

Andrew Stephen Pennock

Frank Batten School of Leadership
& Public Policy, University of Virginia
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PROFESSIONAL EXPERIENCE

Frank Batten School of Leadership & Public Policy, University of Virginia (2015 – Present)

Associate Professor of Public Policy: Offering courses in leadership, policy analysis, and Virginia politics and policy.

Faculty Director of the MPP Orientation Program; Center for Effective Lawmaking Affiliate

Assistant Professor of Public Policy (2015 – 2021)

Taubman Center for Public Policy, Brown University (2012 – 2015)

Director of Graduate Studies

Director of Applied Social, Economic, & Regulatory Analysis (ASERA) Group

ASERA partnered with government institutions, non-profit organizations, and other entities to provide technical expertise, policy analysis, and program evaluation.

Lecturer of Public Policy: Teaching & advising in the MPA, MPP, & undergraduate programs.

Political Science Department, Furman University (2011 – 2012)

Visiting Assistant Professor

Fiscal Research Division, North Carolina General Assembly (2007 – 2009)

Fiscal Analyst: Non-partisan committee staff providing budgetary & policy analysis for members by analyzing legislative and executive branch environmental & economic development proposals.

Policy Navigation Group, Fairfax, VA (2006 – 2007)

Senior Researcher: Prepared economic analyses of regulatory changes proposed by the United States Centers for Disease Control (CDC).

EDUCATION

University of North Carolina, Chapel Hill, NC (Jan. 2009 – May 2011)
Ph.D. in Political Science.

University of North Carolina, Chapel Hill, NC (May 2007)
M.A. in Political Science. Minor in Public Policy.

Clemson University, Clemson, SC (May 2000)
B.A. with Honors in Political Science and Mathematics.

AWARDS

Teaching

2025 All University Teaching Award

Awarded by the University of Virginia for excellence in teaching.

2023-2024 Batten School Excellence in Teaching Award

Awarded by the Batten School of Leadership and Public Policy for outstanding teaching.

2023-2024 Fulbright Scholar Award

Awarded by the U.S. Department of State and the Fulbright Foreign Scholarship Board to teach at the IEDC Bled School of Management in Slovenia.

2013-2014 Teaching with Technology Award

University-wide teaching award sponsored by the Dean of the College, the Sheridan Center Teaching and Learning, and CIS Academic Technology at Brown University.

2010 Tanner Teaching Assistant Award for Excellence in Undergraduate Teaching

The University of North Carolina's highest award for undergraduate teaching. Awarded by the Chancellor for excellence in undergraduate instruction.

2010 Student Undergraduate Teaching and Staff Award (SUTSA)

University-wide award given by the student body for excellence in undergraduate teaching, creating a dynamic intellectual environment, and positively affecting a broad range of students both inside and outside the classroom at the University of North Carolina.

2006 John Patrick Hagen Award

Best graduate student instructor with full course responsibilities in the Political Science Department at the University of North Carolina.

Scholarship

2019 Textbook Excellence Award from the Textbook and Academic Authors Association (TAA)

For *The CQ Press Guide to Writing in Public Policy*. Recognizes excellence in current textbooks and learning materials as judged by other textbook authors.

2013 Best Global Political Economy Writing Selection in Foreign Policy

For "Global Financial Markets, Crises, and Power: A Complex Networks Approach" with Thomas Oatley, William K. Winecoff, and Sarah Bauerle Danzman.

Engagement

2019 Parent Cooperative Preschools International: Outstanding Achievement Award

Awarded for advocacy work helping to pass Virginia House Bill 2258 which protected access to affordable, high-quality, co-op preschool for more than 30 communities across Virginia.

2018 Batten School Nominee for Excellence in Public Service Award

Provost's award for work undertaken together with students that demonstrates the greatest positive impact on a particular community.

Service

2020-2021 Batten School Service Award Winner

Awarded by the Batten School for outstanding service to the School & the University of Virginia.

Internal Awards and Fellowships

2019 Sustainability Course Development Fellowship

Competitive award from the University of Virginia's Committee on Sustainability to redesign *Virginia Politics and Policy* to focus on sustainability issues in Virginia.

