

# XINYI MAO

Assistant Professor  
Department of Educational Leadership and Higher Education  
College of Community Innovation and Education  
University of Central Florida  
[xinyi.mao@ucf.edu](mailto:xinyi.mao@ucf.edu)

## EDUCATION

July 2022      **Ph.D.** in Educational Leadership and Policy Analysis  
University of Missouri-Columbia, Missouri  
May 2017      **M.A.** in East Asian Languages and Cultures  
Rutgers University-New Brunswick, New Jersey  
June 2014      **B.A.** in Teaching Chinese as a Second Language  
**B.A.** in Human Resources Management  
East China Normal University, Shanghai, China

## PROFESSIONAL EXPERIENCE

As of 2023      *Assistant Professor* in Educational Leadership and Higher Education  
University of Central Florida  
2022-2023      *Postdoctoral Fellow* in School of Education, Social Work and Psychological Sciences  
University of Missouri-Kansas City, Missouri  
2011-2022      *Research Assistant* in Urban Education Research Center  
University of Missouri-Kansas City  
2017-2022      *Research Assistant* in Educational Leadership and Policy Analysis  
University of Missouri-Columbia

## PUBLICATIONS

**Mao, X.**, Gao, S., & Ceballos, M. (in press). Do Novice Teachers' Induction Experiences Influence their Students' Science Performance? An International Study of Three PISA 2022 High Performers. In Wang, J. (Ed.), *Teacher Induction Practices, Outcomes, and Influential Factors in Global Contexts: A Large Data-Based Perspective*. Emerald Publishing.

**Mao, X.**, Yang, M., & Lee, S. W. (2026). Diversifying the STEM field: the role of early exposure to Algebra I on students' postsecondary STEM major decisions. *Research in Mathematics Education*, 1–22. <https://doi.org/10.1080/14794802.2025.2610355>

- Lee, S. W., **Mao, X.**, & Liang, J. (2026). Disaggregating data to amplify voices: Educational outcomes for Native Hawaiian and Pacific Islander students. *Educational Evaluation and Policy Analysis*. <https://doi.org/10.3102/01623737251413226>
- Lee, S.W., **Mao, X.**, & Choi, S. (2025). Behind “model minorities”: A systematic review of literature on Asian American and Pacific Islander students. *Review of Educational Research*. <https://doi.org/10.3102/00346543251363239>
- Choi, S., **Mao, X.**, & Park, S. (2025). Promoting School Belonging for Immigrant Students: The Interplay of Inclusive School Climate and Multicultural Education. *School Effectiveness and School Improvement*, 36(4), 522–542. <https://doi.org/10.1080/09243453.2025.2492012>
- Park, S., **Mao, X.**, & Choi, S. (2025). Understanding the relationship between teacher collaboration and instructional clarity via teacher self-efficacy: A moderated mediation model of organizational commitment. *Teaching and Teacher Education*. <https://doi.org/10.1016/j.tate.2024.104922>
- Harper Morris, C., Curs, B., Beasley, J., **Mao, X.**, & Green, J. (2023). A Brief Budgeting Intervention’s Association with Financial Self-Efficacy in a College Student Success Course. *Journal of Financial Counseling and Planning*. <https://doi.org/10.1891/JFCP-2022-0060>
- Mao, X.** (2022). Internal migration and students’ bullying experience: The case of China from the Program of International Student Assessment (PISA) 2018. *Asia Pacific Education Review*. <https://doi.org/10.1007/s12564-022-09812-2>
- Choi, S., & **Mao, X.** (2021). Teacher autonomy for improving teacher self-efficacy in multicultural classrooms: A cross-national study of professional development in multicultural education. *International Journal of Educational Research*, 105, 1-13. <https://doi.org/10.1016/j.ijer.2020.101711>
- Lee, S.W., **Mao, X.** (2020). Algebra by the eighth grade: The association between early study of Algebra I and students’ academic success. *International Journal of Science and Mathematics Education*. <https://doi.org/10.1007/s10763-020-10116-3>
- Lee, S.W., & **Mao, X.** (2020). Recruitment and selection of principals: A systematic review. *Educational Management Administration & Leadership*. <https://doi.org/10.1177/1741143220969694>
- Mao, X.** (2022). *The role of school migrant composition in migrant students’ school-related well-being* [Doctoral dissertation]. University of Missouri-Columbia.

