

CURRICULUM VITAE

MATTHEW G. SPRINGER

University of North Carolina – Chapel Hill
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Specialization: Education Policy; Accountability; Incentives; Compensation; Causal Inference

Rankings: h-index: 28; i10-index: 39

EDUCATION

- 2006 Vanderbilt University, Peabody College, Nashville, Tennessee. Ph.D. Major Field: Education Finance and Policy. Dissertation: “No Child Left Behind and Achievement Tradeoffs.”
- 1998 Denison University, Granville, Ohio. Major Fields: Education and Psychology. Degree Awarded: B.A. with honors. State certified psychology and sociology teacher.

PROFESSIONAL EXPERIENCE

- 2018 – present Robena and Walter E. Hussman, Jr. Distinguished Professor of School Reform and Associate Professor of Education, Evaluation, and Public Policy. Department of Education Policy, Organizations, and Leadership. University of North Carolina – Chapel Hill
- 2017 – 2018 Associate Professor of Public Policy and Education. Department of Leadership, Policy, and Organizations. Peabody College, Vanderbilt University.
- 2010 – 2016 Assistant Professor of Public Policy and Education. Department of Leadership, Policy, and Organizations. Peabody College, Vanderbilt University.
- 2010 – 2014 Director. Tennessee Consortium for Research, Evaluation, and Development [Tennessee Education Research Alliance].
- 2006 – 2012 Director. National Center on Performance Incentives.
- 2006 – 2010 Research Assistant Professor of Public Policy and Education. Department of Leadership, Policy, and Organizations. Peabody College, Vanderbilt University.
- 2005 – 2006 Assistant Director for Policy Research. Peabody Center for Education Policy.
- 2005 – 2006 Project Director. National Center on School Choice.
- 2001 – 2002 Associate Dean of Students, Service-Learning Director, and teacher. Darrow School. New Lebanon, New York.
- 1998 – 2001 Assistant Dean of Students, Service-Learning Director, and teacher. Darrow School. New Lebanon, New York.

HONORS AND AFFILIATIONS

2019	Johnston Teaching Excellence Award. University of North Carolina – Chapel Hill
2019	Chancellor’s Entrepreneurship Scholar, University of North Carolina – Chapel Hill
2017	Faculty Excellence Award for Research and Service to the Field. Peabody College of Vanderbilt University
2017	Outstanding Article of the Year Award. National Education Finance Academy.
2007 – 2017	Faculty Fellow. Vanderbilt University’s Experimental Education Research Training Program.
2012	Outstanding Policy Report. American Education Research Association
2006 – 2012	Research Fellow. National Center on School Choice.
2010 – 2012	Education Policy Fellow. The George W. Bush Institute.
2008	Benefactor of the Commons Award. Vanderbilt University.
2007	Award for Excellence in Research. Vanderbilt University’s Learning Sciences Institute.
2005	Outstanding Educator Honoree. Peabody College, Vanderbilt University.
2002 – 2005	Research Fellowship. Peabody College, Vanderbilt University.
1998 – 2002	Founding Director. Program for Service-Learning and the Environment. Awarded CSEE’s Outstanding Service-Learning Program Award.
1998	Inducted into National Education Honor Society.

PUBLICATIONS:

*alphabetical ordering of authorship; #graduate student

Journal Articles

- #Swain, W.A., #Rodriguez, L.A., **Springer, M.G.** (forthcoming). Selective Teacher Retention Bonuses: Evidence from the Governor’s Retention Bonus Program. *Economics of Education Review*.
- #Joshi, E., #Doan, S., and **Springer, M.G.** (forthcoming). Student-Teacher Race Match: New Evidence and Insight from Tennessee. *AERA Open*.
- *Koedel, C., #Li, J., and **Springer, M.G.**, #Tan, L. (forthcoming). Do Evaluation Ratings Affect Teachers’ Professional Development Activities? *Journal of Research on Educational Effectiveness*.
- *Koedel, C., #Li, J., **Springer, M.G.**, #Tan, L. (2017). The Impact of Performance Ratings on Job Satisfaction for Public School Teachers. *American Educational Research Journal*, 54(2), 241-278.
- *Ballou, D. and **Springer, M.G.** (2017). Has NCLB Encouraged Educational Triage? Accountability and the Distribution of Achievement Gains. *Education Finance and Policy*, 12(1), 77-106.
- Springer, M.G.**, #Swain, W., and #Rodriguez, L. (2016). Effective Teacher Retention Bonuses: Evidence from Tennessee. *Educational Evaluation and Policy Analysis*, 38(2), 199-221.

