

ANINDYA KUNDU, Ph.D.

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Professional Appointments

Assistant Professor, Educational Leadership & Educational Studies **2021 to Present**
Florida International University; College of Arts, Sciences and Education (CASE); Educational Policy Studies (EPS) Department

Program Director, Educational Leadership, Master's of Science Online Track **2023**
Florida International University; College of Arts, Sciences and Education (CASE); Educational Policy Studies (EPS) Department

Senior Fellow **2019 – 2021**
City University of New York Graduate Center; Center for Urban Research, LMIS

Postdoctoral Research Scholar **2018 – 2019**
New York University; Steinhardt School of Culture, Education, and Human Development; Administration, Leadership & Technology

Education

Doctor of Philosophy (Ph.D.) – New York University – Sociology of Education **2018**
Department of Applied Statistics, Social Science, and Humanities

- Dissertation: “Adding a Social Perspective to Grit: How Students with Disadvantages Navigate Obstacles and Gain Agency.”
- Committee: Dr. Pedro Noguera (Chair, USC, Rossier School of Education, Dean), Dr. Lisa Stulberg (NYU), Dr. Angela Duckworth (Penn)
- Steinhardt-Wide Winner: Outstanding Teaching Award

Bachelor of Arts (B.A.) with honors – The University of Chicago **2010**
• Major: Law, Letters and Society; Minor: English and Creative Writing.
• Thesis: “McDonald v. Chicago: Implications for School Gun Violence Following the Removal of the Handgun Ban.”
Advisor: Dr. Bernard Harcourt (Columbia Law)

Publications

Books

- Kundu, A. (Under contract with Oxford University Press). *The Power of Educational Leadership: Making Change During Disruptive Times*. Anticipated release: 2025-2026.
- Kundu, A. (July, 2020). *The Power of Student Agency: Looking Beyond Grit to Close the Opportunity Gap*. Teachers College Press. Finalist for the 2021 Association of American Publishers (AAP) Professional and Scholarly Excellence (PROSE) Award. Foreword by Dr. Pedro Noguera.

Peer Reviewed Journal Articles and Book Chapters

- (Under review) Kundu, A., Hunting, R. (Anticipated 2024). “Everyday Educational Leadership: The Sociology of Leading Equity-Oriented Change in Disruptive Times.”
- (Under review) Kundu, A., McLeod, S., Piedrahita-Guzmán, Y*. (2024). “From ‘Punks’ at School to ‘Superstars’ at Work: Social Capital and Asset-Based Perspectives of Students in High School Internships”.
- **Kundu, A.**, Liu, Y., & Ahn, J. (2023). “I Got it from my Mama:” The influence of working-class parents on young people’s cultural capital for success in school and work. *Equity in Education & Society*.
- **Kundu, A.**, Perez, M.*, Elliott, C.** (2022). “The Unique Agency of Parenting-Strivers: An Anti-Deficit, Asset-Based Exploration of Black and Latinx Students with Children.” *Journal of Education for Students Placed at Risk*.

- Book Chapter: **Kundu, A.,** Kelly, J. (2022). “Striving Despite Disruption: Young People’s Occupational Identity and Economic Opportunity in New York City During COVID-19.” *Regional Economic Systems During COVID-19: Actionable Insights for Equitable and Resilient Recovery*. New Horizons in Regional Sciences.
- **Kundu, A.,** Elcott, D., Foldy, E., Winer, A*. (2020). “Perseverance Despite the Perception of Threat: Marginalization in Higher Education: Students’ High Grit in Grad School and Implications for Equity, Diversity, and Inclusion.” *Journal for the Study of Postsecondary and Tertiary Education*. 5(2020). 124-144.
- **Kundu, A.** (2019). Understanding College “Burnout” from a Social Perspective: Reigniting the Agency of Low-Income Racial Minority Strivers. Springer Nature. *The Urban Review*. 51. 677-698.
- Book Chapter: **Kundu, A.** (2019). “Agency and Grit: Considerations for Low-Income Black Males to Achieve Greatness.” *Michigan State University Press*. 6th Edition.
- **Kundu, A.** (2017). “Grit and Agency: A Framework for Helping Students in Poverty to Achieve Greatness.” *National Youth-at-Risk Journal*. 2(2). 69-80.
- **Kundu, A.** (2016). “Growing Roses in Concrete: A Perspective on How Agency and Grit can Foster the Success of All Students.” *The Journal of School & Society*. 3(2). 18-31.
- **Kundu, A.** (2014). BACKTALK: Grit, overemphasized; agency, overlooked. *Phi Delta Kappan*, 96(1), 80-80.