## MANUSCRIPTS UNDER REVIEW

- Mao, X.** & Omonkhodion, C. H.\* (in review). School life experiences of migrant students in China: Examining the role of teacher-student interaction. *International Journal of Chinese Education*.
- Mao, X.**, Camburn, E. & Fuchsman, D. (in review). The Consequences of STEM Specialization in High School for College Degree Attainment. *Journal of Engineering Education*.

Lei, Q., **Mao, X.**, Gregori, E., Wang, J., Xu, D., Liu, D., Wei, S., & Qin, X. (in review). Exploring the role of parental expectations and self-efficacy in mathematics performance of students with and without disabilities. *Journal of Research in Special Educational Needs*.

Gao, S., Long, H., & **Mao, X.** (in review). Relationship between students' independent practices of science, teachers' scaffolding activities, and science achievement: An analysis of the US student data from PISA 2015. *International Journal of Science Education*.

## PRESENTATIONS

### American Educational Research Association (AERA)

**Mao, X.**, Gao, S. & Ceballos, M. (2026, April 7-12) *Novice Teacher Induction and Student Science Achievement: Insights from Three PISA 2022 High-Performing Countries*. [Paper Session: Division K]. AERA Annual Meeting, Los Angeles, CA, United States.

**Mao, X.**, Lee, S.W. & Liang, J. (2026, April 7-12) *Why Disaggregation Matters: Understanding Achievement Gaps Among Asian American Students*. [Roundtable Session: SIG-Asian Americans and Pacific Islanders in Education and Research]. AERA Annual Meeting, Los Angeles, CA, United States.

**Mao, X.**, Lee, S.W. & Liang, J. (2025, April 23-27) *Unveiling Ethnic Disparities for Data Equity: Analyzing Advanced Placement Course Enrollment Among AANHPI Students* [Roundtable Session]. AERA Annual Meeting, Denver, CO, United States.

**Mao, X.**, Camburn, E. & Fuchsman, D. (2025, April 23-27) *Who takes what? Applied STEM Course-taking Patterns among High School Students in Missouri* [Roundtable Session]. AERA Annual Meeting, Denver, CO, United States.

Choi S., **Mao, X.** & Park, S. (2025, April 23-27) *We Cultivate School Climate for Immigrant Peers to Belong: International Evidence from PISA 2018* [Paper Session: SIG-School Climate and Culture]. AERA Annual Meeting, Denver, CO, United States.

**Mao, X.** & Camburn, E. (2024, April 11-14) *STEM Course Offering Patterns Following the Statewide Rollout of Project Lead the Way* [Paper Session]. AERA Annual Meeting, Philadelphia, PA, United States.

Camburn, E. & **Mao, X.** (2024, April 11-14) *The Consequences of STEM Specialization in High School for College Degree Attainment* [Paper Session]. AERA Annual Meeting, Philadelphia, PA, United States.

**Mao, X.** (2023, April 13-16) *Together But Unequal: The Well-Being of Migrant Students In China* [Roundtable Session]. AERA Annual Meeting, Chicago, IL, United States.

Lee, S.W., **Mao, X.**, & Choi, S. (2022, April 21 – 26) *Behind “Model Minorities”: A Systematic Review of Literature on Asian American and Pacific Islander Students* [Paper Session]. AERA Annual Meeting, San Diego, CA, United States.

Lee, S.W. & **Mao, X.** (2020, Apr 17 - 21) *Algebra by the Eighth Grade: The Association Between Early Study of Algebra I and Students' Academic Success* [Poster Session]. AERA Annual Meeting, San Francisco, CA, United States. <http://tinyurl.com/tvex93w>

### **University Council for Educational Administration (UCEA)**

Li, B.\* & **Mao, X.** (2025, November 19–22). *Beyond grades: The role of perseverance in academic and creative development in global education* [GSS Session]. Annual University Council for Educational Administration (UCEA) 2025 Convention, San Juan, Puerto Rico. (\*indicates graduate student collaborator)

**Mao, X.**, Liang, J., & Lee, S.W. (2024, Nov 20 – 23) *Behind the Model Minority: Disaggregating Data to Reveal AANHPI Students' Academic Performance*. [Paper Session]. Annual University Council for Educational Administration (UCEA) Convention, Los Angeles, CA, United States.

