

## Curriculum Vitae

Cory Koedel  
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### **Education**

2007 Ph.D., University of California, San Diego (Economics)  
2000 B.A., University of California, San Diego (Economics, History)

### **Employment**

2014 – Present Associate Professor of Economics and Public Policy, University of Missouri  
2007 – 2014 Assistant Professor of Economics, University of Missouri

### **Editorial Work**

2015 – Coeditor, *Economics of Education Review*  
2013 – 2015 Associate Editor, *Economics of Education Review*  
2013 – Editorial Board, *Education Finance and Policy*  
2016 – Editorial Board, *Educational Evaluation and Policy Analysis*

### **Other Professional Activities**

2017 – Member: Kauffman Foundation Evaluation Advisory Committee  
2016 – Member: National Textbook Study Advisory Committee, Center for Education Policy Research  
2015 Member: Delaware Department of Education Technical Advisory Group  
2014 – 2017 Principal Member: Scientific Review Panel for the Institute of Education Sciences, Statistics and Modeling Section (3-year term)  
2013 – 2016 Member: Board of Directors, Association for Education Finance and Policy  
2012 – Member: Technical Panel, National Council on Teacher Quality  
2011 – 2014 Member: VAM Technical Advisory Board, Pittsburgh Public Schools  
2010 – 2014 Member: Growth Model Technical Advisory Committee, Missouri Department of Elementary and Secondary Education  
2010 – 2012 Member: National Report Technical Advisory Panel, The New Teacher Project  
2007 – 2011 Research Affiliate, National Center for Performance Incentives (NCPI)

### **Fellowships and Awards**

2016 Murray Fellowship, University of Missouri Department of Economics  
2015 College of Arts and Sciences Faculty Fellowship, University of Missouri  
2014 Eckstein Prize, Eastern Economic Association  
2013 Outstanding Reviewer Award, *Educational Evaluation and Policy Analysis*  
2012 Junior Scholar Award, American Educational Research Association Division L  
2012 Outstanding Reviewer Award, *Journal of Educational and Behavioral Statistics*  
2010-2011 Emerging Education Policy Scholar, American Enterprise Institute/Thomas B. Fordham Institute

2008 Outstanding Dissertation Award, American Educational Research Association  
Division L  
2005 Dissertation Fellowship, Spencer Foundation

### **External Funding**

Co-PI (with Michael Podgursky in Missouri and other CALDER researchers). CALDER, Funded by Numerous Philanthropic Foundations (3 years).

Co-PI (with Rajeev Darolia and Joyce Main). National Science Foundation. Understanding the Role of High Schools in Diversifying and Promoting Undergraduate Engineering Degree Attainment (3 years, \$386,000).

Co-PI (with Morgan Polikoff). Smith Richardson Foundation. Curriculum Adoptions and Effects on Student Achievement in California (2 years, \$160,000).

Co-PI (with Michael Podgursky). Laura and John Arnold Foundation. Reforming Educator Pension Plans (3 years, \$509,000).

Co-PI (with Julie Berry Cullen). Laura and John Arnold Foundation. Evaluation of the Revised Human Capital Policies at Houston Independent School District (4 years, \$302,000).

Co-PI (with Francisco Martorell and Francisco Perez-Arce). Spencer Foundation. Labor Market Returns to Degrees from For-Profit Colleges (1 year, \$40,000).

Co-PI (with Michael Podgursky in Missouri and other CALDER researchers). Institute of Education Sciences. CALDER. (5 years).

Co-PI (with Michael Podgursky). The Missouri Department of Elementary and Secondary Education. Missouri Longitudinal Data System Development and Use: Development and Analysis of Teacher Quality Database. (1 year, \$109,000).

Co-PI (with Shawn Ni and Michael Podgursky). Institute of Education Sciences in cooperation with the Missouri Department of Elementary and Secondary Education. Statewide Longitudinal Data Systems Grant Program – Teacher Training in Missouri. (3 years, \$537,000).

Co-PI (with Shawn Ni and Michael Podgursky). Institute of Education Sciences with CALDER. Retiring Productive Human Capital - Teacher Pensions and Effects on Student Achievement. (2 years, \$418,000).

### **Internal Funding**

Co-PI (with Eric Parsons). University of Missouri Research Board. Accounting for Continuous Student Disadvantage in Value-Added Models. (1 year, \$19,200, starting summer 2014).

Primary Investigator. University of Missouri Economic & Policy Analysis Research Center. Labor Market Returns to Degrees from For-Profit Colleges. (\$4,430, Fall 2013).