- ***Springer, M.G.** and Taylor, L.L. (2016). Designing Incentives for Public School Teachers: Evidence from a Texas Incentive Pay Program. *Journal of Education Finance*, 41(3), 344-381. [awarded Outstanding Article of the Year, National Education Finance Academy]
- #Swain, W., **Springer, M.G.**, Hofer, K.G. (2015). The Persistence of Pre-K Effects and Early Grade Teacher Quality: Evidence from the Tennessee-Voluntary Pre-K Experiment. *AERA Open*, 1(4), 1-17. [top 10 AERA Open article of 2015].
- Springer, M.G.**, #Rosenquist, B., and #Swain, W. (2015). Monetary vs. Non-Monetary Incentives. Experimental Evidence from After-School Tutoring Student Attendance Interventions. *Journal of Research on Educational Effectiveness*, 8(4), 453-474.
- Steele, J., Pepper, M.J., **Springer, M.G.**, and Lockwood, J.R. (2015). The Distribution and Mobility of Effective Teachers. *Economics of Education Review*, 48, 86-101.
- *Ballou, D. and **Springer, M.G.** (2015). Using Student Test Scores to Measure Teacher Performance: Some Problems in the Design and Implementation of Evaluation Systems. *Educational Researcher*, 44(2), 77-86. [top 10 ER article of 2015].
- *#Balch, R. and **Springer, M.G.** (2015). Performance Pay, Test Scores, and Student Learning Objectives. *Economics of Education Review*, 44, 114-125.
- Springer, M.G.**, Pepper, M., and Ghosh-Dastidar, B. (2014). Supplemental Educational Services and Student Test Scores: Evidence from a Large, Urban School District. *Journal of Education Finance*, 39(4), 370-403.
- Springer, M.G.**, Ballou, D., and #Peng, A. (2014). Impact of the Teacher Advancement Program on Student Test Scores Gains. *Education Finance and Policy*, 9(2), 193-230.
- Yuan, K., Le, V., McCaffrey, D.F., Marsh, J.A., Hamilton, L., Stecher, B., and **Springer, M.G.** (2013). Incentive Pay Programs Do Not Affect Teacher Motivation or Reported Practices: Results from Three Randomized Studies. *Educational Evaluation and Policy Analysis*, 35(1), 3-22. [top EEPA article of 2013; top 10 AERA article of 2013].
- Springer, M.G.**, Pane, J., Le, V., McCaffrey, D., Burns, S.F., Hamilton, L., and Stecher, B. (2012). Team Pay for Performance: Experimental Evidence from the Round Rock Pilot Project on Team Incentives. *Educational Evaluation and Policy Analysis*. 34(4), 367-390.
- Han, B., McCaffrey, D., **Springer, M.G.**, and Gottfried, M. (2012). Teacher Effect Estimates and Decision Rules for Establishing Student-Teacher Linkages: What are the Implications for High-Stakes Personnel Policies in an Urban School District. *Statistics, Politics, and Policy*, 3(2), 1-22.
- Ballou, D., **Springer, M.G.**, McCaffrey, D.F., Lockwood, J.R., Stecher, B., and Hamilton, L. (2012). POINT/CounterPOINT: The View from the Trenches of Education Policy Research. *Education Finance and Policy*, 7(2), 170-202.
- *Podgursky, M. and **Springer, M.G.** (2011). Teacher Compensation Systems in the United States K-12 Public School System. *National Tax Journal*. 64(1), 165-192.
- Springer, M.G.**, #Liu, K. and Guthrie, J.W. (2009). The Impact of School Finance Litigation on Resource Distribution: A Comparison of Court-Mandated Equity and Adequacy Reform. *Education Economics*, 17(4), 421 – 444.

*Podgursky, M., Smith, J.R., and **Springer, M.G.** (2008). A New Defendant at the Table: An Overview of Missouri School Finance and Recent Litigation. *Peabody Journal of Education*, 83(2), 174-197.

Springer, M.G. (2008). The Influence of an NCLB Accountability Plan on the Distribution of Student Test Score Gains. *Economics of Education Review*, 27(5), 556-563.

*Podgursky, M. and **Springer, M.G.** (2007). Teacher Performance Pay: A Review. *Journal of Policy Analysis and Management*, 26(4), 909-950.

Springer, M.G., Houck, E. Ceperley, P., and Hange, J. (2007). Revenue Generation and Resource Allocation and Deployment Practices in Smaller Learning Communities: Lessons Learned from Three High Schools. *Journal of Education Finance*, 32(4), 443-469.

