

2/17/2008

VITA

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DATE OF BIRTH December 16, 1951

CITIZEN U.S.A.

ACADEMIC BACKGROUND

Degrees:

Ph.D., University of Wisconsin-Madison, 1980  
M.A., University of Wisconsin-Madison, 1976  
B.A., Cum Laude, University of Missouri-Columbia, 1974

PROFESSIONAL ASSOCIATIONS

American Economic Association  
American Education Finance Association  
Society of Labor Economists

## EMPLOYMENT

Professor of Economics University of Missouri –Columbia Fall, 1995 - present

Scholar-in-residence. Ewing Marion Kauffman Foundation. Kansas City. Fall, 2005 – Fall, 2006

Middlebush Professor of Economics, Fall, 2002 – Fall, 2005

Economics Department Chair, University of Missouri - Columbia, Summer 1995 – Fall, 2005

Professor of Economics, Department of Economics, University of Massachusetts at Amherst, Fall, 1993 - Summer, 1995

Associate Professor of Economics, University of Massachusetts at Amherst, Fall, 1987 - Summer, 1993

Assistant Professor of Economics, University of Massachusetts at Amherst, Fall, 1980 - Summer, 1987.

Associate Director, Massachusetts Institute for Social and Economic Research, University of Massachusetts at Amherst, Summer 1992 - 1995.

Visiting Assistant Professor of Economics, Notre Dame University, Spring, 1986.

Cooperating Faculty, Labor Relations and Research Center University of Massachusetts, 1980 to 1995.

Lecturer, Department of Economics, Notre Dame University, 1979-80.

## PUBLICATIONS

### **Books:**

Dale Ballou and Michael Podgursky. Teacher Pay and Teacher Quality. Kalamazoo, MI: W.E. Upjohn Institute, 1997.

### **Articles and Published Reports:**

M. Podgursky. "Introduction: From Equity to Adequacy to Choice." Peabody Journal of Education. forthcoming. guest editor.

M. Podgursky, J. Smith, M. Springer. "A New Defendant at the Table: An Overview of Missouri School Finance and Recent Litigation." Peabody Journal of Education. forthcoming.

M. Podgursky, S. Brodsky, J. Hauke. The Fiscal Effects of a Tuition Tax Credit Program in Missouri. Policy Study #12 (January, 2008). [http://www.showmeinstitute.org/docLib/20080111\\_policy\\_study\\_12.pdf](http://www.showmeinstitute.org/docLib/20080111_policy_study_12.pdf)

R. Costrell and M. Podgursky. "Peaks, Cliffs, and Valleys: The Peculiar Incentives of Teacher Pensions." Education Next. Vol. 8 No. 1 (Winter 2008), pp. 22-28.

M. Podgursky and M. Springer. "Teacher Performance Pay: A Survey." Journal of Policy Analysis and Management. Vol. 26 No. 4 (Autumn, 2007), pp. 909-950.

M. Podgursky and M. Springer. "Credentials Versus Performance: A Review of Teacher Incentive Pay Research." Peabody Journal of Education. Vol. 82 No. 4 (2007) pp. 551-573.

R. Costrell and M. Podgursky. Golden Peaks and Perilous Cliffs: Rethinking Ohio's Teacher Pension System. Washington DC: Thomas B. Fordham Institute. (June 2007).

M. Podgursky. 2006. Is It Time To Rethink Teacher Pensions in Maryland? Baltimore, MD: Abell Foundation and

Maryland Public Policy Institute. (2006) <http://www.abell.org/publications/detail.asp?ID=123>

M. Podgursky and R. Tongrut. 2006. "(Mis)-Measuring the Relative Pay of Teachers." Education Finance and Policy. Vol. 1 No. 4 (Fall, 2006), pp. 425-440.

M. Podgursky and M. Springer. "K-12 Public School Finance in Missouri: An Overview." Regional Economic Development. Federal Reserve Bank of St. Louis. Volume 2 No. 1 (2006), pp. 31-50.