* = Denotes a graduate student who was mentored on and collaborated with for the publication

** = Denotes an undergraduate student who was mentored on and collaborated with for the publication

Non-Peer-Reviewed, Practitioner and Community Service Publications

- **Kundu, A.** (2023). “3 Ways to Harness the Hidden Curriculum.” Educational Leadership. ASCD Blog.
- **Kundu, A.,** O’Brien, C**. (2022). “Let’s Have a Conversation about Cultural Capital.” The Journal of School & Society. 8(2). 67-72.
- **Kundu, A.** (2020). “Making Distance Learning Vibrant: Student Agency is Key.” *Education Week*. Ask a Psychologist Column.
- **Kundu, A.** (2019). “Personalized Learning, Student Agency, and the Stakes of Education.” 2(3). Feature Article, June. *Bridges to Learning*. University of Pittsburgh, Institute for Learning.
- **Kundu, A.** (2018). “Fighting the Normalization of Failure,” *Educational Leadership*. 75(6). 34-38.
- **Kundu, A.** (2016). “Review of Closing the Education Achievement Gaps for African American Males.” *Teachers College Record*. 181-184.
- **Kundu, A.** (2014). “Regaining Collective Responsibility for Students to Succeed.” *NY ASCD*.
- **Kundu, A.,** & Noguera, P. (2014). Why America's infatuation with “grit” can't solve our educational dilemmas. *Virginia Policy Review*. 11. 49-53.
- **Kundu, A.** (2014). “Digital Programming: Outlets for Youth Expression.” *Prevention Tactics*. 1-8.

- Contributing author: *Learning Labs, Findings from Cohort 1 & 2*. Internal document for MacArthur Foundation and Institute of Museum and Library Services (IMLS). January, 2013, 2014.

Popular Press Publications and Interviews

- 2023 Feature, *USA Today*: Rethinking American Education: Shedding the Factory Model for a More Holistic Approach: <https://www.usatoday.com/story/special/contributor-content/2023/10/17/rethinking-american-education-shedding-the-factory-model-for-a-holistic-approach/71216950007/>
- **Kundu, A.** (2023). “Florida Schools Should Use the Hidden Curriculum to Help All Students Achieve.” *The Miami Herald*. (Article also published on AOL.com and Yahoo.com)
- **Kundu, A.** (2023). “Culture Wars Distract Youth from Realities of the Future.” *The Miami Herald*.
- 2022 Interview, *Educational Leadership Magazine*: Anindya Kundu on the Difference Between Agency and Grit (and Why it Matters): <https://www.ascd.org/el/articles/anindya-kundu-on-the-difference-between-grit-and-agency-and-why-it-matters>
- **Kundu, A; Noguera, P.** (2022). “DeSantis Invites Untrained First Responders to be Teachers.” *The Miami Herald*.
- **Kundu, A.** (2022). “I Urge the Beleaguered Florida Educators to Stay in Their Students’ Corner.” *The Miami Herald*.
- 2022 Interview, NPR, WLRN: “Rejected Math Textbooks”: <https://www.wlrn.org/podcast/sundial/2022-05-03/democratic-sen-gary-farmer-floridas-rejected-math-textbooks-islandia-journal>
- 2021 Interview, NPR, WLRN: “Closing gaps in education”: <https://www.wlrn.org/2022-01-05/closing-gaps-in-education-and-whats-to-come-during-the-legislative-session>
- 2021: “His TED Talk was the 5th most viewed in 2020 – and now he teaches at FIU”. Article on FIU News. <https://news.fiu.edu/2021/he-views-public-education-as-the-greatest-investment-in-americas-future>
- Noguera, P. & **Kundu, A.** (2016). “Why Students Need More than Grit.” *MSNBC.com*.
- “Leading with Conviction: Empowering the Formerly Incarcerated to Strengthen Democracy, Inside-Out.” *Huffington Post*.
- 2017 Feature, [NPR Education](#). Social and Emotional Skills: Everyone Loves Them But Still Can’t Define Them.
- **Kundu, A.** (2016). “The Case for Closing Rikers Island.” *Huffington Post*.
- **Kundu, A.** (2016). “What to Make of Steph Curry, the NBA’s Unanimous and Gritty MVP.” *Huffington Post*.
- **Kundu, A.** (2016). “Why We’re Not ‘Beyond Race. And Why Black Lives Matter.” *Huffington Post*.
- **Kundu, A.** (2015). “Inspiration in Insomnia: Resolving to Turn Dreams into Reality.” *Huffington Post*.
- **Kundu, A.** (2015). “Policing Schools and Dividing the Nation.” *Huffington Post, Politics Blog*.