*Podgursky, M. and **Springer, M.G.** (2007). Credentials versus Performance: Review of the Teacher Performance Pay Research. *Peabody Journal of Education*, 82(4), 551-573.

Guthrie, J.W. and **Springer, M.G.** (2004). Returning to Square One: From *Plessy* to *Brown* and Back to *Plessy*. *Peabody Journal of Education*, 79(2), 5-32.

*Guthrie, J.W. and **Springer, M.G.** (2004). A Nation at Risk Revisited: “Wrong” Reasoning Sometimes Result in “Right” Rules? At What Cost? *Peabody Journal of Education*, 79(1), 7-35.

Book Chapters

Gegenheimer, K. and **Springer, M.G.** (forthcoming). Voucher Outcomes. In Berends, M., Primus, A., and Springer, M.G. *Handbook of Research on School Choice*. New York, NY: Taylor and Francis Group.

Springer, M.G., Houck, E.A., and Guthrie, J.W. (2015). History and Scholarship of United States Education Finance and Policy. In H. Ladd and P. Goertz (eds.), *Handbook of Research on Education Finance and Policy*. Mahwah, NJ: Lawrence Erlbaum Associates, 3-23.

Springer, M.G. (2011). *Establishing a Framework for Evaluation and Teacher Incentives: Considerations for Mexico*. Paris: Organisation for Economic Co-Operation and Development.

Springer, M.G. and Balch, R. (2010). Design Components of Incentive Pay Programs in the Education Sector. In S. Sclafani (ed.), *Teacher Incentives and Stimuli*. Paris: Organisation for Economic Co-Operation and Development.

Taylor, L.L., **Springer, M.G.**, and Ehlert, M. (2010). Characteristics and Determinants of Teacher-Designed Incentive Pay Programs: Evidence from Texas’ Governor Educator Excellence Grant Program. In M.G. Springer (ed.), *Performance Incentives: Their Growing Impact on American K-12 Education*. Washington, DC: Brookings Institution Press.

Springer, M.G., Pepper, M., Gardner, C. and Bower, C. (2009). Supplemental Education Services and No Child Left Behind. In M. Berends, M.G. Springer, D. Ballou, and H.J. Walberg (eds.), *Handbook of Research on School Choice*. Mahwah, NJ: Lawrence Erlbaum Associates.

Springer, M.G., Houck, E.A., and Guthrie, J.W. (2007). History and Scholarship of United States Education Finance and Policy. In H. Ladd and T. Fiske (eds.), *Handbook of Research on Education Finance and Policy*. Mahwah, NJ: Lawrence Erlbaum Associates, 3-23.

Springer, M.G. and Guthrie, J.W. (2007). Adequacy’s Politicization of the School Finance Legal Process. In M. West and P. Peterson (eds.), *School Money Trials: The Legal Pursuit of Educational*

Adequacy. Washington, DC: Brookings Institution Press, 102 – 130. [cited in US Supreme Court decision on school finance].

Springer, M.G. and Guthrie, J.W. Finance Inequality (2006). In K. Borman, S. Cahill, and B. Cotner. *An American High School: An Encyclopedia*. Westport, CT: Greenwood Publishing.

Guthrie, J.W. and **Springer, M.G.** Administration (2006). In K. Borman, S. Cahill, and B. Cotner. *An American High School: An Encyclopedia*. Westport, CT: Greenwood Publishing.

Policy Reports

Ballou, D., Canon, K., Ehlert, M., Wu, W.W., Doan, S., Taylor, L., Springer, M.G. (2016). Final Evaluation Report: Tennessee’s Strategic Compensation Programs Findings from Implementation and Impact: 2010-2016. Nashville, TN: Tennessee Education Research Alliance.

Ehlert, M., Pepper, M.J., Parsons, E., Burns, S.F., and **Springer, M.G.** (2014). Educator Evaluation in Tennessee: Initial Findings from the 2013 First to the Top Survey. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.

Pepper, M.J., Burns, S.F., and **Springer, M.G.** (2013). Educator Evaluation in Tennessee: Preliminary Findings from the 2012 First to the Top Survey. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.

Springer, M.G., Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2013). *Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching*. Nashville, TN: National Center on Performance Incentives.

Lewis, J., Greenslate, C.M., and **Springer, M.G.** (2013). A Review of the Tennessee Assessment Landscape: Current Practices, Perceptions, and Future Directions. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.