M. Podgursky. "Is There a 'Qualified Teacher' Shortage?" Education Next. Vol. 6 No. 2 (Spring, 2006), pp. 27-32.

M. Podgursky. "Teacher Licensing in U.S. Public Schools: The Case for Simplicity and Flexibility." Peabody Journal of Education. Vol. 80 No. 3 (2005), pp. 15-43.

M. Podgursky. "Teaching is Not Medicine." Academic Questions. Vol. 18 No. 1 (2004-05), pp. 69-78.

M. Podgursky, R. Monroe, D. Watson. "Teacher Pay, Mobility, and Academic Quality." Economics of Education Review. Vol. 23 (2004). Pp. 507-518.

M. Podgursky. "Reforming the Single Teacher Salary Schedule in Public Schools." Texas Education Review (Winter 2003-04) <http://www.educationreview.homestead.com/2003ReformingTeacherPay.html>

M. Podgursky. "Fringe Benefits: AFT and NEA Teacher Salary Surveys." Education Next Vol. 3 No. 3 (Summer 2003), pp. 71-78.

M. Podgursky. "Personnel Policy in Traditional Public, Charter, and Private Schools." NCSC Review. Vol. 1 No. 1 (January, 2003) pp. 7-10. [http://web.missouri.edu/~econ4mp/charters\\_and\\_pers\\_policy.pdf](http://web.missouri.edu/~econ4mp/charters_and_pers_policy.pdf)

M. Podgursky, M. Ehlert, R. Monroe, D. Watson, J. Wittstruck. "Student Loan Defaults and Enrollment Persistence." Journal of Student Financial Aid. Vol. 32. No. 3, 2002, pp. 27-42.

D. Ballou and M. Podgursky. "Seniority, Wages and Turnover Among Public School Teachers." Journal of Human Resources. Vol. 37. No. 4 (Fall 2002), pp. 892-912.

M. Podgursky and D. Ballou. Personnel Policy in Charter Schools. Washington, D.C.: Fordham Foundation., 2001.

L. Solmon and M. Podgursky. The Pros and Cons of Teacher Merit Pay. Santa Monica: Milkin Family Foundation. 2001.

M. Podgursky. "Statistical Analyses of Economics NRC Scores." in Evaluating Research Productivity University of Kansas. Merrill Advanced Studies Center Report No. 105. June 2001. pp. 47-50.

M. Podgursky. "Bonuses for Board-Certified Teachers Do Not Address Basic Problems of Teacher Pay." NCTM Journal. May/June 2001. <http://www.nctm.org/dialogues/2001-05/>

D. Ballou and M. Podgursky. "Defining Merit: How Should We Pay Teachers?" Education Next Vol. 1 No. 1 (Spring 2001), pp. 16-25. <http://www.educationnext.net/2001sp/16ballou.html>

M. Podgursky . "Defrocking the National Board: Will the Imprimatur of 'Board Certification' Professionalize Teaching?" Education Matters. Vol. 1 (2) Spring 2001, pp. 79-82.

M. Podgursky . "Flunking ETS: How Teaching Matters" Education Matters. Vol. 1 (2) Spring 2001, pp. 75-78.

M. Podgursky. "Should States Subsidize National Board Certification of Teachers?" Education Week. April 4, 2001.

D. Ballou and M. Podgursky. "Reforming Teacher Preparation and Licensing: Continuing the Debate." Teachers College Record Vol.102, No. 1 (Winter 2001).

D. Ballou and M. Podgursky. "Reforming Teacher Preparation and Licensing: What Does the Evidence Show?" Teachers College Record Vol. 101, No. 1 (Winter 2000), pp. 5-26.

M. Podgursky. "Symposium: What Data Are Available to Answer Charter School Questions?" Goldwater Institute Journal Vol. 1. No. 2 (June 2000), pp. 64-72.

D. Ballou and M. Podgursky. "The Case Against Teacher Certification." The Public Interest, No. 132, Summer 1998, pp. 17-29.

D. Ballou and M. Podgursky. "Teacher Recruitment and Retention in Public and Private Schools." Journal of Policy Analysis and Management, Vol. 17, No. 3, June 1998, pp. 393-417.

D. Ballou and M. Podgursky. "Some Unanswered Questions Concerning National Board Certification" Education Week June 11 1998.

