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EXPERIENCE

- 1986- Professor, Associate Professor, Assistant Professor, of Public Administration, Public Policy, and Economics, University at Albany, Albany, New York.
- 2002-2003 Visiting Associate Professor of Policy Studies, Duke University
- 1998-2000 Acting Dean, Graduate School of Public Affairs
- 1996-1998 Chair, Department of Public Administration and Policy
- 1994-1995 ASA/NSF Research Fellow, Census Bureau, Washington DC
- 1982-1986 Assistant Professor, Division of Economics, University of Oklahoma, Norman, Oklahoma
- 1979-1982 Research Economist, Carolina Population Center, Chapel Hill, North Carolina.
- 1975-1976 Research Assistant, Office of Policy Analysis and Research, ASPE, Department of Health, Education, and Welfare, Washington, DC
- 1974-1975 Research Assistant, National Planning Association, Washington, DC

EDUCATION

- B.A., Economics, Denison University, Granville, OH, 1974
Ph.D., Economics, University of North Carolina, Chapel Hill, NC, 1982

RESEARCH

Articles and Book Chapters

“Closing the Student Achievement Gap by Increasing the Effectiveness of Teachers in Low-Performing Schools” forthcoming, *Handbook of Research in Education Finance and Policy*, H. Ladd and E. Fiske eds., (with D. Boyd, and H. Lankford)

“The Impact of Assessment and Accountability on Teacher Recruitment and Retention: Are There Unintended Consequences?” (with D. Boyd, H. Lankford and S. Loeb), forthcoming *Public Finance Review*.

“The Role of Teacher Preparation and Certification in Improving the Quality of K-12 Teachers” (with D. Boyd, D. Goldhaber and H. Lankford), in Susanna Loeb, Cecilia Rouse and Anthony Shorris, eds. *Excellence in the Classroom: Policies to Improve the Teacher Workforce*, 2007 17(1), pp. 45-68.

“The Effect of School Choice and Residential Location on Racial and Economic Segregation of Students” (with H. Lankford), T. Gronberg and D. Jansen, eds. *Advances in Applied Microeconomics, Volume 14, Improving School Accountability: Check-Ups or Choice*, Elsevier (2006), pp.185-240.

“The Imperative of 480 Schools” *Education Finance and Policy*, 2006 1(3): 279-287.

“How Changes in Entry Requirements Alter the Teacher Workforce and Affect Student Achievement” (with D. Boyd, P. Grossman, H. Lankford and S. Loeb), *Education Finance and Policy* March 2006 1(2): 176-216.

“Complex by Design: Investigating Pathways into Teaching in New York City Schools” (with D. Boyd, P. Grossman, H. Lankford, S. Loeb and N. Michelli), *Journal of Teacher Education*, March/April 2006 57(2): 155-166.

“Explaining the Short Careers of High-Achieving Teachers in Schools with Low-Performing Students” (with D. Boyd, H. Lankford, and S. Loeb), *American Economic Association Proceedings*, May 2005 95(2): 166-171.

“Why are Schools Racially Segregated? Implications for School Choice Policies” (with H. Lankford) J. Scott, (ed.). *School Choice and Diversity: What the Evidence Says*. Teachers College Press (2005), pp. 9-26.

“The Draw of Home: How Teachers’ Preferences for Proximity Disadvantage Urban Schools” (with D. Boyd, H. Lankford, and S. Loeb), *Journal of Policy Analysis and Management*, 2005, 24(1): 113-132.

“Placing the Preparation and Recruitment of Teachers into a Labor Market Framework” (with D. Boyd, H. Lankford and S. Loeb) in F. Hess, A. Rotherham and K. Walsh (ed.) *A Qualified Teacher in Every Classroom: Appraising Old Answers and New Ideas*, 2004, pp.149-172.

“Understanding Teacher Labor Markets: Implications for Educational Equity” (with D. Boyd, H. Lankford and S. Loeb), in D. Monk and M. Plecki, eds., *School Finance and Teacher Quality: Exploring the Connection*, 2003, pp. 55-84.

“Teacher Sorting and the Plight of Urban Schools: A Descriptive Analysis” (with H. Lankford and S. Loeb), *Educational Evaluation and Policy Analysis*, 2002 vol. 24(1), pp. 38-62.

“Who Would be Left Behind by Enhanced Private School Choice?” (with H. Lankford) *Journal of Urban Economics*, vol. 50, 2001, pp. 288-312.

“Educational Finance to Support High Learning Standards: A Synthesis,” (with M. Naples) *Economics of Education Review*, vol. 19, 2000, pp. 305-318.