Park, S., **Mao, X.**, & Choi, S. (2023, Nov 15 – 18) *Collaboration for Improving Teaching: A Moderated Mediation Model Linking Teacher Collaboration to the Clarity of Instruction* [Paper Session]. Annual University Council for Educational Administration (UCEA) Convention, Minneapolis, MN, United States.

**Mao, X.** & Hu, X. (2022, Nov 17 – 22) *School Life Experience of Migrant Students in China: The Role Of Teacher Expectation* [Paper Session]. Annual University Council for Educational Administration (UCEA) Convention, Seattle, WA, United States.

Lee, S.W., Choi, S., & **Mao, X.** (2022, Nov 17 – 22) *A Critical Literature Review on Asian American and Pacific Islander K-12 Students* [Paper Session]. Annual University Council for Educational Administration (UCEA) Convention, Seattle, WA, United States.

**Mao, X.** (2021, Nov 11 – 14) *Internal Migration and Students' Bullying Experience: The Case of China from PISA 2018* [Paper Session]. Annual University Council for Educational Administration (UCEA) Convention, Columbus, Ohio, United States.

Choi, S. & **Mao, X.** (2020, Nov 17 - 19) *Teacher Autonomy for Improving Teacher Self-Efficacy in Multicultural Classrooms: Cross-National Study of Professional Development in Multicultural Education* [Paper Session]. Annual University Council for Educational Administration (UCEA) Convention, Virtual.

Lee, S.W. & **Mao, X.** (2019, Nov 21 - 24) *Examining the Pipeline: A Review of Research of Principal Recruitment and Selection* [Paper Session]. Annual University Council for Educational Administration (UCEA) Convention, New Orleans, LA, United States.

## Association for Education Finance & Policy (AEFP)

Camburn, E., Fuchsman, D., & **Mao, X.** (2024, March 14-16) *Expanding Horizons: The Impact of Project Lead the Way on High School Course Offerings and Enrollment* [Paper Session]. Association For Education Finance & Policy (AEFP), Baltimore, Maryland, United States.

## GRANT ACTIVITIES

Lee, S.W. & Mao, X. (2025/09/01-2026/08/31). *Struggling in Silence: Unveiling Asian American Students' Educational Experiences*. Spencer Small Research Grant. **Granted** US\$50,000

Camburn, E., **Mao, X.** & Fuchsman, D. (2024 - 2026) Examining the Consequences of STEM Specialization in High School for College Degree Attainment, AERA Research Grant. Pending US\$35,000

Lee, S.W., Dodman, E., Liang, J., Mao, X. (2025-2027) Making the Invisible, Visible: Reducing Inequity through Data Disaggregation for Asian American and Native Hawaiian and Pacific Islander Students. William T. Foundation Major Research Grant. Requested US\$536,456

Camburn, E. & **Mao, X.** (2023) Exploring connections between applied STEM learning opportunities, course completion and postsecondary outcomes, Spencer Small Research Grant. Requested US\$20,000

## TEACHING CONTRIBUTIONS

### *University of Central Florida*

- EDA 6909: Research Report
- EDF 6481: Fundamentals of Graduate Research in Education
- EDF 7407: Research in Educational Leadership II
- EDF 7408: Research in Educational Leadership III

### *University of Missouri-Columbia*

- ELPA 9402: Educational Policy Analysis
- ELPA 9479: Content and Context of Learning
- ELPA 8419: Structures and Process of Effective Schools
- ELPA 8424: Education Politics and PK-12 Policymaking
- ELPA 8431: Leadership for Data-Driven Class

## SCHOLARSHIPS & AWARDS

2023 – 2026 Summer Research Institute Fellow Funding, University of Central Florida