D. Ballou and M. Podgursky. "Reforming Teacher Training and Recruitment: A Critical Appraisal of the Recommendations of the National Commission on Teaching and America's Future," Government Union Review Vol. 17, No. 4, (1998), pp. 1-53.

D. Ballou and M. Podgursky. "Teacher 'Professionalization,'" Organizational Trends. March, 1998, pp. 1-5.

D. Ballou and M. Podgursky. "Reforming Teacher Training and Recruitment," Opportunity. Vol. 2, No. 1 (Summer 1997), pp. 4-9.

M. Podgursky. "Teacher Pay and Teacher Quality," Education Industry Report. Vol. 5, No. 7 (July 1997) p. 2.

M. Podgursky. "The Myth of Stagnant Family Income," Education Industry Report. Vol. 5, No. 2 (February 1997) p. 2.

D. Ballou and M. Podgursky. "Rural Schools," Rural Development Perspectives. Vol. 10, No. 3, (June 1995), pp. 6-16.

D. Ballou and M. Podgursky. "What Makes a Good Principal? How Teachers Assess the Performance of Principals." Economics of Education Review, Vol. 14, No. 3, (1995) pp. 243-252.

D. Ballou and M. Podgursky. "Recruiting Smarter Teachers." Journal of Human Resources, Vol. 30, No. 2 (Spring 1995), pp. 326-338.

D. Ballou and M. Podgursky. "Education Policy and Teacher Effort." Industrial Relations, Vol. 34, No. 1, (January 1995) pp. 21-39.

P. Swaim and M. Podgursky. "Female Labor Supply Following Displacement: A Split-Population Model of Labor Force Participation and Job Search." Journal of Labor Economics, Vol. 12, No. 4 (October 1994), pp. 640-656.

D. Ballou and M. Podgursky. "Teacher Quality in Public and Private Schools," Proceedings of the Social Statistics Section, American Statistical Association Annual Meetings, 1994.

D. Ballou and M. Podgursky. "Teachers' Attitudes Toward Merit Pay: Examining the Conventional Wisdom" Industrial and Labor Relations Review, Vol. 47, No. 1 (October 1993), pp. 50-61.

D. Ballou and M. Podgursky. "Implicit Markets for Teacher Quality and School Attributes," Proceedings of the Social Statistics Section, American Statistical Association Annual Meetings, 1993, pp. 77-81.

P. Swaim and M. Podgursky. "The Distributional Shape of Unemployment Duration: A Reconsideration." Review of

Economics and Statistics, Vol. 74, No. 4 (November 1992), pp. 712-717.

M. Podgursky and P. Swaim. "Women and Job Displacement: An Empirical Model of Search Following Layoff." Eastern Economic Journal. Vol. 18, No. 1 (Winter 1992), pp. 111-124 (invited submission for an EEA Proceedings Volume).

M. Podgursky. "Changes in the Industrial Structure of Job Displacements: Evidence From the Displaced Worker Surveys." Monthly Labor Review, Vol. 115, No. 9 (September 1992), pp. 17-25.

P. Swaim and M. Podgursky. "The Distribution of Economic Losses Among Displaced Workers: A Replication." Journal of Human Resources Vol. 26 No.4 (Fall 1991) pp. 742-755.

P. Swaim and M. Podgursky. "Advance Notice and Job Search: The Value of an Early Start." Journal of Human Resources. Vol. 25 No. 2 (Spring 1990) pp. 147-178.

P. Swaim and M. Podgursky. "Do More Educated Workers Fare Better Following Job Displacement?" Monthly Labor Review. Vol. 112 No. 8 (August 1989) pp. 43-46.

M. Podgursky. Job Displacement and the Rural Worker Washington, D.C.: Economic Policy Institute. 1989.

L. Mishel and M. Podgursky. "The Incidence of Displacement" Proceedings of the Fortieth Annual Meetings, Industrial Relations Research Association, December 28-30, 1987. Chicago, Ill., pp. 118-124.

M. Podgursky and P. Swaim. "Job Displacement and Earnings Loss: Evidence from the Displaced Worker Survey" Industrial and Labor Relations Review. Vol. 41, No. 1 (October 1987), pp. 17-29.