Marsh, J.A., **Springer, M.G.**, McCaffrey, D.F., Yuan, K., Epstein, S., Koppich, J., Kalra, N. DiMartino, C. and *Peng, A. (2012). A Big Apple for Educators: New York City’s Experiment with Schoolwide Performance Bonuses. Santa Monica, CA: RAND. [AERA Outstanding Policy Report Award].

Pepper, M.J., Burns, S.F., and **Springer, M.G.** (2012). A Review of Tennessee’s Educational Data Systems. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.

Canon, K., Greenslate, C., Lewis, J., Merchant, K., and **Springer, M.G.** (2012) Evaluation of Tennessee’s Strategic Compensation Programs: Interim Findings on Development, Design, and Implementation. Nashville, TN: Tennessee Consortium on Research, Evaluation, and Development.

Springer, M.G., Ballou, D., Hamilton, L., Le, V., Lockwood, J.R., McCaffrey, D., Pepper, M.J., and Stecher, B. (2010). *Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching*. Nashville, TN: National Center on Performance Incentives.

Springer, M.G., Stuit, D.A., and Peng, A. (2010). Volatility in School Performance Measures: A Primer. Washington, DC: United States Department of Education’s Institute of Education Sciences.

Springer, M.G., Lewis, J.L., Ehlert, M., Podgursky, M., Crader, G., Taylor, L., Gronberg, T., Jansen, D., Lopez, O., and Stuit, D. (2010). *District Awards for Teacher Excellence (D.A.T.E.) Program: Final Evaluation Report*. Austin, TX: Texas Education Agency.

- Springer, M.G.**, Lewis, J.L., Podgursky, M., Ehlert, M., Gronberg, T., Hamilton, L., Jansen, D., Stecher, B., Taylor, L.L., Lopez, O., Peng, A. (2009). *Texas Educator Excellence Grant (TEEG) Program: Year Three Evaluation Report*. Austin, TX: Texas Education Agency.
- Lewis, J. and **Springer, M.G.** (2009). *Effective Technical Assistance Principles: Lessons from Three Performance Pay Programs*. Washington, DC: Center for American Progress.
- Springer, M.G.**, Lewis, J.L., Podgursky, M., Ehlert, M., Taylor, L.L., Lopez, O., and Peng, A. (2009). *Governor's Educator Excellence Grant (GEEG) Program: Year Three Evaluation Report*. Austin, TX: Texas Education Agency.
- Lewis, J.L. and **Springer, M.G.** (2008). *Performance Incentives in Texas: Why Schools Chose Not to Participate*. Nashville, TN: National Center on Performance Incentives.
- Jacob, B. and **Springer, M.G.** (2007). *Teacher Attitudes on Pay for Performance: A Pilot Study*. Tallahassee, Florida: Florida Education Association.
- Springer, M.G.** (2005). *Administrator Merit Pay Programs: Performance Indicators and Characteristics Associated with Successful Program Planning, Design, Adoption, and Implementation*. Austin, TX: Austin Independent School District, 1 – 29.

Books

- Berends, M., Primus, A., and **Springer, M.G.** (eds., forthcoming). *Handbook of Research on School Choice*. New York, NY: Taylor and Francis Group.
- Springer, M.G.** (ed., 2010). *Performance Incentives: Their Growing Impact on American K-12 Education*. Washington, DC: Brookings Institution Press.
- Berends, M., **Springer, M.G.**, Ballou, D., and Walberg, H.J. (eds., 2009). *Handbook of Research on School Choice*. New York, NY: Taylor and Francis Group.
- Guthrie, J.W., **Springer, M.G.**, Rolle, A.R., and Houck, E.A. (2007). *Modern Education Finance and Policy*. Englewood Cliffs, NJ: Allyn & Bacon.
- *Berends, M., **Springer, M.G.**, and Walberg, H. (eds., 2007). *Charter School Outcomes*. New York, NY: Taylor and Francis Group.
- *Berends, M., Langevin, W., and **Springer, M.G.** (eds., 2007). *Policy, Politics, and Organization of School Choice*. Mahwah, NJ: Lawrence Erlbaum Associates.
- *Guthrie, J.W. and **Springer, M.G.** (eds., 2005). *Rendering School Resources More Effective: Unconventional Responses to Long-Standing Issues*. Mahwah, New Jersey: Lawrence Erlbaum Associates.

