors students, HONS3040H (Honors Research Methods) at the University of Georgia, Athens, GA.

*The road to unitary status: The remnants of desegregation*. (January 2014). Presented to honor's seminar, HONR 1102 (Education, Policy, and Society) at Young Harris College, Young Harris, GA.

*Contract issues in education* (January 2014). Presented to the Student Professional Association of Georgia Educators at Young Harris College, Young Harris, GA.

*Ethics in law and policy research*. (September 2013). Presented to one section of

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Masters students, EDAP 7600 (Master's Level Research Methods) at the University of Georgia. Gwinnett, GA.

*Supreme Court snap shot: Rodriguez & Pilyer* (September 2013 and September 2012). Presented to two sections of master's and doctoral students, EDAP 8220 (Federal Role in Education) at the University of Georgia. Gwinnett, GA.

*Education law: An overview.* (November 2012). Young Harris College Education Law Society. Young Harris, GA.

*Teaching social justice* (April 20, 2012). Presented to one section of undergraduate students, EFND 2120 (Educational Foundations) at the University of Georgia. Athens, GA.

*Freedom of religion: How the free exercise clause and the establishment clause apply in educational settings* (March 23, 2012). Presented to two sections of undergraduates, EFND 2120 (Educational Foundations) at the University of Georgia. Athens, GA.

*The law school experience* (March 5, 2012). Presented to one section of undergraduate honors students, HONS 3040h (Honors Research in Law and Policy) at the University of Georgia. Athens, GA.

*The Fourteenth Amendment and racial diversity in schools* (February 6, 2012). Presented to two sections of undergraduates, EFND 2120 (Educational Foundations) at the University of Georgia. Athens, GA.

*Education law: An overview* (October 14, 2011). Presented to two sections of undergraduates, EFND 2110 (Educational Foundations) at the University of Georgia. Athens, GA.

### **Highlighted Research/Scholarship**

JEC Video Presentation (Invited). Presentation by Dr. **Ann E. Blankenship** and Dr. Leslie Locke on their research on the Mexican American Studies Program in Tucson, AZ, shown at the 18th Annual Educational Law and Social Justice Forum: A 10 Year Retrospective of Educational Controversies at Western Washington University (April 16, 2015).

JCEL Video Spotlight. Interview with Dr. **Ann E. Blankenship** & Dr. Leslie Locke on the case study outlining the struggle for desegregation and the adoption of culturally responsive curriculum (December 15, 2015), *available at* <https://www.youtube.com/watch?v=l9S1SgMNHMY> (distributed to subscribers of JCEL and all members of UCEA).

UCEA Cafe Session. Education Policy and Law Review: The Aftermath of ESSA. Dr. John Nash (Univ. of Kentucky) facilitated discussion with Dr. **Ann E. Blankenship** about the evolving roles for the federal and state government in the aftermath of

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ESSA (February 16, 2016), *available at* <https://www.youtube.com/watch?v=bOcbsBHeiEQ> (distributed to all members of UCEA and advertised on Facebook and Twitter).

### **Grant Activity:**

#### Internal/University Grant Applications and Awards:

Aubrey Keith Lucas & Ella Ginn Endowment for Faculty Excellence Awards, academic year 2015-2016. Project title: "Teachers matter: The fight over teacher employment protections in Vergara v. California." Amount awarded: \$4,946.

Proposal Development Grant from the Office of the Vice President for Research, academic year 2016-17. Project title: "Strengthening Local School Systems through Cutting-Edge Mini-Institutes." Amount awarded: \$2,000 (Co-awardees: James T. Fox, Myron Labat, David Lee).

Aubrey Keith Lucas & Ella Ginn Endowment for Faculty Excellence Awards, for academic year 2017-2018. Project title: "The prevalence of Judeo/Christian repertoire programed in high school choirs in Mississippi: The data and legal implications in the school music classroom". Amount requested: \$5,000 (Co-applicant: Webb Parker) (pending)

#### External Grant Applications:

ORAU, Ralph E. Powe Junior Faculty Enhancement Award, academic year 2014-2015. Project title: "Teachers matter: The fight over teacher employment protections." Amount requested: \$10,000 (not awarded)

Spencer Foundation, for academic years 2017-19. Project title: "Engaging the 'Others': The Stories of Thee Schools and their Challenges with Implementation of Critically and Culturally Relevant and Responsive Pedagogy and Curricula." Total amount requested: \$50,000 (\$14,700 as Co-PI) (pending)

### **Teaching**

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#### **Courses Taught**

Educational Administration 600	Introduction to Educational Leadership
Educational Administration 603	Leading Diverse School Populations
Educational Administration 700	Education Finance
Educational Administration 702	Administrative Applications of Technology
Educational Administration 708	Human Resources Management
Educational Administration 710	School Law

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Educational Administration 722  
Educational Administration 807  
Research Course

Introduction to Education Policy  
Literature Review  
Intro to Legal Research (1 Hr.)

### Student Supervision

- Serve as academic advisor for 30 specialist and doctoral students.
- Led two students at risk of dismissal from their graduate programs in a one semester writing workshop, focused on avoiding plagiarism, organized writing, and style, format, and grammar.
- Served as mentor and reader for undergraduate honors student Ian Roderick Jones in the writing of his honors thesis entitled: *Case comment: The buck stops where?: Gwinnett v. Cox, Charter schools, and the future of school funding litigation in Georgia.* August-December 2011. University of Georgia. Athens, GA.
- Supervised four undergraduate honors students in drafting the 2010 Education Law Consortium Legal Update. October 2010-March 2011.