M. Podgursky and P. Swaim. "Job Loss and Job Change: Comment," Industrial and Labor Relations Review, Vol. 41, No. 1 (October 1987), pp. 45-46.

M. Podgursky and P. Swaim. "Duration of Joblessness Following Displacement." Industrial Relations Vol. 26, No. 3 (Fall, 1987) pp. 213-226.

M. Podgursky and P. Swaim. "Labor Market Equilibrium and Sunbelt - Frostbelt Earnings Gaps." Eastern Economic Journal, Vol. 13, No. 2 (April-June 1987), pp. 107-113.

M. Podgursky and P. Swaim. "Health Insurance Loss: The Case of the Displaced Workers." Monthly Labor Review, Vol. 110, No. 4 (April 1987) pp.30-33.

M. Podgursky and P. Swaim. "Plant Shutdowns and Job Displacements: Do New England Workers Fare Better?" New England Economic Indicators (Federal Reserve Bank of Boston) (February 1986), pp. 3-5.

M. Podgursky. "Unions, Establishment Size, and Intra-Industry Threat Effects," Industrial and Labor Relations Review, Vol. 39 (January 1986), pp. 277-284.

M. Podgursky. "Sources of Secular Increases in the Unemployment Rate, 1969 to 1982," Monthly Labor Review, Vol. 107, No. 7 (July 1984), pp. 19-25.

M. Podgursky. "Unions and Family Income Inequality," Journal of Human Resources, Vol. 18, No. 4 (Fall 1983), pp. 574-591.

#### **Contributions to Edited Volumes:**

M. Podgursky. "Teams versus Bureaucracies: Personnel Policy, Wage-Setting, and Teacher Quality in Traditional Public, Charter, and Private Schools." in Mark Berends, Matthew Springer, Herbert Walberg (eds.) Charter School Outcomes. Mahwah, NJ: Lawrence Erlbaum Associates, Inc., 2007 pp. 61-84.

M. Podgursky. "Is Teacher Pay 'Adequate?'" in Paul Peterson and Martin West (eds) School Money Trials: The Legal Pursuit of Educational Adequacy. Brookings Institution Press, 2007, pp. 131-158.

M. Podgursky. "Comment on Rivkin and Hanushek" Brookings Papers on Education Policy, 2004. Washington DC: Brookings Institution. 2004. pp. 35-39.

M. Podgursky. "Improving Academic Performance in U.S. Public Schools: Why Teacher Licensing is (Almost) Irrelevant" in Fredrick Hess, Andrew Rotherham, and Kate Walsh (eds.) Teacher Training and Quality: New Directions in Policy. Cambridge, MA: Harvard Educational Press, 2004, pp. 255-278.

L. Solmon and M. Podgursky. "The Pros and Cons of Teacher Merit Pay." in Dennis L Evans (ed.) Taking Sides: Secondary Education. New York: McGraw-Hill. 2002. pp. 180-190.

M. Podgursky. "Regulation Versus Markets: The Case for Greater Flexibility in the Market for Public School Teachers." in Margaret Chang and Herbert Walberg (eds) Tomorrow's Teachers Richmond CA: McCutchan. 2002. pp. 117-148.

M. Podgursky. Comment on "Federal Programs for Teacher Professional Development" in Diane Ravitch (ed.) Brookings Papers on Education Policy 2000, Washington, D.C. 2001. pp. 298-302.

D. Ballou and M. Podgursky. "Teacher Unions and Education Reform: Gaining Control of Professional Training and Licensing." in Thomas Loveless (ed.) Conflicting Missions: Teacher Unions and Educational Reform. Washington, D.C.: Brookings Institution, 2000, pp. 69-109.

M. Podgursky. "Comment on Julia Koppich." Brookings Papers on Education Policy, 2000. Washington, D.C.: Brookings Institution. 2000. pp. 298-302.

D. Ballou and M. Podgursky. "Teacher Training and Licensing: A Layman's Guide" in Chester Finn Jr and Marci Kanstoroom (eds.) Better Teachers, Better Schools. Washington D.C.: Fordham Foundation. (July, 1999), pp. 31-82.