2020 – 2022 The University Council for Educational Administration Barbara L. Jackson Scholars

2020 – 2021 David L. Clark Scholars

2020 – 2021 College of Education scholarship awards, University of Missouri-Columbia

Robert C. Shaw Education fund

Neil C. Aslin Scholarship fund

2023 – 2024 University of Central Florida Summer Research Initiative Funding

## PROFESSIONAL SKILLS

- Statistical Software: SAS, SPSS, STATA, R, Mplus
- SAS Certified Advanced Programmer for SAS 9
- SAS Certified Base Programmer for SAS 9
- Technical: Zoom, Canvas, Microsoft Office

## PROFESSIONAL SERVICES & MEMBERSHIP

### *Peer-Reviewing Activities*

- Journal of School Leadership
- Educational Evaluation and Policy Analysis
- Leadership and Policy in Schools
- International Journal of Educational Management
- Educational Administration Quarterly
- Educational Management Administration & Leadership
- Asian Pacific Education Review
- American Educational Research Association
- University Council for Educational Administration
- Routledge Taylor & Francis Group

### *National Services*

Reviewer Advisory Board member for *International Journal of Educational Management* (2025-present)

American Educational Research Association Division A Newsletter Co-Editor (2026-2027)

American Educational Research Association Division A Newsletter Co-Associate Editor (2025-2026)

### *University & Community Service*

#### *University of Central Florida*

Faculty Council Representative (2026-2027)

Faculty Excellence Committee (2026-2027)

Lecturer Promotion Committee member (2025-2026)

International Committee (2024-present)

#### *University of Missouri*

Student Advisory Committee member (2019 – 2021)

Graduate Student Representative, Diversity Committee (2019 – 2021)

*Affiliations*

- American Educational Research Association
- University Council for Educational Administration

**DOCTORAL DISSERTATION***Dissertation Completed (serving as Committee Member)*

- Jones, D. (2024). *Exploring how administrative factors including mentoring, compensation, and workload impact the retention rates of novice Title I teachers*. [Doctoral Dissertation, University of Central Florida]. UCF STARS. [Link to article.](#)
- Leonard, N. (2025). *The relationship between academic advising and the academic success of first-generation, first time in college students*. [Doctoral Dissertation, University of Central Florida]. UCF STARS. [Link to article.](#)
- Galucho, E. (2025). *An examination of the impact of school accountability on data-driven decision-making by Florida educational leaders*. (Dissertation completed, Spring 2026).
- Howard, J. (2025). *A comparison of educational leadership: Students' perceptions of preparedness to respond to a school crisis*. (Dissertation completed, Spring 2026).

*Dissertation in Progress (serving as Committee Member)*

- Bury, L. (2025). *An investigation of the effect of alternative licensure coursework programs on teacher retention*. (Dissertation proposal approved, Summer 2024)
- Briatico, K. (2025). *Novice teachers' and instructional coaches' perceptions of how collaborative coaching cycles influence middle school job satisfaction and teacher retention*. (Dissertation proposal approved, Summer 2025).
- Roebuck, T. (2025). *Examining principal's perceptions of their preparedness to lead in Title I Schools*. (Dissertation proposal approved, Summer 2025).
- Roman, L. (2025). *School leaders' and teachers' perceptions of the co-teaching model*. (Dissertation proposal approved, Summer 2025). (Leila Greene)
- Thomas, A. (2025). *Teachers' perception of school leaders' role in implementing the four pillars of community*. (Dissertation proposal approved, Summer 2025).
- Thorpe, S. (2025). *Instructional coaches' and teachers' perceptions of instructional coaching: Exploring its impact on teacher efficacy and retention*. (Dissertation proposal approved, Summer 2025).
- Diaram, A.A. (2026). *A framework for education leaders implementing*. (Dissertation proposal approved, Summer 2026).
- Switzer, J. (2026). *Examining the representation of foundational reading components, instructional practice indicators, and formative assessment indicators in k-2 foundational reading curriculum documents*. (Dissertation proposal approved, Summer 2026).