Primary Investigator. University of Missouri Arts and Sciences Alumni Association Faculty Incentive Grant. Missouri Curriculum Evaluation. (\$1,000, Spring 2011)

Primary Investigator. University of Missouri Economic & Policy Analysis Research Center. Early Childhood Interventions. (\$5,031, Summer 2010).

## **Refereed Publications**

Backes, Ben, James Cowan, Dan Goldhaber, Cory Koedel, Luke Miller and Zeyu Xu (2018). The Common Core Conundrum: To What Extent Should We Worry that Changes to Assessments and Standards Will Affect Test-Based Measures of Teacher Performance. *Economics of Education Review* 62, 48-65.

Li, Diyi, and Cory Koedel (2017). Representation and Salary Gaps by Race/Ethnicity and Gender at Selective Public Universities. *Educational Researcher* 46(7), 343-354.

Kim, Dongwoo, Cory Koedel, Shawn Ni and Michael Podgursky (2017). Labor Market Frictions and Production Efficiency in Public Schools. *Economics of Education Review* 60, 54-67.

Koedel, Cory, Jiayi Li, Matthew G. Springer and Li Tan (2017). The Impact of Performance Ratings on Job Satisfaction for Public School Teachers. *American Educational Research Journal* 54(2), 241-278.

Koedel, Cory, and P. Brett Xiang (2017). Pension Enhancements and the Retention of Public Employees. *Industrial and Labor Relations Review* 70(2), 519-551.

Koedel, Cory, Diyi Li, Morgan S. Polikoff, Tenice Hardaway and Stephani L. Wrabel (2017). Mathematics Curriculum Effects on Student Achievement in California. *AERA Open* 3(1), 1-22.

Backes, Ben, Dan Goldhaber, Cyrus Grout, Cory Koedel, Shawn Ni, Michael Podgursky, P. Brett Xiang and Zeyu Xu (2016). Benefit or Burden? On the Intergenerational Inequity of Teacher Pension Plans. *Educational Researcher* 45(6), 367-377.

Darolia, Rajeev, Cory Koedel, Paco Martorell, Katie Wilson and Francisco Perez-Arce (2016). Race and Gender Effects on Employer Interest in Job Applicants: New Evidence from a Resume Field Experiment. *Applied Economics Letters* 23(12), 853-856.

Ehlert, Mark, Cory Koedel, Eric Parsons and Michael Podgursky (2016). Selecting Growth Measures for Use in School Evaluation Systems: Should Proportionality Matter? *Educational Policy* 30(3), 465-500.

Koedel, Cory and Jiayi Li (2016). The Efficiency Implications of Using Proportional Evaluations to Shape the Teaching Workforce. *Contemporary Economic Policy* 34(1), 47-62.

Darolia, Rajeev, Cory Koedel, Paco Martorell, Katie Wilson and Francisco Perez-Arce (2015). Do Employers Prefer Workers Who Attend For-Profit Colleges? Evidence from a Field Experiment. *Journal of Policy Analysis and Management* 34(4), 881-903.

Koedel, Cory, Eric Parsons, Michael Podgursky and Mark Ehlert (2015). Teacher Preparation Programs and Teacher Quality: Are There Real Differences Across Programs? *Education Finance and Policy* 10(4), 508-534.

Koedel, Cory, Kata Mihaly and Jonah E. Rockoff (2015). Value-Added Modeling: A Review. *Economics of Education Review* 47, 180-195.

Hughes, Andrew, Cory Koedel and Joshua A. Price (2015). Positional WAR in the National Football League. *Journal of Sports Economics* 16(6), 597-613.

Parsons, Eric, Cory Koedel, Michael Podgursky, Mark Ehlert and P. Brett Xiang (2015). Incorporating End-of-Course Exam Timing into Educational Performance Evaluations. *Journal of Research on Educational Effectiveness* 8(1), 130-147.

Balch, Ryan and Cory Koedel (2014). Anticipating and Incorporating Stakeholder Feedback When Developing Value-Added Models. *Education Policy Analysis Archives* 22(97).

Arcidiacono, Peter and Cory Koedel (2014). Race and College Success: Evidence from Missouri. *American Economic Journal: Applied Economics* 6(3), 20-57.

Koedel, Cory, Shawn Ni and Michael Podgursky (2014). Who Benefits from Pension Enhancements? *Education Finance and Policy* 9(2), 165-192.

Koedel, Cory (2014). Higher Education Structure and Education Outcomes: Evidence from the USA. *Education Economics* 22(3), 237-256.