D. Ballou and M. Podgursky. "Rural Teachers and Schools" in Robert Gibbs, et. al., (eds.) Rural Education and Training in the New Economy, Robert Gibbs, Paul Swaim, Ruy Teixeira (eds.). Iowa State University Press, 1998, pp. 3-21.

P. Swaim and M. Podgursky. "Displacement and Unemployment" in John Addison (ed.) Job Displacement: Consequences and Implications for Policy. Detroit: Wayne State University Press, 1991, pp. 136-161.

M. Podgursky. "Job Displacement and Labor Market Adjustment: Evidence from the Displaced Worker Surveys," in Richard M. Cyert and David C. Mowery (eds.) The Impact of Technological Change on Employment and Growth. Cambridge, Mass.: Ballinger Press, 1988, pp. 3-41.

R. Edwards and M. Podgursky. "Labor Unions: Context and Crisis" in Edwards, et.al., eds., The Capitalist System, 3rd ed. New York: Prentice-Hall, 1986, pp. 149-165.

R. Edwards and M. Podgursky. "The Unraveling Accord: American Unions in Crisis," in Edwards, et.al., eds., Unions in Crisis and Beyond: Perspectives from Six Countries. Dover, Mass.: Auburn House Publishing Co., 1986, Ch. 2, pp. 14-60.

M. Podgursky. "Labor Market Policy and Structural Adjustment," United States Congress, Joint Economic Committee, Policies for Industrial Growth in a Competitive World: A Volume of Essays, Washington, D.C.: Government Printing Office, April, 1984, pp. 71-96.

#### **Book Reviews:**

Myron Lieberman and Charlene Haar. Public Education as a Business: Real Costs and Accountability in Education Next Vol. 4 No. 3 (Summer 2004), p. 82

Myron Lieberman. The Teacher Unions. Journal of Labor Research, Vol. 23 No. 2 (Spring 2002), pp. 333-334.

Myron Lieberman. The Teacher Unions, Opportunity, Vol. 2, No. 2 (Winter 1998) p. 15.

Susan Houseman. Industrial Restructuring With Job Security, Industrial and Labor Relations Review, Vol. 45, No. 4 (July 1992), p. 832.

Heidi Hartman, Robert Kraut, and Louise Tilly. Computer Chips and Paper Clips: Technology and Women's Employment, Industrial and Labor Relations Review, Vol. 40, No. 4 (July 1987), pp. 622-623.

Barry Bluestone and Bennett Harrison. The Deindustrialization of America, Labor Studies Journal, Vol. 9, No. 2 (Fall 1984), pp. 455-456.

Helen Ginsburg. Full Employment and Public Policy: The United States and Sweden, Industrial and Labor Relations Review, Vol. 37, No. 3 (April 1984), pp. 455-456.

#### Other Reports

M. Podgursky and M. Ehlert. "The Kansas City Math and Science Teaching Workforce." Prepared for E. W. Kauffman Foundation. (July, 2006).

M. Podgursky, D. Cheshier, J. Wittstruck, D. Watson, R. Monroe. "Access and Affordability: Patterns of Financial Aid and Student Performance for A Cohort of Missouri College Freshmen." Final Report. Grant 999. Lumina Foundation for Education. Indianapolis, Indiana. (June 2004).

M. Podgursky and M. Ehlert. "A Statistical Profile of the KCMSD Teaching Workforce with a Special Emphasis on Teacher Training." Prepared for E. W. Kauffman Foundation. (August, 2003).

M. Podgursky. "NEAP Background Questions: What Can We Learn from NAEP About The Effect of Schools and Teachers On Student Achievement?" A Discussion Paper Prepared to the National Assessment Governing Board. 2002.

M. Podgursky. "The Single Salary Schedule for Teachers in K-12 Public Schools." Prepared for the Texas Education Reform Commission. 2002.

M. Wolkoff and M. Podgursky. "Wyoming School District Employee Compensation." Sacramento, CA: Management Analysis and Planning. 2002.

