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Current Positions and Affiliations

University of Arkansas

Associate Director, Office for Education Policy, 2019-Present

Research Assistant Professor, Department of Education Reform, 2019-Present

Chief Data Officer, State of Arkansas, 2020-Present

Director, Equable Institute, New York, NY, 2018-Present

Board Chair and Audit Committee

Director, MDRC, New York, NY, 2013-Present

Investment Committee and Nominating Committee

Member, Arkansas Department of Education, Educator Preparation Program State Review Task Force, 2021-Present

Professional and Leadership Experience

Member, National Academies of Sciences, Engineering and Medicine, A Vision and Roadmap for Education Statistics ad hoc panel, 2020-2022

Member, Arkansas K-12 Computer Science Standards Review Committee, 2020

Director, EdBuild, Jersey City, NJ, 2015-2020

Senior Fellow, Manhattan Institute for Policy Research, 2015-2020

Laura and John Arnold Foundation

Executive Vice President, 2017-2018

Vice President, March 2011-2017

Chairman, Texas State Pension Review Board, Appointed by Governor Abbott, 2015-2019

Member, Urban Institute-Brookings Tax Policy Center Leadership Council, 2016-2018

Advisory Group Member, Exploring Collaborative Strategies for Clients, Feeding America, 2012

Member, Brookings Institution Advisory Panel on Public Pension Reform, 2013

Advisory Board Member, Houston Education Research Consortium, Rice University, 2011-2018

Adjunct Faculty, Jones Graduate School of Business, Rice University, 2011-2012

Research Associate, Department of Education Reform, University of Arkansas, 2009-2011

Research Assistant, Center for Business and Economic Research, Sam M. Walton College of Business, University of Arkansas, 2006-2007

Haas Hall Academy (public charter high school)

Headmaster, 2005-2006

Mathematics Instructor, 2004-2006

Education

Ph.D., Economics, University of Arkansas, 2011

M.S., Industrial Engineering, University of Arkansas, 2007

B.S., Industrial Engineering, University of Arkansas, 2003

Refereed Publications

Rethinking the Structure of Teacher Retirement Benefits: Analyzing the Preferences of Entering Teachers (with Marcus Winters), *Educational Evaluation and Policy Analysis*, 41(1), 63-78, March 2019.

Cross-Subsidization of Teacher Pension Costs: The Case of California (with Robert Costrell), *Education Finance and Policy*, 14(2), 327-354, March 2019.

How Pensions Contribute to the Premium Paid to Experienced Public School Teachers (with Marcus Winters), *Educational Researcher*, 46(5), 250-258, July 2017.

Growth Networks (with Raja Kali, Javier Reyes and Stuart Shirrell), *Journal of Development Economics*, 101, 216-227, March 2013.

When the Best is Mediocre (with Jay Greene), *Education Next*, 12(1), 35-40, Winter 2012.

Teacher Pension Incentives, Retirement Behavior, and Potential for Reform in Arkansas (with Robert Costrell), *Education Finance and Policy*, 5(4), 492-518, Fall 2010.

A Closer Look at Charter Schools and Segregation (with Gary Ritter, Nathan Jensen and Brian Kisida), *Education Next*, 10(3), 69-73, Summer 2010.

Quantifying the effect of transportation practices in military supply chains (with Manuel Rossetti and Scott Mason), *Journal of Defense Modeling and Simulation*, 2(2), 87-100, April 2005.

Simulating Transportation Practices in Multi-Indenture Multi-Echelon (MIME) Systems (with Manuel Rossetti and Scott Mason), *Proceedings of the 2004 Winter Simulation Conference*, R.G. Ingalls, M.D. Rossetti, J.S. Smith, and B.A. Peters, eds., Piscataway, New Jersey: Institute of Electrical and Electronics Engineers, 2004.

Working Papers

Changes in Teachers' Mobility and Attrition in Arkansas During the First Two Years of the COVID-19 Pandemic (with Andrew Camp and Gema Zamarro), EdWorkingPaper: 22-589.

Should I Stay or Should I Go Now? An Analysis of Pension Structure and Retirement Timing (with Dan Goldhaber, Cyrus Grout, and Kris Holden), EdWorkingPaper: 22-559.