2018-2019 Scholarship of Teaching and Learning (SoTL) Scholar

Competitive award from the University of Virginia's Center for Teaching Excellence (CTE) to conduct teaching and learning research.

2013 Curriculum Development Award

Competitive award for course development from the Dean of the College at Brown University.

2013 Faculty Development Award

Competitive award from the Dean of the Faculty at Brown University.

2012-2013 Junior Faculty Teaching Fellowship

Yearlong competitive fellowship focused on professional development for junior faculty.
Awarded by the Sheridan Center for Teaching and Learning at Brown University.

PUBLICATIONS

- Pennock, Andrew. (2023). *The CQ Press Guide to Writing in Public Policy, 2nd Edition*. Washington, D.C.: CQ Press.
- Pennock, Andrew with Timothy O'Brien (2023). "When Students Are the Case Protagonists: The Value of Using Cases Based on Your Students' Lived Experience." *Inspiring Minds*. Cambridge, MA. Harvard Business School Press.
- Pennock, Andrew. (2020) "Open Inquiry Course Design in the Public Policy Classroom." *PS: Political Science and Politics*. Volume 53, Issue 04.
- Pennock, Andrew. (2018) *The CQ Press Guide to Writing in Public Policy*. Washington, D.C.: CQ Press.
- Pennock, Andrew with Valerie Cooley. (2015) "Teaching Policy Analysis Through Animated Films." *PS: Political Science and Politics*. Volume 48, Issue 04.
- Pennock, Andrew. (2014) "The Politics of Domestic Labor Mobility: Specific Factors, Landowners, and Education." *Politics and Economics*. Volume 26, Issue 01, pp. 38-55.
- Pennock, Andrew with Thomas Oatley, Sarah Bauerle Danzman, and William K. Winecoff. (2013) "Global Financial Markets, Crises, and Power: A Complex Networks Approach." *Perspectives on Politics*. Volume 11, Issue 01, pp. 133-153.
- Pennock, Andrew. (2011) "The Case for Using Policy Writing in Undergraduate Political Science Classes." *PS: Political Science and Politics*, Volume 44, Issue 01, pp. 141-146.
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POPULAR PRESS PUBLICATIONS

- Pennock, Andrew. "Op-Ed: Protecting the Gift of Cooperative Preschools" *Richmond Times-Dispatch*. January 21, 2019.
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EXECUTIVE EDUCATION

- Partnership for Leadership in Education*. Darden School of Business, University of Virginia. Oklahoma City, OK. January 2026. Working with five large school districts to generate resilient implementation plans for data driven change initiatives.
- Mobilizing Change in Complex Systems*. PowerUp: Shaping the Future of Energy Leadership. Charlottesville, VA. 2026
- Visiting Student Leadership Program*. University of Virginia Medical Center. Charlottesville, VA. July-August 2025. Building leadership capacity with medical students from across the country.
- Partnership for Leadership in Education*. Darden School of Business, University of Virginia. Oklahoma City, OK. June & July 2025. Designed and delivered leadership development programing equipping participants to use public narratives to drive change initiatives in the public sector.
- Partnership for Leadership in Education*. Darden School of Business, University of Virginia. Oklahoma City, OK. January 2025. Working with five large school districts to generate resilient implementation plans for data driven change initiatives.

Mobilizing Change in Complex Systems Course in the *Leadership in a Democratic Society* program. Federal Executive Institute, Office of Personal Management. Charlottesville, VA. October 2024. Four-day engagement with 18 executives from across the federal government to increase their ability to lead change in federal agencies.

Systems Change Workshop. Federal Executive Institute, Office of Personal Management. Charlottesville, VA. October 2024. Change management workshop for 18 executives from across the federal government.

Mobilizing Change in Complex Systems Course in the *Leadership in a Democratic Society* program. Federal Executive Institute, Office of Personal Management. Charlottesville, VA. September 2024. Four-day engagement with 22 executives from across the federal government to increase their ability to lead change in federal agencies.