"Teacher Quality and Student Achievement Gaps: Statistical Indicators of the Quantity and Academic Quality of New Missouri Public School Teachers" Missouri K-16 Coalition , 2001

"A Statistical Analysis of the Labor Market for Missouri Public School Teachers: 1994-95 to 1998-99" Missouri Department of Elementary and Secondary Education. December, 1999.

"Quantity and Quality of Teacher Labor Supply". U.S. Department of Education. National Center for Education Statistics (1994)

"Changes in the Industrial Structure of Job Displacements: Evidence from the Displaced Worker Surveys." U.S. Department of Labor, ILAB/OIEA, Contract No. B9K13171 (August 1991).

"Estimated Economic Losses Due to Job Displacement: Evidence from the Displaced Worker Surveys." Washington, D.C.: Economic Policy Institute (April 1991).

"Job Displacement and Labor Market Mobility," U.S. Department of Labor, Employment and Training Administration, Contract No. 998-3481-75-085-01. (February 1990) (with Paul Swaim).

"Job Displacement, Reemployment, and Earnings Loss: Evidence from the January, 1984 Displaced Worker Survey," National Commission for Employment Policy, Research Report 86-18 (June 1986) (with P. Swaim)

"Labor Market Adjustment and Job Displacement: Evidence from the Displaced Worker Survey," U.S. Department of Labor, Bureau of International Labor Affairs Contract No. J9K50001. (January 1986).(with Paul Swaim)

"Trade Unions and Income Inequality," Madison, Wisconsin: Institute for Research on Poverty, Discussion Paper #644-81, 1981.

"The Incidence of Massachusetts Sales Taxes: An Analysis of Current and Alternative Structures," Massachusetts Economic Policy Analysis Project (September 1981).

"Occupational Classification Systems and Vocational Education Planning." Jefferson City: Missouri Occupational Training Information System, State Department of Education, 1975. (with Alan Roskam).

#### Referee/ Reviewer:

American Economic Review, Review of Economics and Statistics, Journal of Human Resources, Industrial and Labor Relations Review, Industrial Relations, Growth and Change, Applied Economics, Cambridge Journal of Economics, Small Business Economics, Contemporary Policy Issues, Eastern Economic Journal, Education Matters, Teachers College Record, Educational Researcher, Economics of Education Review, Journal of Policy Analysis and Management, Education Evaluation and Policy Analysis

National Science Foundation, Smith-Richardson Foundation, Fordham Foundation, Spencer Foundation, Kauffman Foundation

#### Other Professional Service

National Research Council, Panel on Teacher Preparation. 2005-present.

Editorial Board, Peabody Journal of Education, 2007-present

Editorial Board, Education Finance and Policy, 2004-present

Board of Directors, Missouri Show Me Institute. 2005-present

Advisory Board,. National Center for Teacher Quality. Washington, D.C. 2003-present.

Advisory Board. American Board for Certification of Teachers Excellence, Washington, D.C. 2001- present

Technical Board of Advisors, Department of Education Reform, University of Arkansas, 2005- present

NCES School Finance Technical Review Panel, 2004-07

IES expert review panel, 2004.

ERIC Advisory Board, 2004-2006

#### Recent Funded Research

Texas Education Agency. In cooperation with NCPI (Vanderbilt). Evaluation of Texas Performance Pay Programs. 2007-2011. (~\$450,000)

National Center for Education Statistics. Research Potential of State Administrative Data on Teacher Pay and Benefits. (2006-07). (\$42,000)

Co-Investigator, National Center for Performance Incentives, Vanderbilt University, (IES research center, 2006-2011). (\$580,000)

Co-Investigator, Center for Analysis of Longitudinal Data in Education Research (CALDER), Urban Institute (IES research center, 2007-2009. (\$250,000)

Missouri Department of Higher Education. Analysis and Maintenance of Higher Education Database. FY2008. \$80,000.

Ewing Marion Kauffman Foundation. “The Market for Math and Science Teachers in the K.C. Metro Area.” (\$60,000).