Understanding how COVID-19 has Changed Teachers' Chances of Remaining in the Classroom (with Andrew Camp, Dillon Fuchsman, and Gema Zamarro), EdWorkingPaper: 22-542.

Teachers' Knowledge about and Preparedness for Retirement: Results from a Nationally Representative Teacher Survey (with Dillon Fuchsman and Gema Zamarro), EdWorkingPaper: 21-489.

The Value of College Athletics in the Labor Market: Results from a Resume Audit Field Experiment (with James Paul, Albert Cheng, and Jay Greene), EdWorkingPaper: 21-375. *Revisions requested at Journal of Sports Economics*

The Effect of School District Consolidation on Student Achievement: Evidence from Arkansas (with Jessica Goldstein and Jonathan Mills), EdWorkingPaper: 21-347. *Revisions requested at Education Evaluation and Policy Analysis*

Teachers' Willingness To Pay For Retirement Benefits: A National Stated Preferences Experiment (with Dillon Fuchsman and Gema Zamarro), EdWorkingPaper: 20-313. *Revisions requested at Economics of Education Review*

Did Spending Cuts During the Great Recession Really Cause Student Outcomes to Decline? (with Jessica Goldstein), EdWorkingPaper: 20-303.

Sins of the Past, Present, and Future: Alternative Pension Funding Policies (with Robert Costrell). EdWorkingPaper: 20-272.

Policy Briefs, Book Chapters, and Other Publications

Recent Research on Teacher Pension Funding, Benefits, and Policy Debates (with Robert Costrell). In Downes, T. A., & Killeen, K. M. (Eds.), *Recent Advancements in Education Finance and Policy*. Information Age Publishing. Forthcoming.

A Vision and Roadmap for Education Statistics (with ad hoc panel and NAS staff), National Academies of Sciences, Engineering, and Medicine Consensus Study Report, April 2022.

The State of Early Childhood Education & Pre-Kindergarten in Arkansas (with Sarah McKenzie), OEP Arkansas Education Reports, June 2022.

Addressing and Avoiding Severe Fiscal Stress in Public Pension Plans (with Andrew Biggs, Don Boyd, and Amy Monahan), Urban Institute Research Report, January 2022.

Charter School Funding Inequities: Rochester, New York (with Patrick Wolf and Larry Maloney), School Demonstration Project Report, January 2022.

Understanding how COVID-19 has Changed Teachers' Chances of Remaining in the Classroom (with Gema Zamarro, Andrew Camp, and Dillon Fuchsman), EDRE Research Brief, August 2021.

Computer Science Teacher Survey (with Sarah McKenzie), OEP Arkansas Education Reports, September 2020.

The Texas Pension Review Board: A Model for Nationwide Reform, Manhattan Institute, New York, NY, January 2020.

How to Avert a Public-Pension Crisis, National Affairs, Washington D.C., Summer 2019.

Garden State Crowd-Out: How New Jersey's Pension Crisis Threatens the State Budget (with Steven Malanga), Manhattan Institute, New York, NY, January 2018.

The Future of Effective Government: Use Evidence, Build Evidence, Repeat (with Erica Brown and Kathy Stack), in *What Matters: Investing in Results to Build Strong, Vibrant Communities*, Federal Reserve Bank of San Francisco, 2017.

The Never-Ending Hangover: How New York City's Pension Costs Threaten Its Future (with E.J. McMahon), *Report No. 41*, Manhattan Institute, New York, NY, June 2017.

A Pivotal Moment: Assessing Houston's Plan for Pension Reform (with Paulina Diaz Aguirre), Laura and John Arnold Foundation, Houston, TX, April 2017.

A Boomtown at Risk: Austin's Mounting Public Pension Debt (with Paulina Diaz Aguirre), Laura and John Arnold Foundation, Houston, TX, November 2016.

Feeling the Squeeze: Pension Costs Are Crowding Out Education Spending, *Report No. 22*, Manhattan Institute, New York, NY, October 2016.