“The Changing Structure of Teacher Compensation, 1970-94” (with H. Lankford), *Economics of Education Review*, vol. 16, no. 4, 1997, pp. 371-384.

“The Allocation of Resources to Special Education and Regular Instruction” (with H. Lankford), H. Ladd ed., *Making Schools Accountable: Performance-Based Approaches to School Reform*, Washington, DC: Brookings Institution, 1996, pp. 221-57.

(Reprinted in *Funding Special Education* edited by T. Parrish, J. Chambers, C. Guarino, 1998)

“Do Medicaid Expenditures Crowd-Out State Aid for Primary and Secondary Education?” (with J. Fossett), *Journal of Health Politics, Policy and Law*, Fall 1996, pp. 409-32.

“An Analysis of Elementary and Secondary School Choice” (with H. Lankford and E. Lee), *Journal of Urban Economics*, vol. 38, 1995, pp. 236-51.

“Property Taxation, Taxpayer Burden and Local Educational Finance in New York” (with H. Lankford), *Journal of Educational Finance*, vol. 21, no. 1, Summer 1995, pp. 57-86.

“Where has the Money Gone? An Analysis of School District Spending in New York State, 1979-80 to 1991-92” (with H. Lankford), *Educational Evaluation and Policy Analysis*, vol. 17, no. 2, Summer 1995, pp. 195-218.

“Primary and Secondary School Choice Among Public and Religious Alternatives” (with H. Lankford), vol. 11, no. 4, 1992, *Economics of Education Review*, pp. 317-37.
(Reprinted in *Market Approaches to Education*, Edited by Elchanan Cohn, 1996.)

“The Intrastate Equality of Public Primary and Secondary Education Resources in the U.S., 1980-87,” vol. 11, no. 1, 1992, *Economics of Education Review*, pp. 19-30.

“Another Look at the Tax-Favored Retirement Savings Puzzle” (with J. Collins), *Journal of the American Taxation Association*, Fall 1991, pp. 74-86.

“Modeling Charitable Giving Using a Box-Cox Standard Tobit Model” (with H. Lankford), *Review of Economics and Statistics*, vol. 73, no. 3, August 1991, pp. 460-70.

“Estimates of Tax Deferred Retirement Savings Behavior” (with J. Collins), *National Tax Journal*, December 1988, pp. 561-72.

“The Impact of Tax Favored Retirement Savings on Net Savings” (with J. Collins), S. Moriarity and J. Collins, eds., *Contemporary Tax Research*, Norman, Oklahoma: University of Oklahoma, 1988, pp. 58-69.

“The Nonexcludable Publicness of Public Primary and Secondary Education,” vol. 24, *Journal of Public Economics*, 1984, pp. 331-51.

“The Demand for School Lunch: An Analysis of Individual Participation in the School Lunch Program” (with J. Akin, D. Guilkey, and B. Popkin), *Journal of Human Resources*, Spring 1983, pp. 213-30.

“Allocative Effects of Tax Substitution on Primary and Secondary Education” (with J. Akin), vol. 48, *Southern Economic Journal*, April 1982, pp. 1061-73.

Working Papers

“Teacher Preparation and Student Achievement” (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb).

“New York City Mentoring: How Teachers and Schools Jointly Determine the Implementation of a District-Wide Mentoring Program” (with D. Boyd, P. Grossman, H. Lankford, S. Loeb and J. Myung)

“Surveying the Landscape of Teacher Education in New York City: Constrained Variation and the Challenge of Innovation,” (with D. Boyd, P. Grossman, K. Hammerness, H. Lankford, S. Loeb, M. McDonald, M. Reininger, M. Ronfeldt)

“Who Leaves? Teacher Attrition and Student Achievement” (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb).

“The Narrowing Gap in New York City Teacher Qualifications and its Implications for Student Achievement in High-Poverty Schools” (with D. Boyd, H. Lankford, S. Loeb, and J. Rockoff)

“Improving Science Achievement: The Role of Teacher Workforce Policies” (with D. Boyd, H. Lankford, and S. Loeb)

“Initial Matches, Transfers, and Quits: The Role of Teachers’ Career Decisions in the Disparities in Average Teacher Qualifications Across Schools” (with D. Boyd, H. Lankford, and S. Loeb)

“Analyzing the Determinants of the Matching of Public School Teachers to Jobs: Estimating Compensating Differentials in Imperfect Labor Markets” (with D. Boyd, H. Lankford, and S. Loeb).