- **Kundu, A.** (2015). “No Student should have to be ‘White Enough’ to Succeed.” *Huffington Post*.
- **Kundu, A.** (2015). “Feeding Kids and Expanding Opportunity.” *Phi Delta Kappan Blog*.
- **Kundu, A.** (2014). “American schools: Still separate, still unequal.” *Phi Delta Kappan Blog*.
- **Kundu, A.** and Noguera, P. (2013). “Executing Schools and Killing Opportunity.” *Kappan Blog*.

Research Funding, Fellowships, Awards

- 2024: Applied for the National Academy of Education Sciences/Spencer Foundation Postdoctoral Fellowship grant competition for \$75,000.
- 2023: Applied for the Spencer Foundation Small Grants on Education competition for \$50,000.
- 2021: (Not funded) Applied for the Spencer Foundation Small Grants on Education competition for \$50,000.
- 2020: (*Non-Academic Institution, With Research Team*) Renewal of J.P Morgan Chase Philanthropy, Operational Grant: **\$250,000**. Lead researcher on team, Labor Market Information Service (LMIS) at CUNY Graduate Center. Lead researcher and first author for renewed scope of work: “Understanding the Occupational Identity of Young Adults in a Changing Global Context through Student Voice.”
- 2020: (*Non-Academic Institution, With Research Team*) New York City, Department of Education, Office of Postsecondary Readiness Grant: **\$55,000**. Lead researcher on team Labor Market Information Service (LMIS) at CUNY Graduate Center. Funding for two research projects on Career and Technical Education (CTE) apprenticeship programs and college to career pathways of high school students.
- 2019: (*Non-Academic Institution, With Research Team*) Institute for Career Development (ICD): **\$12,000**. Secured for CUNY LMIS. Small grant to assist on research project regarding Individuals with Disabilities (IWDs) and improving their access into the tech workforce.

Fellowships/Honors/Awards:

- Member of the New York City Department of Education’s Citywide Advisory Counsel for Career and Technical Education (CTE). 2020-2021.
- 2017 & 2019: TED Resident. Highly selective residency program culminating in two, globally featured TED Talks, each with 1+ Million views.
- 2019: NYU University Research Challenge Fund Awardee: **\$10,000**. Funding received for large scale quantitative research on effects of graduate student identities of marginalization on grit and perseverance.
- 2019: NYU Equity, Diversity, and Inclusion Research Funds: **\$2,000**.
- 2018: NYU “Faculty First Look” Scholar. National cohort of doctoral students.
- 2017: Interviewed by NPR about agency and non-cognitive traits: <http://n.pr/2vBKXlr>.
- 2017: Outstanding Doctoral Student Teaching Award: **\$1,500** (2017); Doctoral Student Travel Fund: **\$1,000**; Adjunct Professional Development Fund: **\$1,000**.
- 2017: NYU Steinhardt. Outstanding Doctoral Student Teaching Award.
- 2017: Cited in Angela Duckworth’s New York Times Bestseller, *GRIT*. 2nd edition, paperback.
- 2016: Adjunct Instructor Professional Development Fund: **\$1,000**.
- 2016: Selected participant for NYU’s 12th-Annual, Martin Luther King Oratorical Contest.
- 2016: Interviewed in JSTOR Daily: <http://daily.jstor.org/students-dont-just-need-grit-they-need-agency>.
- 2012-2014: McArthur Doctoral Student Fellowship: **\$26,000**.