The Dallas Public Pension Crisis: A Warning for Cities Across Texas (with Paulina Diaz Aguirre), Laura and John Arnold Foundation, Houston, TX, October 2016.

Better Pay, Fairer Pensions III — The Impact of Cash-Balance Pensions on Teacher Retention and Quality (with Marcus Winters), *Report No. 15*, Manhattan Institute, New York, NY, June 2016.

Chicago Crowd-Out: How Rising Pension Costs Harm Current Teachers—and Students, *Issue Brief No. 52*, Manhattan Institute, New York, NY, May 2016.

Modeling Pension Benefits (with Michelle Welch), Urban Institute, Washington, D.C., March 2016.

Rewarding Experienced Teachers: How Much Do Schools Really Pay? *Civic Report No. 104*, Manhattan Institute, New York, NY, October 2015.

Swamped: How Pension Debt Is Sinking the Bayou City (with Michelle Welch), *LJAF Policy Perspective*, Laura and John Arnold Foundation, Houston, TX, August 2015.

Defined-Contribution Pensions Are Cost-Effective, *Civic Report No. 100*, Manhattan Institute, New York, NY, August 2015.

Why Government Needs More Randomized Controlled Trials: Refuting the Myths (with Stuart Buck), *LJAF Policy Perspective*, Laura and John Arnold Foundation, Houston, TX, July 2015.

Risky Retirement: Colorado's Uncertain Future and Opportunities for Reform (with Michelle Welch), *LJAF Policy Perspective*, Laura and John Arnold Foundation, Houston, TX, June 2015.

School Grades (with Jacob Vigdor), Manhattan Institute, New York, NY, Summer 2015, www.SchoolGrades.org.

Modernizing Teacher Pensions (with Marcus Winters), National Affairs, Washington D.C., Winter 2015.

Better Pay, Fairer Pensions II: Modeling Preferences Between Defined-Benefit Teacher Compensation Plans (with Marcus Winters), *Civic Report No. 90*, Manhattan Institute, New York, NY, June 2014.

State Public Pension Investments Shift Over Past 30 Years (with Michelle Welch and Pew Charitable Trusts staff), Pew Charitable Trusts, Washington, D.C., June 2014.

Equivalent Cost for Equivalent Benefits: Primary DC Plans in the Public Sector, *LJAF Policy Perspective*, Laura and John Arnold Foundation, Houston, TX, October 2013.

Kentucky's Successful Public Pension Reform (with Pew Charitable Trusts staff), Pew Charitable Trusts, Washington, D.C., September 2013.

Better Pay, Fairer Pensions: Reforming Teacher Compensation (with Marcus Winters), *Civic Report No. 79*, Manhattan Institute, New York, NY, September 2013.

Illinois' Pension Challenges (with Pew Charitable Trusts staff), Pew Charitable Trusts, Washington, D.C., July 2013.

Montana's Pension Challenges (with Pew Charitable Trusts staff), Pew Charitable Trusts, Washington, D.C., May 2013.

The Transition Cost Mirage – False Arguments Distract from Real Pension Reform Debates, *LJAF Policy Perspective*, Laura and John Arnold Foundation, Houston, TX, March 2013.

Review of *Whither Opportunity? Rising Inequality, Schools, and Children's Life Chances*. by Greg J. Duncan and Richard J. Murnane (Eds.), *Journal of School Choice*, 7(1), 107-110, 2013.

The Charges of Racial Segregation in Charter Schools Are Overstated (with Nathan Jensen, Brian Kisida, and Gary Ritter), in *Charter Schools: Opposing Viewpoints*, Margaret Haerens and Lynn M. Zott, eds., Farmington Hills, MA: Greenhaven Press, 2012.

Houston School Finance Report, *LJAF Policy Perspective*, Laura and John Arnold Foundation, Houston, TX, November 2012.

Arizona's Pension Challenges (with Pew Charitable Trusts staff), Pew Charitable Trusts, Washington, D.C., November 2012.

Kentucky's Pension Challenges (with Pew Charitable Trusts staff), Pew Charitable Trusts, Washington, D.C., August 2012.

Creating a New Public Pension System, *LJAF Solution Paper*, Laura and John Arnold Foundation, Houston, TX, Fall 2011.