Missouri Department of Higher Education/ Lumina Foundation. Affordability, Access and Performance of Missouri Public Higher Education Institutions. 2000-2004 (\$490,000)

Smith Richardson Foundation. Personnel Policy in Traditional Public, Private, and Charter Schools 2001- (\$63,000)

Fordham Foundation. Personnel Policy in Charter Schools 1999-2001 (\$28,000)

Fordham Foundation. Teacher Training and Licensing 1999-2000 (\$14,000)

National Science Foundation Instrumentation Grant 1999-2001 (\$45,000)

Missouri Department of Elementary and Secondary Education. Teacher Supply and Demand Study 1999-2000 (\$96,000)

W. E. Upjohn Institute for Employment Research. Teacher Compensation. 1994-1997 (\$50,000)

U.S. Department of Agriculture. Economic Research Service. Rural Teachers and Schools. 1995-96 (\$45,000)

U.S. Department of Education. National Center for Education Statistics. Teacher Quality and Turnover. 1994-95 (\$25,000)

#### Selected Consulting

Fordham Foundation. Teacher Pensions.

Sinquefield Foundation. Education and Economic Policy.

Abell Foundation / Maryland Public Policy Institute. Teacher pensions

National Assessment Governing Board, Washington, D.C. Using NAEP to Measure Teacher Quality.

Kansas City Missouri School District. Analysis of trends in black-white student achievement gaps.

Missouri Department of Higher Education. Teacher quality. Education access.

Missouri Department of Elementary and Secondary Education. Teacher quality

California State Legislature and California Department of Education. School finance adequacy and teacher quality.

Texas State Legislature and Texas Education Agency. School finance adequacy and teacher quality.

New York State Legislature and Board of Regents. School finance adequacy and teacher quality

South Carolina Legislature. School finance adequacy and teacher quality.

Massachusetts Department of Education. School finance adequacy and teacher quality.

State of Wyoming/ Management Analysis and Planning. Wyoming school finance. Teacher pay adequacy.

SELECTED CONFERENCE AND SEMINAR PRESENTATIONS

- “The Diffusion of Teacher Performance-Based Pay: Evidence from Multiple Waves of SASS.” APPAM Annual Meetings. Washington, DC: Nov. 8, 2007.
- “Teacher Pension Systems and Their Peculiar Incentive Effects.” Program in Education Policy and Governance. Harvard University. Nov. 7, 2007
- “Teacher Retirement Benefits and Labor Market Behavior.” NCES Summer Data Conference. Washington DC, July 27, 2007.
- “Teacher Retirement Benefits and Labor Market Dynamics” IES Annual Research Conference. Washington DC. June 8, 2007.
- “Research on Alternative Teacher Certification.” National Center for Alternative Certification Fourth Annual Conference. Washington DC. April 5, 2007.
- “Teacher Pensions” NCES Conference on Teacher Supply and Demand. Washington, DC. March 26, 2007.
- “Incentive Structures in Teacher Pensions.” American Education Finance Association Annual Meetings. Baltimore. March 22-24, 2007
- “Credentials Versus Performance: A Review of Teacher Performance-Pay Research.” 2006 Department of Education Reform Conference. Kauffman Foundation. October 20, 2006.
- “Personnel Policy in Charter Schools.” Charter Schools: What Fosters Growth and Outcomes Conference. Vanderbilt University. September 28-29, 2006.
- “Is Teacher Pay ‘Adequate?’ “ Adequacy Lawsuits: Their Growing Impact on American Education. October 14-15, 2005 Kennedy School of Government, Harvard University.
- “Are Public School Teachers ‘Underpaid?’” NCES Summer Data Conference. July 28, 2005. Washington, D.C.
- “State Assessments and College Performance: The Predictive Value of a State Assessment.” 22<sup>nd</sup> Annual Meeting. Student Financial Aid Research Network. June 10, 2005. Chicago.
- “What If They Aren’t Proficient? The Predictive Validity of a State Assessment.” Learning from Longitudinal Data in Education. Third Annual Research Conference. The Urban Institute. Washington D.C. May 2, 2005.
- “Are Public School Teachers ‘Underpaid?’” American Education Finance Association Annual Meetings. Louisville, KY, March 18, 2005.
- “Student Financial Aid and Performance” " 21st Annual NASSGAP/NCHELP Financial Aid Research Conference. San Francisco. June 12, 2004.
- “Why Teaching is Not Medicine.” National Academy of Scholars Annual Meeting. New York, May 21, 2004.
- “Research on Alternative Teacher Certification” National Center for Alternate Certification. First Annual Meeting. San Antonio, Texas, Feb. 1-3, 2004.
- “Improving Academic Performance in U.S. Public Schools: Why Teacher Licensing is (Almost) Irrelevant” Teacher Preparation and Quality: New Directions in Policy and Research Conference, American Enterprise Institute. Washington D.C., October 18-20, 2003.
- “Are Teachers ‘Underpaid’ ?” American Enterprise Institute. Washington D.C. May, 20, 2003.