Teaching Experience

2017 Recipient of NYU Steinhardt School’s “Outstanding Doctoral Student Teaching Award.”

- 2023-2024 Academic Year. FIU. Graduate Level Course. *Doctoral Seminar. Theories on Educational Administration.*
- 2023-2024 Academic Year. FIU. Graduate Level Course. *Doctoral Seminar (Ed.D. in Educational Leadership).*
- 2023-2024 Academic Year. FIU. Graduate Level Course. *Introduction to Educational Leadership.*
- 2022-2023 Academic Year. FIU. Graduate Level Course. *Education Policy.*
- 2022-2023 Academic Year. FIU. Graduate Level Course. *Introduction to Educational Leadership.*
- 2021-2022 Academic Year. FIU. Graduate Level Course: *Introduction to Educational Leadership.*
- 2021-2022 Academic Year. FIU. Graduate Level Course: *Social, Historical, Philosophical Foundations of Education.*
- 2018: NYU. Undergraduate Course: *Education as a Social Institution.*
- 2014 – 2016: NYU. Undergraduate Course: *American Dilemmas: Race, Inequality, and the Unfulfilled Promise of Public Education.*
- 2016: NYU. Graduate Level Course: *Social and Cultural Reproduction: Research on Urban and Minority Youth.*
- Thesis advisor to NYU Gallatin School Master's student.
- Teaching Artist at The Moth. Led high-school residencies for eventual Story-Slam Event Fall 2017-2018.
- 2015: Teaching Assistant for Professor Pedro Noguera, NYU. Graduate Level Course: *Social and Cultural Reproduction: Research on Urban and Minority Youth.*
- 2013: Teaching Assistant for Pedro Noguera, NYU. Undergraduate Course: *American Dilemmas: Race, Inequality, and the Unfulfilled Promise of Public Education.*

Academic Presentations

- 2024: Student Affairs Conference. Hosted by New York University. Presentation: *Everyday Educational Leadership: How Leaders Create Inclusive Environments for Students.*
- 2024: American Educational Research Association (AERA), Sociology of Education SIG. National Conference. Paper Presentation: *How Administrators Equitably Distribute Capital Among Students by Understanding their Power.*
- 2023: American Educational Studies Association (AESA), National Conference. Paper Presentation: *Educational Leadership: An Anthology of Change-Making in Disruptive Times.*
- 2023: University of Virginia (UVA) Educational Rights Initiative (ERI). Panelist on Opportunity Gaps with senior-level national sociologists, including Dr. Prudence Carter (Brown) and Sean Reardon (Stanford).
- 2022: American Association of Colleges & Universities (AAC&U), Diversity Equity and Student Success Conference. Virtual Roundtable. Presented working paper: *“Got it From My Mama: Low-Income Parental Contribution on Student Work Ethic and Academic Orientation.”* March 17-19, 2022.
- 2020: American Sociological Association (ASA), National Conference, Virtual Roundtable. Racial and Ethnic Dominance Session. Presented now published paper: *“Perseverance Despite the Perception of Threat: Marginalization in Higher Education: Marginalized Students’ High Grit in Grad School.”*
- 2019: American Sociological Association (ASA), National Conference, New York City. Family Session. *“Successful Young Families: Bi-Generational Agency of Students and Hopes for their Children.”*
- 2019: American Sociological Association (ASA), National Conference, Sociology of Education Section. *“College ‘Burnout’ from a Social Perspective: Reigniting the Agency of Low-Income Racial Minority Strivers Towards Achievement.”*
- 2018: American Education Research Association (AERA), National Annual Meeting. *Division J*, Paper Presentation: *“Correcting ‘Burnout’ Experienced by Low-Income Students of Color who Succeed.”*
- 2018: Sociology of Education Association (SEA), Annual Conference. Paper Presentation: *“Decreasing the ‘Burnout’ Phenomenon in Low-Income College Students of Color.”*
- 2017: AERA, National Annual Meeting. Presented now-published paper, *“Grit and Agency: A Framework for Helping Students in Poverty to Achieve Greatness.”* San Antonio, TX.
- 2015: University of Pennsylvania, Character Lab. *“Examining the Agency of Disadvantaged Students: How Young Adults Navigate Obstacles.”* Philadelphia, PA.

- 2014: American Libraries Association (ALA) Mid-Winter Conference. “A Digital Frontier: America’s Learning Labs and YouMedia Sites.” Presented initial findings from first 18 months of on-site research and interviews. With Dr. Richard Arum. Philadelphia, PA.
- 2013: National Learning Labs Convening. “Lessons Learned from Cohort 1: Challenges and Advice.” Presentation given to national audience of Learning Lab Grantees. Pittsburgh, PA.