The Global Report Card (with Jay Greene), The George W. Bush Institute, Dallas, TX, Fall 2011, www.globalreportcard.org.

A Proposal to Change Arkansas' Growth Model under Act 35 (with Jay Greene), Arkansas Department of Education, Little Rock, AR, 2010.

Estimating Teachers' Behavioral Response to Pension Incentives (with Robert Costrell), *JSM Proceedings*, Business and Economic Statistics Section, Alexandria, VA: American Statistical Association, 2010.

Quantifying the Effect of Commercial Transportation Practices in Military Supply Chains (with Manual Rossetti and Scott Mason), Air Force Research Laboratory, Dayton, Ohio, 2003.

Op-Eds and Blog Posts

"How the pandemic has changed teachers' commitment to remaining in the classroom," with Gema Zamarro, Andrew Camp, and Dillon Fuchsman, Brookings Brown Center Chalkboard, September 8, 2021.

"Frank Solution: A plan to aid Little Rock's school district," with Sarah McKenzie, Arkansas Democrat Gazette, September 12, 2019.

"State takeover of HISD is the wrong solution," with Jay Greene. Houston Chronicle, September 5, 2019.

“Worried about the retirement savings ‘crisis’ in the U.S.? Don’t be,” Los Angeles Times, June 21, 2019.

“Failing to adequately fund pensions harms teachers and taxpayers,” Austin American Statesman and Houston Chronicle, May 8, 2019.

“Teachers strike for higher pay because administration and benefits take too much money,” USA Today, February 18, 2019.

“Pension Plan Fix Is a Sign of Progress,” Houston Chronicle, June 9, 2017.

“Defuse This City Pension Bomb,” with E.J. McMahon, New York Daily News, April 29, 2017.

“The Real Cost of CPS Borrowing: District Now Owes \$38,000 per Student,” Crain's Chicago Business, May 25, 2016.

“Calling Attention to Excellence Among Philadelphia Schools,” with Jacob Vigdor, Philadelphia Inquirer, January 15, 2016.

“Teacher Pension Rules Heavily Favor Longevity,” with Marcus Winters, Orange County Register, October 24, 2015.

“While Rethinking Pensions, Push Fairness Among Teachers,” with Marcus Winters, Philadelphia Inquirer, October 20, 2015.

“The True Teacher-Experience Premium,” with Marcus Winters, Education Next, October 6, 2015.

“Courts Worsen the Pension Mess,” Real Clear Policy, August 24, 2015.

“Here's how to eliminate pension underfunding once and for all,” Crain’s Chicago Business, August 12, 2015.

“Returning sense and security to teachers' pensions,” Washington Examiner, April 2, 2015.

“Firefighters pension deal will cost more in long run,” Houston Chronicle, March 10, 2015.

“What accountability ratings don’t say about Texas schools,” Dallas Morning News, September 24, 2014.

“Correcting the teacher pension issue,” with Marcus Winters, Orange County Register, July 11, 2014.

“Transition cost not a bar to pension reform,” with Andrew Biggs and Michael Podgursky, Pensions and Investments Magazine, January 6, 2014.

“Reform Teacher Pensions,” with Marcus Winters, Philadelphia Inquirer, September 24, 2013.

“Teacher Pensions That Are Fair To All,” with Marcus Winters, New York Daily News, September 8, 2013.

“Better Pay, Fairer Pensions for Los Angeles Teachers,” with Marcus Winters, Los Angeles Daily News, September 6, 2013.

“Agree on bipartisan, funded pension reform,” with David Draine, The Lexington Herald-Leader, March 5, 2013.

“Voters have spoken. But what did they say?” The Houston Chronicle, June 17, 2012.

“Suburban Districts Lagging on a Global Scale,” with Jay P. Greene, Atlanta Journal Constitution, October 24, 2011.

“Suburban School Districts Falling Behind,” with Jay P. Greene, The Statesman, October 16, 2011.

“Suburban Schools Post Low Global Grades,” with Jay P. Greene, Hartford Courant, October 9, 2011.

“Suburban Schools Can Use Improvement, Too,” with Jay P. Greene, The Oklahoman, October 9, 2011.