### Dissertation Committees

Dissertation Chair:

- Elizabeth Kay Arnold. *Teachers' and Administrators' Perceptions of the Mississippi Statewide Teacher Appraisal Rubric (M-STAR) in a select group of schools in South Mississippi.* (pre-proposal completed Spring 2015)
- Joanna Barnes. *Teachers' Perceptions of the Impact of Mississippi Teacher Evaluation System on Professional Growth to Improve Student Outcomes.* (pre-proposal in progress)
- Tracy Dearing. *Working Title: An Overview of Effective Teacher Evaluations.* (proposal in progress)
- Justin Gros. *Working Title: How Teacher Evaluations Are Applied to Coach Employment Decisions.* (pre-proposal in progress)
- Joyarketta Hawkins. *Identity Crisis: Understanding How African American Males' Self-Perception and Experiences Impact their Educational Attainment.* (proposal completed Fall 2016)
- Lucy Josey. *Improving Literacy through the Selection of Professional Development.* (proposal completed Spring 2016)
- Judy Maxwell. *An Understanding of Parents' Decision Making Process Regarding Placement Options for an Individual with a Severe Intellectual Disability.* (pre-proposal completed Fall 2015)
- Danette Moore. *Mississippi's Teacher Observation Rubric: Administrator Perceptions of Appropriateness by Grade Level.* (proposal completed Fall 2015)
- Charish Pierce. *Middle and High School Counselors' Valuation of Career and Technical Education in Mississippi.* (proposal completed Summer 2016)
- Cassandra Simon. *Relationships between Teacher Perceptions of Self-Evaluated Musical Intelligence and Bodily-Kinesthetic Intelligence.* (pre-proposal completed Fall 2015)

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Committee Member:

- Elesha Buckley (Pre-proposal completed Spring 2015)
- Shawnese Davis (Pre-proposal completed Summer 2016)
- Kate Gassett (Higher Education)
- Millicent Kimberly Hardy (Research, Evaluation, Statistics, & Assessment)
- David Herndon
- Cynthia Lamkin (Proposal defended Summer 2015)
- David Lapointe (Final defense Spring 2016)
- Karen Lockhart (Final defense Spring 2016)
- Tanya Mandashona (Higher Education) (Pre-proposal completed Summer 2016)
- Robert McFadden
- Melandie McGee (Higher Education) (Proposal defended Fall 2016)
- Kimberly McQuagge
- David Pellow (Music Education) (Proposal defended Fall 2016)
- Emily Pence (Music Education) (Final defense Spring 2016)
- Lenore Malone Schafer (Higher Education) (Proposal defended Fall 2016)
- Laura Shearer
- Diedre Smith (Final defense Summer 2015)
- LaDona Tyson (Music Education)
- Curtis Wicker (Pre-proposal completed Spring 2016)

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**Service**

**University Service:**

University First Year Faculty Program, Co-Director	2016-Present
University New Faculty Transitions Committee, Member	2016-Present
University Faculty Handbook Committee, Presidential Appointee	2016-Present
University Professional Education Committee (PEC), Member	2014-Present
Dismissal, Admission, and Retention Committee for PEC, Chair	2016-Present
Professional Education CAEP Accreditation Committee, Standard 1, Member	2016-Present
Department Admissions Committee (Specialist and Doctoral)	2016-Present
Department Consolidation and Strategic Planning Committee, Chair	2015-2016
Department Educational Leadership Accreditation Committee	2015-2016
Department Appeals Committee, Member	2014-2015
Faculty Search Committee (School Counselor Education), Member	2014-2015

**Other Service:**

<b>Program Chair</b> , Law and Education SIG (AERA)	2016-17
<b>Secretary</b> , Mississippi Association of Professors of Educational Leadership	2016-Present
<b>Faculty Affiliate</b> , Research Initiative on Social Justice and Equity (RISE)	2014-Present
<b>Associate Editor-in-Chief</b> , <i>Education Law and Policy Review</i>	2013-Present

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**Guest Co-Editor-in Chief**, *Education Law and Policy Review* 2014-Present  
Special double-issue on the 50<sup>th</sup> Anniversary of the Elementary and Secondary Education Act

**Member of the Faculty Advisory Council**, 2014-2015  
Southern Miss Educational Law Association

**Reviewer**, AERA proposals (Education Law & Teachers Work/Union SIGs) 2014-Present

**Reviewer**, *Journal of School Choice* 2012

**Member, K-12 Strategic Action and Implementation Committee** 2011-2012  
Whatever It Takes (WIT) Athens, GA  
Conducted research for Athens-Clarke County Promise Neighborhood federal grant application and collaborated with WIT, district, and school officials in the development of a strategic action plan for improving student achievement and graduation rates in Athens, Georgia.

**Peer Review Committee Chair** 2010-2011  
University of Georgia 2011 GSA Interdisciplinary Conference, "Building Bridges: Impacts of Graduate Research."

**Municipal and Community Development Volunteer** 2008-2009  
United States Peace Corps Niger (West Africa)  
Lived in the rural village of Maijirgui, Niger; worked with the local mayor's office to assess the needs of the community and find sustainable solutions; worked with local groups on capacity building in the areas of income generation, health, education, and government.

**Managing Editor**, *Tennessee Law Review* 2002-2004

**Professional Affiliations:**

- Education Law Association, Member 2012-Present
- American Educational Research Association (Division L, Law and Education, Teacher's Work, and Politics of Education SIGs), Member 2012-Present
- Dean's Council on Diversity, College of Education, University of Georgia, Member 2010-2012
- Georgia Bar Association, Member 2004-2008
- Tennessee Bar Association, Member 2004-2008

**Research Interests:**

- Education law and policy
- Education personnel law
- Social justice/Equal Protection issues in education
- Grassroots efforts to promote educational change

**Methodological Skills:**

- Trained in legal research methods and qualitative research methods