Invited Talks, Keynotes, and Academic Presentations to Broader Communities

- 2022: Florida Virtual Schools. Staff Annual Training. Keynote Speaker. Orlando.
- 2022: Indiana Youth Institute. College and Career Conference. Keynote Speaker. June 4. Indianapolis
- 2022: The Meadows School. Faculty In-Service Day. Keynote Speaker. March 15. Las Vegas
- 2021: University of Texas Permian Basin. Keynote Speaker. Employee Development Day. “Fostering Student Agency: What you can do to create a culture of competency and awareness.” Virtual.
- 2021: City of Learning. Invited Speaker. National Webinar. Presented now published research, “The Power of Student Agency: Opportunities to Close the Gap.” Virtual.
- 2021: Advancement Via Individual Determinism (AVID). Keynote Speaker. National Webinar. AVIDcon2020. Chicago. Virtual
- 2020: TED Talk, “The Opportunity Gap in US Public Education – And How to Close It.” 2.5M+ Views. TED Conference in New York, NY. Top 5 talk of 2020 after Bill Gates and Van Jones.
- 2020: Kappa Delta Pi (KDP). National Webinar. Presented now-published research, “The Pillars of Student Agency.” Virtual.
- 2020: Corwin Press. Invited Panelist. National Webinar. “Breakthrough Leadership: The First 100 Days of School Reentry.” Virtual.
- 2020: Aurora Institute. Invited Speaker. National Webinar. “The Power of Student Agency.” Virtual.
- 2020: UnlockEd. Keynote Speaker. National Webinar. Presented now-published research, “Establishing Expectations for Equity and Achievement for Males of Color in College.”
- 2020: LEAP Innovations. Keynote Speaker. Annual Conference. Chicago, IL. Presented now-published research, “Student Agency in Disruptive Times: Pillars for Equity in and out of the Classroom.”
- 2020: Texas Association of School Boards. Keynote Speaker. National Conference. “Student Voice: Prioritizing Agency as a Factor for Success.”
- 2020: NYC Department of Education and United Federation of Teachers (Union). Keynote Speaker. “Career and Technical Education Impact on Achievement” Conference.
- 2018: Annual Sinclair Community College Board Symposium. Keynote Speaker. “The Conditions for Student Success and Agency.” Dayton, OH.
- 2017: TED Talk, “The Boost Students Need to Overcome Obstacles.” Published on TED.com. September 2017. TED Conference in New York, NY. 3 Million Views.
- 2017: University of Pittsburgh, Institute for Learning. Keynote Speaker. *Designing for Difference Conference*. Presented now-published research, “Growing Roses in Concrete: How Agency and Grit can Foster Success for Students.” Pittsburgh, PA.

Service and professional engagement with field

2023 – 2024:

- Served as the Program Director of the Educational Leadership Master’s Online Program at FIU.

2023 – 2024:

- FIU, Educational Policy Studies Scholarship Committee. Handed out monetary awards to doctoral students for exceptional work.

2023 – 2024:

- Attended Florida Association of Professors of Educational Leadership (FAPEL) Annual Convening

2022 – 2023:

- Attended Florida Association of Professors of Educational Leadership (FAPEL) Annual Convening
- Reviewed Education Doctorate (Ed.D) applications and interviewed prospective students, selecting 10 admittees for 2023-2024 doctoral cohort

2021 – 2022:

- Served on a successful faculty search committee for the Educational Leadership program at FIU College of Arts, Sciences, and Education

Other Relevant Professional Experience

Referee for Journals (multiple other reviews contributed, not included here):

- “Regenerative Organizations: Agency for Students Through Future-Oriented Schemas”. *Sociological Perspectives*. July 2022.
- “The Effect of Grit on Career Adaptability of Chinese College Students Based on the Self-Regulatory Processes,” *Frontiers in Psychology*. December 2021
- “Being a Meaningful Presence in the World: Applying Successful Agentic Practices
- Among Youth in Distress.” *Youth & Society*.
- “The Sociology of Grit: Grit and its Potential Role in Stratification.” *Sociology Compass*.
- “Bringing Grit into a Sociological Discussion: A Cross-Cultural Examination of Status, Control, and Grit.” *Social Currents*.
- “Help-Seeking Behaviors as Cultural Capital: Cultural Guides in the Transition from High School to College among Low-Income, First-Gen Students.” *Social Problems*.

New York University, Institute of Human Development and Social Change

New York, NY

Doctoral Researcher for Dr. Richard Arum

October 2012 to June 2014

- Team Lead for National Learning Labs. Liaison between NYU team and the MacArthur Foundation.
- Evaluated 30 afterschool programs in libraries across U.S; conducted 80 interviews of educators.

New York City, Department of Education

New York, NY

Academics Consultant

January 2012 to July 2012

- Helped create citywide manual for Common Core implementation (networks, schools, families).
- Organized citywide Chancellor’s Principals Conference in June 2012 with approximately 1,500 attendees.

University of Chicago Crime Lab & Northwestern Institute for Policy Research

Chicago, IL

Research Associate for Professors Jens Ludwig and Jon Guryan

July 2010 to July 2011

- Oversaw admission of ~4,000 youth at Cook County Juvenile Temporary Detention Center (JTDC).
- Cleaned datasets for study involving cost-effectiveness of cognitive behavioral training implementation.