“The Determinants of Public-Private School Choice” (with H. Lankford)

Work in Progress

“Who Enters Teaching?” (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb)

“Empirical Analyses of Labor Markets for Public School Teachers Employing a Game-Theoretic Two-Sided Match Framework” (with D. Boyd, H. Lankford and S. Loeb).

“The Role of Salaries in the Retention of Teachers” (with D. Boyd, H. Lankford and S. Loeb)

Other Research

“Measuring Proficiency With Status and Growth Models: How Best to Maximize the Achievement of All Students?” Prepared for the Aspen Congressional Conference

“Our Next Generation: School Leadership in New York” (with H. Lankford and R. O’Connell), New York State Education Department, 2003.

“School District Expenditures and Fiscal Stress in New York, 1980-2000,” (with D. Boyd and H. Lankford) Condition Report, Education Finance Research Consortium, University at Albany, SUNY, 2002.

Small-Area Estimates of School-Age Children in Poverty: Evaluation of Current Methodology, (co-authored with members of the NAS panel). National Academy Press, Washington, D.C., 2000.

Small-Area Income and Poverty Estimates, (co-authored with members of the NAS panel). National Academy Press, Washington, D.C., 2000.

“The Labor Market for Public School Teachers: A Descriptive Analysis of New York State’s Teacher Workforce,” (with H. Lankford and F. Papa) Condition Report, Education Finance Research Consortium, University at Albany, SUNY, 2000.

"The Allocation of Title 1 Funds to School Districts: Federal Direct Allocations v. Allocations by States" (with F. Papa) in *Small-Area Estimates of School-Age Children in Poverty, Interim Report 3*, National Academy Press, Washington, D.C., 1999.

"High Spending on K-12 Education: How Does New York Differ from Other States? (with H. Lankford) Report submitted to Rockefeller Institute of Government under contract with the New York Office of the State Comptroller, 1998.

"Educational Finance to Support High Learning Standards: A Synthesis," (with M. Naples), *Educational Finance to Support High Learning Standards*, James Wyckoff, ed. New York State Board of Regents, 1997, pp. 1-25.

"The Allocation of Resources in New York State School Districts: 1979-80 to 1993-94" (with H. Lankford), *Cost Effectiveness in Education*, Robert Berne, ed., New York State Board of Regents, 1996, pp. 45-62.

"The Dynamics of Teacher Salary Expense" (with H. Lankford and P. Ochshorn) in *Selected Papers in School Finance*, 1996 National Center for Education Statistics, W.J. Fowler, Jr., ed., NCES 98-217

"Property Taxation, Taxpayer Burden and Local Educational Finance" (with H. Lankford), *Study on the Generation of Revenues for Education, Final Report*, David Monk, ed., New York State Board of Regents, 1995, pp. 48-74.

"Which Teachers Received Real Salary Increases in New York, 1970-94?" (with H. Lankford), *Proceeding from NCES Conference on Putting It All Together*, 1994.

"Tracking the Changing Pattern of School District Expenditures in New York" (with H. Lankford), *The Clearing House*, Nov/Dec 1994, pp. 78-81.

"Where Has the Money Gone? An Analysis of School District Spending in New York, 1979-80 to 1991-92," Report Submitted to the New York State Special Commission on Educational Structure, Policies, and Practices, December 1993.

"To What Extent is Education a Public Good," E. Brown, ed., *Readings, Issues, and Questions in Public Finance*, fourth edition, Homewood, IL: Irwin, 1996, pp. 6-11.

"Accounting for Costs Would Improve State Aid for Education," *Rockefeller Institute Bulletin*, 1991, pp. 27-29.

"Intergovernmental Influences on Medicaid Program Expenditures: Comments and Additional Evidence" (with I. Lurie), *Public Administration Review*, July/August 1989, pp. 402-4.

"Needs Assessment Survey for a Statewide Online Database" (with W. Ferretti), submitted to Regional Information Network Gateway, Rockefeller Institute of Government, March 1987.

"The Effect of Merger on a Firm's Behavior: A Survey," Discussion paper 80-06, Research Triangle Institute, Economics Division, 1980.

“The Benefits Resulting From Implementation of PL 92-500 (The Clean Water Act Amendments)” (with I. Gutmanis and G. Sawdy), Report submitted to the National Commission on Water Quality, 1975.