“Suburban Schools Fall Short Globally,” with Jay P. Greene, The Sacramento Bee, October 9, 2011.

“Policy Burdens State's Charter Schools,” with Brian Kisida, Arkansas Democrat Gazette, November 29, 2009.

Invited Presentations and Testimony (selected)

Volker Alliance and Federal Reserve Bank of Chicago, Conference, September 2018
Harvard, Gathering Storm: The Risks Of State Pension Underfunding, October 2017
Southern Municipal Finance Society, Conference, September 2017
Urban Institute Pay for Success National Symposium, June 2017
J-PAL State and Local Innovation Initiative, Conference, January 2017
White House and Stanford University, Summit on Technology and Opportunity, Nov 2016
PIE Network Members' Meeting & Policy Summit, October 2016
National Federation of Municipal Analysts Advanced Seminar, October 2015
National Council on Teacher Retirement, Conference, October 2015
Louisiana Public Retirement Systems' Actuarial Committee, September 2015
National Governors Association Innovation Summit, September 2015
National Conference of State Legislatures Legislative Summit, August 2015
Pennsylvania Senate Finance Committee, April 2015

White House OSTP and the Coalition for Evidence-Based Policy, Conference, July 2014
Texas Association of Public Employee Retirement Systems, Conference, March 2014
Minnesota Legislative Commission on Pensions and Retirement, January 2014
Illinois Public Pension Fund Association, Conference, October 2013 and 2014
Conference of Consulting Actuaries Annual Meetings, October 2013
The Hoover Institution Leadership Forum, October 2013
Robert F. Kennedy Compass Conference, April 2013
Children at Risk 7th Annual Children's Summit, January 2013
Arizona Defined Contribution and Retirement Study Committee, November 2012
PIE Network Policy Summit, September 2012
Kentucky Retirement System Task Force, multiple meetings between July and December 2012
Council of Chief State School Officers Summer Institute, July 2012
National Governors Association Resource Reallocation Policy Academy, June 2012
University of Chicago Municipal CFO Forum, April 2012
Pelican Institute, Louisiana Legislature Policy Orientation, December 2011
Buckeye Institute, Conference, December 2011
City of Houston Financial Management Taskforce, December 2011
National Conference of State Legislatures Fall Forum, December 2011
Philanthropy Roundtable and State Policy Network, Conference, October 2011
Fordham Institute, Panel, October 2011
George W. Bush Institute, Conference, September 2011
Illinois House Working Group on Public Employee Benefits, September 2011
Harvard Program on Education Policy and Governance, Conference, August 2011
Arkansas Public School Resource Center, Conference, October 2010.
The European Association for Research on Learning and Instruction, Conference, August 2010
NCES Summer Data Conference, July 2010

Academic Conference Presentations (selected)

American Economic Association
Association for Education Finance and Policy
Association for Public Policy Analysis and Management
Econometric Society North American Summer Meetings
Joint Statistical Meetings
National Center for Performance Incentives
Southern Economic Association
Winter Simulation Conference

Funded Research and Fellowships

Co-Principal Investigator, Walton Family Foundation, Teachers Knowledge, Preparation, and Preferences Regarding Retirement, (\$348,827), 2021-2022.
Co-Principal Investigator, Walton Family Foundation, Pre-K in Arkansas, (\$256,900), 2019-2021.
Principal Investigator, Anonymous, Measuring the Effects of Rising Teacher-Pension Costs on School District Budgets, (\$81,989) 2015-16.

Co-Principal Investigator, Walton Family Foundation, School Quality Matrix, (\$240,000)
2009-11.

Doctoral Academy Fellowship, University of Arkansas, Aug. 2007 to Dec. 2008.

ISEO Summer School Scholarship, summer 2008.

Co-Principal Investigator, Arkansas Economic Development Commission Energy Office,
Arkansas Energy Data Profile, 2007.

Co-Principal Investigator, City of Ozark, 2007.

Co-Principal Investigator, Baxter County Library, 2007.

Professional Memberships

Association for Education Finance and Policy

Association for Public Policy Analysis and Management

American Economic Association