Other Articles

- Springer, M.G.** and #Gardner, C.D. (2010). Teacher Pay for Performance: Context, Status, and Direction. *Pbi Delta Kappan*, 91(8), 8-15.
- Podgursky, M., **Springer, M.G.** and #Hutton, R. (2009). Teacher Training and Preparation in the United States. In P. Peterson, E. Baker, and B. McGaw (eds.), *International Encyclopedia of Education*. New York, NY: Elsevier.
- Springer, M.G.** (2008). Accountability Tales: Do Schools Practice Educational Triage? *Education Next*, 8(1), 74-79.
- *Guthrie, J.W. and **Springer, M.G.** (2007). Courtroom Alchemy: Adequacy Advocates Turn Guesstimates into Gold. *Education Next*, 7(1), 20-27.

Podgursky, M. and **Springer, M.G.** (2006). K-12 Public School Finance in Missouri: An Overview. *Federal Reserve Bank of St. Louis Regional Economic Development*, 2(1), 31-50.

Manuscripts in Preparation

Rodriguez, L.A., Swain, W.A., and **Springer, M.G.**, Sorting through Performance Evaluations: The Effect of Performance Ratings on Teacher Labor Market. *Revise and Resubmit.*

Springer, M.G. and Taylor, L.L. The Effect of Incentive Pay on Teacher Mobility: Evidence from Tennessee. *Under-review.*

Pearman, A., Swain, W.A., Lachowicz, M., **Springer, M.G.**, and Lipsey, M. Exploring the Persistence of Pre-K Effects. *Under-review.*

Gegenheimer, K., Hunter, S., Koedel, C., and **Springer, M.G.** Does Feedback Matter?

#Pham, L., #Nguyen, T., and **Springer, M.G.** Teacher Merit Pay: A Meta-Analysis. *Under-review.*

#Doan, S. and **Springer, M.G.** and Value-Added and Teacher Accountability: Evidence from a Twin Study Design.

#Rodriguez, L.A. and **Springer, M.G.** The Impact of Tenure Reform on Student and Teacher Outcomes.

Rodriguez, L.A., Gegenheimer, K., and **Springer, M.G.** The Effect of Tenure Reform on Teacher Attitudes and Behavior.

Rodriguez, L. and **Springer, M.G. Distribution and Mobility of Highly Effective Teachers: An Access Perspective.

PROFESSIONAL PRESENTATIONS

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|----------------|--|
| 2019 | Experimental Design and Student Incentives. Presented at Boston University's Wheelock College of Education and Human Development; Students First Coalition. |
| 2018 – present | Does Feedback Matter? Performance Management and Improvement in Public Education (with K. Gegenheimer, S. Hunter, C. Koedel). Presented at the Association for Public Policy Analysis and Management; Association of Education Finance and Policy. |
| 2018 – present | The Impact of Tenure Reform on Student and Teacher Outcomes (with L. Rodriguez). Presented at the Association for Education Finance and Policy. |
| 2017 – present | A Meta-Analysis of Teacher Merit Pay (with L. Pham, T. Nguyen). Presented at the Association for Public Policy Analysis and Management; Vanderbilt University; University of North Carolina – Chapel Hill; NC Governor's Commission on Student Success. |
| 2016 – 2017 | Teachers, Schools, and Geographic Contexts: Understanding Pre-K Effect Persistence (with A. Pearman, M. Lachowicz). Presented at the Association for Public Policy Analysis and Management; Society for Research on Educational Effectiveness; University of North Carolina – Chapel Hill (invited). |
| 2015 – 2017 | The Effect of Incentive Pay on Teacher Mobility: Evidence from Tennessee (with L.L. Taylor). Presented at the Association for Public Policy Analysis and |