Systems Change Workshop. Federal Executive Institute, Office of Personal Management. Charlottesville, VA. September 2024. Change management for 27 executives from across the federal government.

Mayoral Leadership Academy. Carl Vinson Institute of Government, University of Georgia. Athens, GA. August 2024. Two-day engagement with 60 Georgia mayors to increase their effectiveness as legislative leaders.

Underrepresented in Medicine (URiM) Leadership Program. University of Virginia Medical Center. Charlottesville, VA. July-October 2024. Building leadership capacity with four cohorts of URiM medical students from across the country.

WeLead: EU Scheme for Young Professionals in the Western Balkans. Center for Excellence in Finance. Ljubljana, Slovenia. July 2024. EU funded leadership training for 70 government officials from Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, and Serbia working towards EU integration.

Georgia Legislative Leadership Institute. Carl Vinson Institute of Government, University of Georgia. Athens, GA. August 2023. Two-day engagement with 24 Georgia state legislators (12 R's and 12 D's) to increase their effectiveness as legislative leaders.

Underrepresented in Medicine (URiM) Leadership Program. University of Virginia Medical Center. Charlottesville, VA. July-October 2023. Building leadership capacity with four cohorts of URiM medical students from across the country.

Partnership for Leadership in Education. Darden School of Business, University of Virginia. Oklahoma City, OK. January 2023. Working with four large school districts to generate resilient implementation plans for data driven change initiatives.

Rodel Fellows. Aspen Institute, Aspen, CO. November 2022. Working with 20 elected officials (e.g. US Senator, Lt. Governors, Mayors, State Delegates, etc) from across the US to build leadership capacity across partisan boundaries with 10 Republicans and 10 Democrats participants.

Underrepresented in Medicine (URiM) Leadership Program. University of Virginia Medical Center. Charlottesville, VA. July-October 2022. Building leadership capacity with four cohorts of URiM medical students from across the country.

University of Virginia Foundation. Advancement Operations, University of Virginia. Charlottesville, VA. March 2022. Equipping leadership team for major change initiative.

University of Virginia Foundation. Senior Leadership Team, University of Virginia. Charlottesville, VA. December 2021. *Immunity to Change*.

BattenX: Finding Common Ground. UVA Darden Sands Family Grounds, Arlington VA. October 2019. Batten School's first Executive Education offering.

School of Engineering and Applied Science (SEAS) Leadership Series at the University of Virginia. Charlottesville, VA. September 2019. *Immunity to Change*.

Asia Foundation's Young Diplomats Program. Charlottesville, VA. June 2019. Building influence and persuasion skills for diplomats from across Asia.

Institute for Environmental Negotiation (IEN). University of Virginia. Charlottesville, VA. January 2019.

Charlottesville Renewable Energy Alliance (CvilleREA) Leadership Development Series. Charlottesville, VA. August 2018.

SELECTED REPORTS & CONSULTING

- Generative AI in Teaching and Learning Task Force Report*, Charlottesville, VA (2023)
Co-chair of task force that engaged with approximately 300 faculty across six town halls and gathered survey responses from 504 students and 181 faculty. Report generated action items and long term plan for the university to respond to the challenges and opportunities of AI at UVA.
- Fifth District Democratic Forum*, Charlottesville, VA (2020)
Co-led creation, execution and moderation of final forum for the 2020 primary election in Virginia. Worked with the four Democratic campaigns to create a debate focused on leadership and policy issues.
- Virginia Cooperative Preschool Council*, Richmond, VA (2018-2019)
Developed & co-led advocacy campaign resulting in the passage of HB 2258. Wrote multiple issue briefs, conducted data analyses, testified in state board meetings & the General Assembly, & had conversations with more than 20 legislative offices, the Governor's Office & multiple agency personnel. Created & coordinated media campaign with stories placed around Virginia including the Washington Post & Daily Progress, wrote and placed op-ed in Richmond Times Dispatch, built interest group coalition, & mobilized stakeholders for letter writing & phone campaign.
- Kennedy School of Government Executive Education Program*, Cambridge MA (2018)
Co-led a series of three workshops for educators from across the world as a part of the week-long masterclass, *The Art and Practice of Leadership Development*, which brought 60 leadership educators, trainers and consultants from 20 countries to the Harvard Kennedy School to improve their leadership pedagogy and practice.
- Gubernatorial Transition Support Package*, Charlottesville, VA (2017)
Co-led creation and execution of gubernatorial transition support package for the 2017 election in Virginia. Worked with the Republican and Democratic campaigns and the current administration to create and deliver transition guidance documents and a briefing book of key policy issues to facilitate the transition process.
- Gubernatorial Debate*, Wise, VA (2017)
Co-led creation and execution the third and final gubernatorial debate for the 2017 election in Virginia. Worked with the Republican and Democratic campaigns and UVA-Wise to create a debate focused on rural and statewide issues in the Commonwealth.
- Governor's Cabinet Retreat*, Charlottesville, VA (2017)
Co-led retreat for Governor, Cabinet, and key staff looking forward to the last year of Governor McAuliffe's term.
- Bristol-Warren Regional School District*, Bristol, RI (2015)
Analysis of revenues and expenditures for the Joint School Board President and District Superintendent.