Ehlert, Mark, Cory Koedel, Eric Parsons and Michael Podgursky (2013). The Sensitivity of Value-Added Estimates to Specification Adjustments: Evidence from School- and Teacher-Level Models in Missouri. *Statistics and Public Policy* 1(1), 19-27.

Koedel, Cory, Michael Podgursky and Shishan Shi (2013). Teacher Pension Systems, the Composition of the Teaching Workforce, and Teacher Quality. *Journal of Policy Analysis and Management* 32(3), 574-596.

Bhatt, Rachana, Cory Koedel and Douglas Lehmann (2013). Is Curriculum Quality Uniform? Evidence from Florida. *Economics of Education Review* 34(1), 107-121.

Koedel, Cory, Rebecca Leatherman and Eric Parsons (2012). Test Measurement Error and Inference from Value-Added Models. *The B.E. Journal of Economic Analysis & Policy* 12(1). (Topics)

Bhatt, Rachana and Cory Koedel (2012). Large-Scale Evaluations of Curricular Effectiveness: The Case of Elementary Mathematics in Indiana. *Educational Evaluation and Policy Analysis* 34(4), 391-412.

Koedel, Cory and Teerachat Techapaisarnjaroenkit (2012). The Relative Performance of Head Start. *Eastern Economic Journal* 38(2), 251-275.  
(This paper was awarded the Eckstein prize for the best article published in the *Eastern Economic Journal* in 2011 and 2012.)

Koedel, Cory and Eric Tyhurst (2012). Math Skills and Labor-Market Outcomes: Evidence from a Resume-Based Field Experiment. *Economics of Education Review* 31(1), 131-140.  
(note: example resumes from this study are available upon request)

Koedel, Cory (2011). Grading Standards in Education Departments at Universities. *Education Policy Analysis Archives* 19(23).

Koedel, Cory and Julian R. Betts (2011). Does Student Sorting Invalidate Value-Added Models of Teacher Effectiveness? An Extended Analysis of the Rothstein Critique. *Education Finance and Policy* 6(1), 18-42.

Koedel, Cory and Julian R. Betts (2010). Value-Added to What? How a Ceiling in the Testing Instrument Influences Value-Added Estimation. *Education Finance and Policy* 5(1), 54-81.

Koedel, Cory (2009). An Empirical Analysis of Teacher Spillover Effects in Secondary School. *Economics of Education Review* 28(6), 682 – 692.

Koedel, Cory, Julian R. Betts, Lorien A. Rice and Andrew C. Zau (2009). The Integrating and Segregating Effects of School Choice. *Peabody Journal of Education* 84(2), 110-129.

Koedel, Cory (2008). Teacher Quality and Dropout Outcomes in a Large, Urban School District. *Journal of Urban Economics* 64(3), 560-572.

### **Other Publications**

Cellini, Stephanie Riegg and Cory Koedel (2017). The Case for Limiting Federal Student Aid to For-Profit Colleges. *Journal of Policy Analysis and Management* (Point/Counterpoint) 36(4), 934-42.

Cellini, Stephanie Riegg and Cory Koedel (2017). Response to Gilpin and Stoddard. *Journal of Policy Analysis and Management* (Point/Counterpoint) 36(4), 950-53.

Cellini, Stephanie Riegg and Cory Koedel (2017). For-Profit College Policy at the Crossroads. *Urban Institute Memos to Congress and the New Administration*. Washington, DC: Urban Institute.

Koedel, Cory (2017). Explaining Black-White Differences in College Outcomes at Missouri Public Universities. *Federal Reserve Bank of St. Louis Review* 99(1), 77-83.

Koedel, Cory and Morgan Polikoff (2017). Big Bang For Just A Few Bucks: The Impact of Math Textbooks in California. *Evidence Speaks Reports* Vol 2, No. 5. Washington, DC: Brookings.

Kim, Dongwoo and Cory Koedel (2016). Teacher Pensions and Education Policy. *Teachers College Record* (11.02.16). <http://www.tcrecord.org/content.asp?contentid=21713>.

Koedel, Cory and Michael Podgursky (2016). Teacher Pensions. In *Handbook of the Economics of Education* (eds. Eric A. Hanushek, Stephen Machin and Ludger Woessmann) Volume 5, 281-304. Amsterdam: Elsevier Science.