INVITED PRESENTATIONS and PRESENTATIONS AT CONFERENCES

2007: Educational Conference Board, Annual Policy Conference; Aspen Congressional Program, No Child Left Behind: A Five Year Review; University of North Carolina School of Education; NY Federal Reserve Education Policy Workshop; American Education Finance Association Meetings; Teachers for a New Era New York Policy Roundtable; New York State Board of Regents Higher Education Subcommittee; National Conference of State Legislators conference on Linking Research and Policy to Support Effective Teaching; Alliance for Excellent Education Conference; Annual Meeting of the Association for Public Policy and Management; NCES Teacher Analyses Meeting

2006: American Education Finance Association Meetings; New York State Board of Regents Higher Education Subcommittee; National Science Foundation; Jerry Miner Lecture, Syracuse University; Future of Children Conference; Professional Standards and Practices Board (NYSED); Virginia Policy Roundtable; the University of Virginia School of Education; Annual Meeting of the Association for Public Policy and Management

2005: American Economic Association Meetings; American Education Finance Association Meetings; Alternative Teacher Preparation Conference; National Research Council Conference on Teacher Preparation and Quality; Teachers for a New Era Research Conference; Annual Meeting of the Association for Public Policy and Management; New York State Association of Teacher College Educators.

2004: Annual Meeting of the American Association of College Teacher Educators; Professional Standards and Practices Board, NYSED; Annual Meeting of the American Education Finance Association; New York State Board of Regents Subcommittee on Higher Education; New York State Council of School Superintendents, Fitting the Pieces Together: Making Sense of the School Finance Puzzle; New York State Board of Regents Subcommittee on State Aid; Education Commission of the States, National Forum on Education Policy; National Center for Education Statistics, STATS-DC 2004.

2003: Annual Meeting of the American Economics Association; Professional Standards and Practices Board, NYSED; Annual Meeting of the American Education Finance Association; Annual Meeting of the Association for Public Policy and Management; A Qualified Teacher in Every Classroom: Appraising Old Answers and New Ideas, An American Enterprise Institute Conference.

2002: Annual Meeting of the American Education Finance Association; Advisory Council on Teacher Education, SUNY; Leave No Child Behind SUNY Conference; New York State Board of Regents; Annual Meeting of the American Education Research Association; OERI/CTP Workshop on Teacher Quality; Grantmakers for Education Conference; Annual Meeting of the Association for Public Policy and Management

2001: Annual Meeting of the American Education Finance Association; Annual Meeting of the National Association of Schools of Public Administration and Affairs; Annual Meeting of the Association for Public Policy and Management; Meeting of the New York Association of Colleges of Teacher Education.

2000: Annual Meeting of the American Education Finance Association; School Choice and Racial Diversity Conference sponsored by the Harvard Civil Rights Project and the National Center for the Study of Privatization in Education at Teachers College, Columbia University; Educational Finance Research Consortium.

GRANTS and CONSULTING

“Student Achievement and Teacher Retention: The Role of Working Conditions and Professional Development” (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb), National Science Foundation, 2006-09, \$838,475.

“Education Finance Research Consortium (with W. Duncombe, D. Monk and L. Stiefel) New York State Education Department, 2006-2011, \$1.1 million.

“Teacher Policy Research: Communicating Findings to Policy Makers” (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb) Carnegie Corporation of New York, 2006-07, \$9200

“Do Lower Barriers to Entry Affect Student Achievement and Teacher Retention: The Case of Math Immersion,” (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb) Institution of Education Sciences, U.S. Department of Education, 2006-2008, \$394,424.

“Examining Teacher Preparation: An Evaluation of the New York City Teaching Fellows Program” (with D. Boyd, H. Lankford, and S. Loeb) New York State Education Department, 2004-06, \$76,010

“Symposium on School Finance in New York State,” (with David Monk) Regents Research Fund and the Wallace Foundation, 2003-04, \$115,000.

“Examining Teacher Preparation: Does the Pathway Make a Difference?” (with D. Boyd, P. Grossman, H. Lankford, and S. Loeb)

- City University of New York, 2003-04, \$600,000;
- The Spencer Foundation, 2003-06, \$648,000;
- The New York State Education Department, 2003 \$73,000;
- The Carnegie Corporation, 2003-06, \$799,000;
- The National Science Foundation, 2004-07, \$1,799,000.

“Education Finance Research Consortium,” (with D. Monk and L. Stiefel) New York State Education Department, 2003-04, \$213,000.

“Identifying the Next Generation of School Leaders” (R. O’Connell and H. Lankford), New York State Education Department, period 2002-2003, \$79,543.

“Understanding the Dynamics of Teacher Labor Markets: Attracting and Retaining High Quality Teachers in Low Performing Schools,” (with D. Boyd, H. Lankford, and S. Loeb), Office of Educational Research and Improvement, US Department of Education, 2001-2003, \$595,227

“Attracting and Retaining High-Quality Teachers in Low-Performing Schools,” (with D. Boyd, H. Lankford, and S. Loeb), Smith Richardson Foundation, 2001-2003, \$206,348.