- Management; Association for Education Finance and Policy, North Carolina BEST (invited); National Education Finance Academy (invited).
- 2014 – 2017 The Persistence of Pre-K Effects and Early Grade Teacher Quality (with W. Swain and K. Hofer): Evidence from the Tennessee-Voluntary Pre-K Experiment. Association for Education Finance and Policy; Association for Public Policy Analysis and Management; National Head Start Association (invited); Society for Research on Educational Effectiveness (invited).
- 2014 – 2015 Impact of Tennessee’s Retention Bonus Program (with W. Swain and L. Rodriguez): Presented at the Albert Shanker Institute (invited); Association for Education Finance and Policy; Association for Public Policy Analysis and Management; Education Writer’s Association National Conference (invited); Vanderbilt University.
- 2014 Children’s Health Insurance and Student Achievement: The Effect of SCHIP on Test Scores (with W. Swain): Presented at the Association for Education Finance and Policy.
- 2011 – 2013 Student Incentives and Supplemental Educational Services: Experimental Evidence (with B. Rosenquist and W. Swain). Presented at the American Educational Research Association; Association for Education Finance and Policy; University of Colorado – Colorado Springs (invited); U.S. Department of Education (invited); Vanderbilt University.
- 2011 – 2012 Team Pay for Performance: Experimental Evidence from the Round Rock Pilot Project on Team Incentives (with J. Pane, J.R. Lockwood, D. McCaffrey, et al). Presented at the American Educational Research Association; Association for Public Policy Analysis and Management; Association for Education Finance and Policy; and Vanderbilt University.
- 2010 – 2012 Teacher Pay for Performance: Experimental Evidence from the Project on Incentives in Teaching (with D. Ballou, J.R. Lockwood, D. McCaffrey, et al.). Presented at the American Educational Research Association; Association for Public Policy Analysis and Management; Association for Education Finance and Policy, University of Michigan’s Ford School of Public Policy (invited); U.S. Department of Education (invited); Vanderbilt University’s Peabody College.
- 2008 – 2012 Teacher Compensation Systems in the United States K-12 Public School System (with M. Podgursky). Presented at the Education Finance Association; Association for Public Policy Analysis and Management; Harvard University’s John F. Kennedy School of Government (invited); Oklahoma House of Representatives; REL MidWest/Learning Point Associations (invited); Trevecca Nazarene University (invited); University of Georgia (invited); University of Texas (invited); Vanderbilt University’s Peabody College.
- 2008 – 2010 The Estimated Effects of Supplemental Educational Services on Student Test Scores: Evidence from a Large, Urban School District (with B. Ghosh-Dastidar, M. Pepper). Presented at the American Education Finance Association; Urban Institute (invited); National Center for Education Statistics (invited).

- 2009 – 2010 Designing Incentives for Public School Teachers: Evidence from a Texas Incentive Pay Program (with L.L. Taylor). Presented at the U.S. Department of Education’s Institute of Education Sciences (invited); National Governors Association (invited); United States Government Accountability Office (invited).
- 2008 – 2009 Achievement Tradeoffs and No Child Left Behind (with D. Ballou). Presented at the American Education Finance Association; American Educational Research Association; Association for Public Policy Analysis and Management; Urban Institute; Vanderbilt University.
- 2009 Volatility in School Growth Measures and Implications for School Accountability (with D.F. McCaffrey, D.A. Stuit). Presented at the U.S. Department of Education’s Institute of Education Sciences; Vanderbilt University.
- 2009 The Estimated Effect of Texas’ Teacher Pay for Performance Program on Student Test Score Gains (with T. Gronberg, D. Jansen, J. Lewis, et al.). Association for Public Policy Analysis and Management; American Education Finance Association; University of Arkansas (invited); U.S. Department of Education’s Institute of Education Sciences; Vanderbilt University.
- 2008 The Political Economy of Teacher Certification and Compensation (with W.E. Langevin). [nominated for MPSA outstanding paper award]. Presented at the Midwest Political Science Association.
- 2007 – 2009 The Impact of the Teacher Advancement Program on Student Test Score Gains: Findings from an Independent Appraisal (with D. Ballou, A. Peng). Presented at the American Education Finance Association; Association for Public Policy Analysis and Management; Harvard University / CESifo (invited); Vanderbilt University.
- 2006 – 2007 Teacher Performance Pay: A Review (with M. Podgursky). Presented at the Education Commission of the States (invited); Kauffman Foundation (invited); National Comprehensive Center on Teacher Quality (invited); National Council for Exceptional Children (invited); National Governor’s Association (invited); University of Missouri (invited).
- 2005 – 2007 The Impact of Education Finance Litigation Reform on Resource Distribution: Is There Anything Special About Adequacy? (with K. Liu, J.W. Guthrie). Presented at the American Education Finance Association; American Educational Research Association; Association for Public Policy Analysis and Management.

EXTRAMURAL FUNDING

- 2014 – 2018 Co-Principal Investigator. *Follow-up through Middle School of a Randomized Study of Public Prekindergarten*. National Institute of Child Health and Development. \$3,906,152 over 5 years.
- 2011 – 2016 Principal Investigator / Founding-Director. *Tennessee Consortium for Research, Evaluation, and Development [Tennessee Education Research Alliance]*. U.S.