- Serve Rhode Island*, Providence, RI (2014 & 2015)
Trained organizations applying for federal AmeriCorps grants and consulted on their federal grant applications including proposal logic models, budgets and performance measures.
- Joint Municipal Shared Services Study Commission*, Rhode Island General Assembly (2013-2014)
Report and recommendations to Commission for 911 service provision and upgrades in Rhode Island with Dr. Erik Godwin and a team of undergraduate and graduate students.

PROFESSIONAL DEVELOPMENT COURSEWORK

- Group Immunity to Change Facilitator's Workshop* (2022)
With Deborah Helsing of the Harvard Graduate School of Education.
- Teaching Race at UVA Faculty Development Seminar* (2019)
The Provost's Office, University of Virginia.
- Leadership in Academic Matters (LAM)* (2019)
The Provost's Office, University of Virginia.
- Sex and Power Workshop: Leadership across Lines* (2018)
The John F. Kennedy School of Government, Harvard University.
- Scholarship of Teaching and Learning Cohort* (2018-2019)
Center for Teaching Excellence at the University of Virginia.
- Immunity to Change Facilitator's Workshop* (2018)
With Bob Kegan, Lisa Lahey, and Deborah Helsing of the Harvard Graduate School of Education.
- The Art and Practice of Leadership Development* (2017)
The John F. Kennedy School of Government Executive Education Program, Harvard University.
- Course Design Institute* (2016, 2018)
Center for Teaching Excellence at the University of Virginia.
- Junior Faculty Teaching Fellows Program* (2012-2013)
Sheridan Center for Teaching and Learning at Brown University.

INVITED PRESENTATIONS

- Race and the Future of Virginia Under a New Governor*: A panel of experts exploring how a gubernatorial transition works and the issues that the new Virginia governor will confront related to race, including immigration, education and criminal justice.
- Leadership in Turbulent Times: A Conversation with Prof. Andrew Pennock and Dean Ian Solomon*. Batten School Foundation. Washington, DC. 2025.
- Teaching in the Current Moment*. Batten School Foundation Board. 2025.
- Cost-Benefit Analysis: How the United States Government Evaluates Environmental Policies*. School of Engineering and Management, University of Novo Gorica, Vipava, Slovenia. May 2024.
- Generative AI in Teaching and Learning*. Faculty of Management, University of Maribor, Slovenia. May 2024.
- Immunity to Change*. Young HR Professionals. IEDC-Bled School of Management, Bled, Slovenia. May 2024.
- Generative AI in Teaching and Learning*. Faculty of Management, University of Primorska, Koper, Slovenia. May 2024.

Federalism and Elections in the United States. Faculty of Law, Nova University, Ljubljana, Slovenia. April 2024.

Market Failures and Government Interventions: Defining and Identifying Public Goods to Improve the Social Good. Faculty of Economics, University of Novo Mesto, Slovenia. April 2024.

Generative AI in Teaching and Learning (plenary panelist). UVA School of Data Science's *Datapalooza*. November, 2023.