Ehlert, Mark, Cory Koedel, Eric Parsons and Michael Podgursky (2015). A Research-Based Response to Federal Non-Regulatory Guidance on Growth Models. In *Value Added Modeling and Growth Modeling with Particular Application to Teacher and School Effectiveness* (eds. Hong Jiao and Robert W. Lissitz). Charlotte, NC: Information Age Publishing, Inc.

Koedel, Cory and Eric Parsons (2014). Evaluating Teacher Preparation Programs Using the Performance of their Graduates. *Teachers College Record* (11.04.14). <http://www.tcrecord.org/Content.asp?ContentId=17741>.

Podgursky, Michael and Cory Koedel (2014). Teacher Compensation. In *Encyclopedia of Education Economics and Finance* (eds. Dominic Brewer and Lawrence Picus). Thousand Oaks, CA: SAGE.

Podgursky, Michael and Cory Koedel (2014). Teacher Pensions. In *Encyclopedia of Education Economics and Finance* (eds. Dominic Brewer and Lawrence Picus). Thousand Oaks, CA: SAGE.

Ehlert, Mark, Cory Koedel, Eric Parsons and Michael Podgursky (2014). Choosing the Right Growth Measure: Methods Should Compare Similar Schools and Teachers. *Education Next* 14(2), 66-71.

Koedel, Cory, Shawn Ni and Michael Podgursky (2014). Will Structural Flaws in Public Pension Plans Serve as an Impetus for Centralization? In *The Global Debt Crisis: Haunting U.S. and European Federalism* (eds. Paul E. Peterson and Daniel Nadler). Washington, DC: Brookings.

Koedel, Cory, Shawn Ni and Michael Podgursky (2013). The School Administrator Payoff from Teacher Pensions. *Education Next* 13(4), 8-13.

Koedel, Cory (2011). Education School Grades and Selection into Teaching. *Teachers College Record* (08.24.2011). <http://www.tcrecord.org/Content.asp?ContentId=16518>.

Koedel, Cory (2011). Grade Inflation for Education Majors and Low Standards for Teachers: When Everyone Makes the Grade. *Education Outlook* No. 7 (August). American Enterprise Institute for Public Policy Research.

Betts, Julian R., Andrew C. Zau and Cory Koedel (2010). *Lessons in Reading Reform: Finding What Works*. San Francisco: Public Policy Institute of California.

Koedel, Cory and Julian R. Betts (2008). Test-Score Ceiling Effects and Value-Added Measures of School Quality. *JSM Proceedings*, Social Statistics Section. Alexandria, VA: American Statistical Association.

Betts, Julian R., Lorien A. Rice, Andrew C. Zau, Y. Emily Tang and Cory R. Koedel (2006). *Does School Choice Work? Effects on Integration and Achievement*. San Francisco: Public Policy Institute of California.

### **Working Papers**

Accounting for Student Disadvantage in Value-Added Models (with Eric Parsons and Li Tan). June 2017. *Under Review*

The Trade-off Between Pension Costs and Salary Expenditures in the Public Sector (with Dongwoo Kim and P. Brett Xiang). August 2017. *Under Review*

The Effects of Differential Income Replacement and Mortality on U.S. Social Security Redistributions (with Li Tan). February 2017. *Under Review*

The Compositional Effect of Rigorous Teacher Evaluation on Workforce Quality (with Julie Berry Cullen and Eric Parsons). July 2017. *Under Review*

Pensions and Late Career Teacher Retention (with Dongwoo Kim, Shawn Ni, Michael Podgursky and Weiwei Wu). July 2017. *Under Review*

How High Schools Explain Students' Initial Colleges and Majors (with Rajeev Darolia). February 2017. *Under Review*

Teacher Performance Ratings and Professional Improvement Effort (with Jiayi Li, Matthew G. Springer and Li Tan). October 2017. *Under Review*

Pension-Induced Rigidities in the Labor Market for School Leaders (with Jason A. Grissom, Shawn Ni and Michael Podgursky). January 2012.

Systematic Differences in How Mothers Assess Children and Implications for Developmental Research (with Teerachat Techapaisarnjaroenkit). October 2012.

The Social Cost of Open Enrollment as a School Choice Policy (with Julian R. Betts, Lorien A. Rice and Andrew C. Zau). April 2010.

Re-Examining the Role of Teacher Quality in the Educational Production Function. April 2007 (with Julian R. Betts).

