

Shannon R. Waite, Ed.D. is an assistant professor in the Department of Educational Leadership and Policy Studies at Howard University's School of Education. With over 20 years of experience as an educator, Dr. Waite's research focuses on diversity recruitment and pipeline programs, anti-racism and culturally responsive school leadership, fostering critical consciousness in educational leaders, and exploring the intersections of hyper-segregation and the school-to-prison pipeline.

An award-winning scholar, Waite received the prestigious 2024 University Council of Education Administration's Paula Silver Case Award for her teaching case study, "Are Educational Leaders of Color Truly Able to Lead for Equity? Maintaining the Status Quo or Disrupting Unequitable Systems?"

Currently, she serves as the principal investigator for her department's partnership with the District of Columbia Public Schools (DCPS) Equity-Centered Pipeline Initiative (ECPI), funded by The Wallace Foundation. Waite's leadership extends beyond academia. She is a former Mayoral appointee to the New York City Department of Education's Panel for Educational Policy (PEP) and a former Trustee of the Board of Education Retirement Systems (BERS).