More Than the Score: Artificial Intelligence: Teaching & Learning at UVA in an AI World. Alumni Foundation, Charlottesville, VA. November 2023.

Policy Writing, State Government, and Public Policy. Community Psychology Program, University of Virginia. Charlottesville, VA. February 2023.

Navigating the Brave New World of Generative AI in Higher Education with Michael Palmer. University of Virginia. Charlottesville, VA. January 2023.

Faculty Success in the Classroom. New Faculty Orientation, Provost's Office, University of Virginia. Charlottesville, VA. August 2022.

Policy Writing, State Government, and Public Policy. School of Law, University of Virginia. Charlottesville, VA. October 2021.

Policy Writing, State Government, and Public Policy. School of Law, University of Virginia. Charlottesville, VA. September 2020.

Batten Expert Chat: Making COVID Policy with Early Career Batten Alumni. Batten School, University of Virginia. Charlottesville, VA. May 2020.

Teaching During a Pandemic. Center for Teaching Excellence, University of Virginia. Charlottesville, VA. April 2020.

Perspective Taking Workshop: Diagnosing and Understanding Problems and Perspectives. Leadership training for Women in Biomedical Sciences (WIMS). University of Virginia, October 2018.

Immunity to Change. Leadership training for Women in Biomedical Sciences (WIMS). University of Virginia, July 2018.

Exemplary Course Design Panel. Course Design Institute, Center for Teaching Excellence. University of Virginia, June 2018.

Exemplary Course Design Panel. Course Design Institute, Center for Teaching Excellence. University of Virginia, May 2018.

Learning Design Module, Sheridan Center for Teaching and Learning Graduate Student Certificate 1. Brown University, 2016.

Why Policy Matters. Q Commons, a community lecture series in Providence, RI. February 2015.

Best Practices of Syllabus Design. Sheridan Center for Teaching and Learning Certificate 1 Lecture Series. Brown University, October 2013 & 2014.

Distraction in the Classroom: Multitasking and Teaching. Sheridan Center for Teaching and Learning Roundtable Series. Brown University, October 2014.

Social Sciences: Using Technology Mindfully (Panel Participant). Instructional Technology Group and the Center for Computation and Visualization. Brown University, October 2014.

Toward A Systemic IPE: A Network Analysis of Global Financial Interdependence with Thomas Oatley, Sarah Bauerle Danzman, and William K. Winecoff. Presented at the International Relations Research Series. Chapel Hill, NC. February 2011.

Landowner Power and Educational Outcomes. Presented at the Center for Human Science. Chapel Hill, NC. December 2010.

Landowner Power and Educational Outcomes. Presented at the International Relations Research Series. Chapel Hill, NC. September 2010.

CONFERENCE PRESENTATIONS

Pennock, Andrew. *Open Inquiry in the Public Policy Classroom*. Presented at the Teaching Innovation Summit. Charlottesville, VA. May 2019.

Pennock, Andrew. *Making a Difference: Translating Research and Learning into Policy Solutions*. Presented at the NASPAA Fall Meeting. Atlanta, GA. October 2018.

Pennock, Andrew, with Valerie Cooley, Bernie Beaudreau, and Marisa Petreccia. *Building Non-Profit Capacity to Design and Implement Evidence-Based Policy: Lessons from a University-Community Partnership*. APPAM Fall Meeting in Miami, FL. November 2015.

Pennock, Andrew, with Valerie Cooley. *Teaching Policy Analysis through the Movies*. APPAM Spring Meeting in Washington, DC. April 2014.

Pennock, Andrew, with Thomas Oatley, Sarah Bauerle Danzman, and William K. Winecoff. *Global Financial Markets, Crises, and Power: A Complex Networks Approach*. American Political Science Association's Annual Meeting in Seattle, WA. September 2011.

Pennock, Andrew. *Explaining Income Inequality: Testing Competing Explanations with Land Inequality Data*. Midwest Political Science Association's Annual Meeting in Chicago, IL. April 2011.

Pennock, Andrew. *Landowners, Labor Mobility, and Education: The Conditional Influence of Land Inequality on Income Inequality via Education*. Midwest Political Science Association in Chicago, IL. April 2010.