- Department of Education's Race to the Top Grant Program and the Tennessee Department of Education. \$3,500,000.
- 2010 – 2015 Principal Investigator. *Evaluation of Tennessee's TIF Grant – Round III*. U.S. Department of Education's Teacher Incentive Fund Program / Tennessee Department of Education. \$2,300,000 over 4 years.
- 2009 – 2011 Co-Principal Investigator. *Evaluation of New York City's School-Wide Performance Bonus Program*. Fund for New York City Schools. \$600,000 (D. McCaffrey, PI; J. Marsh, Co-PI). [prime contractor RAND Corporation]
- 2007 – 2011 Principal Investigator. *Evaluation of the Texas Governor's Educator Excellence Award: Texas Educator Excellence Grant Program*. Texas Education Agency. \$1,850,000 (M. Podgursky, Co-PI).
- 2006 – 2011 Principal Investigator / Founding-Director. *National Center on Performance Incentives*. U.S. Department of Education's Institute of Education Sciences. \$10,000,000 (J. Guthrie, D. Ballou, M. Podgursky, Co-PIs).
- 2010 Principal Investigator. *The Impact of Teacher Pay for Student Performance on Student Outcomes*. Nashville Alliance for Public Education. \$1,000,000.
- 2008 – 2010 Principal Investigator. *Evaluation of the District Awards for Teaching Excellence Program*. Texas Education Agency. \$725,000 (J. Lewis, Co-PI).
- 2004 – 2010 Co-Principal Investigator. *National Center on School Choice*. U.S. Department of Education. Institute of Education Sciences. \$10,000,000 (M. Berends, PI; D. Ballou, E. Goldring, Co-PI).
- 2008 – 2009 Principal Investigator. *Evaluation of a Team-Level Pay for Performance Program*. Michael and Susan Dell Foundation. \$380,000.
- 2007 – 2009 Principal Investigator. *Performance Incentives: Their Growing Impact on American K-12 Schools*. Smith Richardson Foundation. \$180,000.
- 2006 – 2009 Principal Investigator. *Evaluation of the Texas Governor's Educator Excellence Award Program: Governor's Educator Excellence Grant Program*. Texas Education Agency. \$530,000 (M. Podgursky, Co-PI).
- 2006 – 2009 Co-Principal Investigator. *No Child Left Behind and Achievement Tradeoffs*. Smith-Richardson Foundation. \$284,000 (D. Ballou, PI).
- 2005 Principal Investigator. *Revenue Generation and Resource Allocation and Deployment Practices in Smaller Learning Communities: Lessons from Three High Schools*. U.S. Department of Education through subcontract with Appalachian Educational Laboratory. approx. \$25,000 (E. Houck, Co-PI).

TEACHING

- Politics and Policymaking in America's Schools (EDUC – 506; undergraduate)
- Incentives and Accountability (EDUC – 840; graduate)
- American Professoriate (IDST – 890; graduate with B. Goldstein and K. Guskiewicz)
- Introduction to Public Policy (HOD – 1800; undergraduate)

Causal Inference in Public Policy Research [Research Design and Data Analysis II] (LPO – 3800; graduate)

Ph.D. Proseminar (LPO – 3600; graduate)

Resource Allocation and Deployment / School Finance (LPO – 3600; graduate, co-taught as student).

Executive Leadership (HOD – 3900; undergraduate, co-taught as student).

SERVICE:

Public / Professional

2019	Division L Lifetime Achievement Award Committee, American Educational Research Association
2018 - present	Mentor, APPAM Mentor Matching Program
2018	Program Committee, Association of Public Policy Analysis and Management
2018	Expert Consultant. Florida Best and Brightest Litigation.
2015 – present	Policy Advisory Board, Texas Institute for Education Reform
2015 – 2018	Board of Directors, Cal Turner Family Foundation. Nashville, TN.
2011 – 2016	SCORE Prize Selection Committee. Nashville, TN.
2011 – 2015	SREE proposal review committee
2011 – 2012, 2014	AERA proposal review committee
2013	Expert testimony on teacher incentive pay systems. New York City Board of Education and United Federation of Teachers.
2013	Expert testimony on teacher evaluation system. State of New York.
2012 – 2013	Technical Advisory Committee, RANDA Inc.
2011	Value-Added Technical Advisory Committee. Florida Department of Education.
2010 – 2012	Governor’s Commission on the First to the Top Act. State of Tennessee.
2009 – 2013	Technical Working Group, National Impact Evaluation of the Teacher Incentive Fund. U.S. Department of Education.
2008 – 2012	Advisory Board. National Governors Association’s Teacher Effectiveness Initiative.
2008 – 2012	Board of Directors. Chalkboard Project for Education.
2010 – 2012	Advisory Board. National Education Association’s Institute for Local Innovation and Policy Leadership.
2009 – 2011	Task Force on Teacher Effectiveness. Nashville Mayor and Director of Schools ASSET Reform Initiative.
2009 – 2010	Program Committee, Division L - Policy and Politics (chair). American Education Research Association.
2008 – 2009	Technical Expert, <i>Committee for Educational Equality, et al. v. State of Missouri, et al.</i>