"Does Teacher Certification Guarantee Quality?" 2003 National Education Conference. Milken Family Foundation. Los Angeles, CA April 27, 2003.

"Teacher Mobility, Pay, and Academic Quality" Society of Labor Economists Annual Meeting. Baltimore. May, 2002.

"Sorting by Academic Quality in the Public School Teacher Labor Market" Human Resources Seminar. Iowa State University. Nov. 8, 2001.

Invited panelist. "Teacher Excellence: Preparing and Retaining the Best" Education Leaders Council. 6th Annual Conference. Atlanta, GA. September 28, 2001.

"State and Federal Teacher Quality Policies" 2000-2001 National Education Conference. Milken Family Foundation. Los Angeles, CA. June 24-26, 2001.

Invited Panelist. "The Role of Teachers' Unions: Advocate, Adversary -- or Both?" Education Writers Association Retreat. Michigan Journalism Fellows Program. University of Michigan, Ann Arbor March 9-10, 2001.

"Student Loan Defaults and Enrollment Persistence" 17th Annual NASSGAP/NCHELP Financial Aid Research Conference. St. Louis, MO. June 9, 2000.

"Regulation Versus Markets: The Case for Greater Flexibility in the Market for Public School Teachers." American Education Research Association Annual Meetings. New Orleans, LA. April 26, 2000

Invited Panelist. "Do We Need Schools of Education?" Education Writers Association. 53rd National Seminar. April 14, 2000. Atlanta, GA.

"What Data Are Available to Answer Charter School Questions?" Charter School Research Conference. The Goldwater Institute. Scottsdale, AZ. February 11-12, 2000.

"Seniority, Wages and Turnover Among Public School Teachers." Devising Incentives to Promote Human Capital Conference. National Academy of Sciences. Beckman Center. Irvine CA Dec. 17-18, 1999.

"State Strategies for Redesigning Teacher Preparation" National Conference of State Legislatures. Indianapolis, IN July 24, 1999.

"Regulation Versus Markets: The Case for Greater Flexibility in the Market for Public School Teachers." New Teachers for a New Century Conference. Johnson Wingspread Conference Center. Racine WI Nov. 17-19, 1999.

"Are NCATE Teachers Better?" 1999 Conference on Standards-Based K-12 Education. California State University - Northridge, May 24, 1999.

"Federal Programs for Teacher Professional Development" Invited Discussant. Brookings Papers on Economic Policy Conference. Brookings Institution. Washington, D.C. May 17-18, 1999.

"Teacher Unions and Education Reform: Gaining Control of Professional Licensing and Advancement." Teacher Unions and Education Reform Conference. Kennedy School of Government. Harvard University. Sept. 24-25, 1998.

"The Recommendations of the National Commission on Teaching and America's Future: An Economist's Perspective." National Association of State Directors of Teacher Education and Licensing (NASDTEC), Rapid City, SD, June 29, 1998.

"Teacher, Pay and Incentives." World Bank Human Development Conference, Washington, D.C., March 5, 1998

"A Critical Appraisal of the Report of the National Commission on Teaching and America's Future." Education Leaders Council National Conference. Dallas, Texas, September 20, 1997

“Teacher Pay and Teacher Quality.” Economics Department, Kansas State University, April, 1997

"Do Public Schools Hire the Best Applicants?" Econometric Society Winter Meetings. January 7, 1995

CURRENT RESEARCH INTERESTS

Teacher Labor Markets, Economics of Education