Pennock, Andrew. *Endogenous Factor Mobility: How Agricultural Landowners Influence Labor Mobility via Education Policy*. Presented at the North Carolina Political Science Association's Annual Meeting. Durham, NC. February 2010.

Pennock, Andrew. *Ethnicity and Social Spending in the Developed and Developing Worlds*. Presented at the Midwest Political Science Association's Annual Meeting. Chicago, IL. April 2009.

Pennock, Andrew. *The Case for Using Policy Writing in Undergraduate Political Science Curricula*. Presented at the Teaching and Learning Conference of the American Political Science Association. Baltimore, Maryland. February 2009.

Pennock, Andrew. *War, Peace, and Transportation: Using Computational Modeling to Explore the Effect of Transportation Technology on War*. Presented at the Annual Meeting of the International Studies Association. San Francisco, CA. March 2008.

UNIVERSITY SERVICE

<i>Executive Council of the Faculty Senate</i> , University of Virginia	(2021 – Present)
<i>University-Wide AI Teaching and Learning Scoping Committee</i>	(2025)
<i>Generative AI and Teaching and Learning Taskforce (Co-Chair)</i> , Provost's Office, University of Virginia	(2023)
<i>Quality Enhancement Plan (QEP) Committee</i> , Provost's Office, University of Virginia	(2016 – 2022)
<i>COACHE Working Group</i>	(2020 – 2021)

Provost's Office, University of Virginia	
<i>Presidential Task Force on Teaching and Learning</i> , University of Virginia	(2019 – 2020)
President's Office, University of Virginia	

SCHOOL SERVICE

<i>Faculty Senate</i> , University of Virginia	(2018 – Present)
<i>Faculty Director of the MPP Orientation Program</i>	(2017 – Present)
<i>APP Coordinator</i>	(2019 – Present)
<i>Teaching Brownbag Co-Coordinator</i>	(2019 – Present)
<i>Academic Principles and Conduct Committee (co-chair)</i>	(2025)
<i>Batten School Space Committee</i>	(2025)
<i>Admissions Committee</i> , Batten School	(2021 – 2024)
<i>Promotion Committee (Chair)</i>	(2024)
<i>Reappointment Committee (Chair)</i>	(2024)
<i>Space Committee</i>	(2024)
<i>Promotion Committee (Co-Chair)</i>	(2023)
<i>Reappointment Committee (Chair)</i>	(2023)
<i>Curriculum Committee</i> , Batten School	(2016 – 2022)
<i>Online Education Committee</i> , Batten School	(2020 – 2021)
<i>APP Redesign Committee</i> , Batten School	(2018 – 2019)
<i>Engagement Committee</i> , Batten School	(2016 – 2018)
<i>Search Committee (Junior Political Science)</i> , Batten School	(2018)
<i>Search Committee for the Director of the Center for Simulation, Leadership and Gaming</i> , Batten School	(2015-2016)

PROFESSIONAL SERVICE

Reviewer for *PS: Political Science & Politics*.
Reviewer for *Teaching Public Administration*.
Reviewer for *International Studies Quarterly*.

UNIVERSITY TEACHING EXPERIENCE

Leadership in the Public Arena	(2015-17, 2019-25)
Applied Policy Project (MPP Capstone)	(2017-2025)
Virginia Politics and Policy	(2017-18, 2020-2026)
Politics of Public Policy	(2018)
Virginia Gubernatorial Transitions Policy Clinic	(2017)
Research Methods and Data Analysis	(2015, 2016)
Political and Moral Contexts of Public Policy	(2016, 2017, 2018)
Policy Analysis & Program Evaluation	(2013, 2015)
Benefit Cost Analysis	(2013, 2015)
Graduate Statistics	(2012, 2013, 2014)
Comparative Public Policy	(2012, 2013, 2014)
International Political Economy	(2012)
Political Science Research Methods	(2011)
Introduction to International Relations	(2005, 2009, 2010)
Introduction to World Politics	(2011, 2012)
Introduction to European Politics	(2010, 2011)