2007 – 2010	ERIC Content Expert on Policy and Management. U.S. Department of Education.
2006 – 2009	Board of Directors. American Board for Certification of Teacher Excellence.
2009	Technical Working Group on Growth Curve Models. U.S. Department of Education’s Institute of Education Sciences.
2007 – 2008	Financial Analyst, <i>Moore v. State of Alaska</i> .
2006 – 2008	Financial Analyst, <i>Abbeville County School District, et al. v. State of South Carolina</i> .
2008	Policy Working Group on Educator Incentives. U.S. Department of Education.
2007	Program Committee. Association for Public Policy Analysis & Management.
2007	Financial Analyst, <i>Tyler Young, et. al. v. Daniel L. Williams, et. al. and Related Action</i> .
2006	Technical Advisor. Governor’s Educator Excellence Award Programs. State of Texas.
2005	Advisory Committee. Principal Pay for Performance Program. Austin Independent School District.
2005	Program Committee. American Education Finance Association.
2001 – 2003	Board of Directors. Berkshire Habitat for Humanity.

Departmental / University

2019 – present	Area Chair, Education Policy and Organizational Leadership
2018	Faculty Search Committee. Educational Leadership and Policy
2017	Chair, Faculty Search Committee. K-12 Leadership and Policy.
2015 – 2018	Coordinator, Education Policy track (undergraduate).
2007 – 2018	Masters of Public Policy Admissions Committee.
2016 – 2018	Ph.D. Steering Committee
2015 – 2017	Coordinator, LPO Research Colloquium Series.
2015	Faculty Search Committee. K-12 Leadership and Policy.
2008 – 2010	Research Advisory Board. Vanderbilt’s Learning Sciences Institute.
2007 – 2009	Advisory Board. Vanderbilt Institute for Clinical and Translational Research.
2004	Program Planning Committee (co-chair). National Conference on Revisiting <i>Brown v. Board of Education</i> hosted by Peabody College.
2004	Program Committee. National Conference of Education Writers Association hosted by Peabody College.
2003 – 2006	Associate Editor. <i>Peabody Journal of Education</i> .

Dissertation Committees

Ph.D. Sy Doan (present); Emily Kern (present); Luis Rodriguez (2018, chair); Tuan Nguyen (2018, co-chair); Michael Little (2018); Seth Hunter (2018); Brooks Rosenquist (2018); Richard Blissett (2017); Chris Redding (2017); Walker Swain (2017, chair); Nayan Bose (2015, Econ Dept.); Art Peng (2014); Ryan Balch (2012); Peter Goff (2012); Alex Kurz (2011, Special Education); Meisha Fang (2010); Keke Liu (2010); Karen Herbert (2010, UT-Austin); Coby Meyers (2009; co-chair); David Stuit (2009).

Ed.D. Susan Burns (2009); Cate Gardner (2009); Joyce Meeuwssen (2009).

Referee

AERA Open; American Educational Research Journal; Economics of Education Review; Economic Letters; Educational Researcher; Educational Administration Quarterly; Educational Evaluation and Policy Analysis; Education Finance & Policy; Education Next; Education Policy Analysis Archives; Educational Testing Service; Industrial & Labor Relations Review; Institute of Education Sciences; Journal of Education Finance; Journal of Educational and Behavioral Statistics; Journal of Human Capital; Journal of Human Resources; Journal of Policy Analysis & Management; Journal of Public Economics; Journal of Public Policy Administration & Review; Journal of School Choice; National Comprehensive Center on Teacher Quality; National Tax Journal; Peabody Journal of Education; Policy Studies Journal; Public Administration Review; Public Policy Institute of California; Psychological Sciences; Smith-Richardson Foundation; Social Sciences and Humanities Research Council – Canada; Social Science Quarterly; Society for the Advancement of Excellence in Education; Urban Education Review.

Media Coverage

ABC World News Tonight; Australian Teacher Magazine; Business Wire; CNN's Lou Dobbs Tonight; CNN Top of the Hour; Christian Science Monitor; Dallas Morning News; Denver Post; Education Week; Futurity; Hechinger Report, Houston Chronicle; Idaho Statesman; National Public Radio; Newsweek; New York Times; ScienceDaily; Stateline.org; Teacher Magazine; Tennessean; Time Magazine; The 74; US News and World Report, USA Today; Wall Street Journal.

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