### **Conference Presentations**

2018 CALDER

2017 CALDER, Policy Analysis for California Education (PACE) Annual Conference (Invited), Association for Education Finance and Policy, Society of Labor Economists

2016 CALDER, Association for Education Finance and Policy, Federal Reserve Bank of St. Louis (Invited), Association for Public Policy Analysis and Management

2015 CALDER, Association for Education Finance and Policy

2014 CALDER, Association for Education Finance and Policy, Missouri Economic Conference, 6<sup>th</sup> Annual Conference for Understanding Interventions that Broaden Participation in Research Careers (Keynote Speaker)

2013 American Economic Association, CALDER, American Association of Colleges for Teacher Education (Invited, major forum presentation), Association for Education Finance and Policy, Missouri Economic Conference, Society of Labor Economists, Summit on Sustainable State and Local Retirement Systems: Responsible Stewardship of Public Funds and Fairness to Employees (Invited)

2012 CALDER, Association for Education Finance and Policy, Institute for Research on Poverty (UW-Madison), The Political Economy of Federalism in Times of Economic Crisis (Invited, Harvard Kennedy School), Value Added Modeling and Growth Modeling with Particular Application to Teacher and School Effectiveness (Invited, Maryland Assessment Research Center for Education Success (MARCES)), National Comprehensive Center for Teacher Quality (Invited, national webinar presentation), Association for Public Policy Analysis and Management, National Bureau of Economic Research (fall education meeting)

2011 American Economic Association, Association for Education Finance and Policy, American Educational Research Association, Western Economic Association, Association for Public Policy Analysis and Management, Southern Economic Association

2010 American Education Finance Association, Missouri Economic Conference, Western Economic Association

2009 American Education Finance Association, Association for Public Policy Analysis and Management

2008 American Educational Research Association, Society of Labor Economists, Joint Statistical Meetings, Association for Public Policy Analysis and Management, Southern Economic Association

2006 Society of Labor Economists

### **Invited Seminars**

Federal Reserve Bank of New York; Florida State University; Harvard University; Kansas State University; Michigan State University; North Carolina State University; Oregon State University; RAND; Southern Methodist University; Stanford University; Temple University; University of Arkansas; University of California, Davis; University of California, Riverside; University of California, San Diego; University of Colorado, Colorado Springs; University of Nevada, Reno; University of Southern California; University of Virginia; Vanderbilt University

### **Student Advising**

*Primary Advisor for:* Bradley Lindemann (Undergrad Capstone, MA), Teerachat Techapaisarnjaroenkit (PhD), Eric Tyhurst (MA), Douglas Lehmann (MA), Gaogao Yu (MA), Yi Du (MA), Katie Harris (Undergraduate Capstone), Eric Parsons (PhD), Jiayi Li (PhD), P. Brett Xiang (PhD), Robert Mirabal (MA), Andrew Hughes (MA), Inwook Hwang (MA), Li Tan (PhD), Diyi Li (PhD), Andrew Spewak (Undergraduate Capstone), Jing Song (PhD), Cheng Qian (PhD), Yang An (PhD), Joseph Seong (MA), Dong Ding (MA)

*Committee Member for:* Nguyen Doan (PhD), Yandi Liu (PhD), Shishan Shi (PhD), Chao Wu (PhD), Richard Berkebile (PhD, Political Science), Jose Munoz (PhD, Educational Leadership and Policy Analysis), Joe Ock Hyun (PhD), Shakealia Finley (PhD, Learning, Teaching & Curriculum), Tai Lee (PhD), Zixin Liu (PhD), Felix Ndashimye (PhD, Public Policy), Junpeng (Joe) Yan (PhD, Educational Leadership and Policy Analysis), Omid Kamran-Disfani (PhD, Marketing), Jeonghun Kim (PhD, Public Policy)

### **Referee (Partial List)**

*Quarterly Journal of Economics, Economics of Education Review, Journal of Public Economics, Educational Evaluation and Policy Analysis, Journal of Human Resources, Educational Researcher, American Economic Review, Journal of Educational and Behavioral Statistics, Journal of Labor Economics, Education Economics, AEJ: Economic Policy, AEJ: Applied Economics, Education Policy Analysis Archives, Journal of Applied Econometrics, Economics and Human Biology, Educational Measurement: Issues and Practice, Journal of Policy Analysis and Management, Research on Aging, Education Finance and Policy, The Elementary School Journal, Journal of Urban Economics, Labour, Empirical Economics, Journal of Research on Educational Effectiveness, United States Department of Education, Spencer Foundation, Smith-Richardson Foundation, Journal of Teacher Education, American Journal of Education, Journal of Population Economics, AERA Open, American Educational Research Journal, Statistics and Public Policy*