“How Can Low-Performing Schools/Districts Attract and Retain High Quality Leaders?” (with H. Lankford) RAND Corporation and New York State Education Department, 2001-2002, \$132,557.

“Education Finance Research Consortium,” (with D. Monk and L. Stiefel) New York State Education Department, 1999-2003, \$644,000.

“Supply and Demand for Vocational Education Teachers,” (with H. Lankford) RAND Corporation, 1999, \$35,000.

“Workshop at the Center for Public Affairs Studies at the Budapest University of Economic Sciences,” Social Science Curriculum Development Program, International Research and Exchanges, May 1998

Educational Finance Symposium on School Finance for High Standards, New York State Board of Regents, 1997-98 \$71,383.

“High Spending on K-12 Education: How Does New York Differ from Other States? (with H. Lankford) Report submitted to the Center for the Study of the States, Rockefeller Institute of Government under contract from the New York State Office of the State Comptroller, 1997, \$12,500.

“The Fiscal Impact of Enrollment and Retirement Increases on School District Budgets” (with H. Lankford and P. Ochshorn), National Center for Education Statistics, 1996-97, \$20,000.

“The Effects of School Choice and Residential Location on the Educational Environment of K-12 Students” (with H. Lankford), The Spencer Foundation, 1996-97, \$9000.

“A General Model of Public and Private School Choice” (with H. Lankford), National Science Foundation/American Statistical Association/Bureau Fellowship, 1994-95, \$40,000.

“Where Has the Money Gone? An Analysis of School District Spending in New York, 1979-80 to 1991-92,” (with H. Lankford the New York State Special Commission on Educational Structure, Policies, and Practices, June 1993-January 1994, \$40,000.

“The Financing of Tax-Favored Retirement Savings” (with J. Collins), The Arthur Young Foundation, \$20,000, May 1989-December 1990.

SERVICE

University at Albany

Member, Search Committee, Dean, Business School, 2007

Member, Search Committee, Dean, Rockefeller College, 2005-06

Member Enrollment and Resource Allocation Committee, 2005

Member Search Committee for University Provost, 2005

Member, Rockefeller College Resource Advisory Council, 2004-05

Member, Ad-Hoc University Governance Committee, 2004

Member, Provost's Advisory Task Force on Graduate Assistant Stipends, Tuition Scholarships and Targeted Awards, 2001-2002

Chair, Search Committee, Dean, School of Criminal Justice, 2000-01

Member, Steering Committee, Capital Plan 2000
 Acting Dean, Graduate School of Public Affairs, 1998-2000
 Member, Search Committee, Dean, School of Business, 1998-99
 Chair, Department of Public Administration and Policy, 1996-98.
 Director, MA Public Policy Program, Department of Public Administration and Policy,
 University at Albany, 1993-94.
 Director, Ph.D. Program, Department of Public Administration and Policy, University at
 Albany, 1987-91.

Other Professional Service

Member, National Advisory Board, U.S. Teacher Education Development Study, 2007-
 Recipient, Association of Teacher Educators Distinguish Research Award (with D. Boyd,
 P. Grossman, H. Lankford, and S. Loeb), 2007
 Member, Policy Council, Association for Public Policy Analysis and Management, 2006-
 Member, Education Policy Advisory Committee, Spitzer Transition, 2006
 Member, Local Government Research Advisory Committee, Office of the State
 Comptroller, 2006-
 Member, Committee of Institutional Representatives, APPAM, 2006.
 Member, Committee on the Study of Teacher Preparation Programs in the United States,
 National Research Council, 2005-07
 Member, New York Latino Research and Resources Advisory Board, 2005-
 Member, Education Systems and Broad Reform Scientific Review Panel, Institute of
 Education Sciences, USDOE, 2006-07
 Member, Proposal Review Panel, Institute for Education Sciences, USDOE, 2005
 Editorial Board, *Education Finance and Policy*, 2005-
 Member, NASPAA Doctoral Committee 2004-2006
 President, American Education Finance Association, 2003-04.
 Editorial Board, *Economics of Education Review*, 2004-
 Co-chair, New York State Regents Symposium on Financing Education in New York,
 2003-04.
 Member, National Center for Education Statistics, Technical Review Panel, 2002-2005
 Associate Editor, *Economics of Education Review*, 2001-04
 Member, Advisory Council on Teacher Education, SUNY, 2001-2005
 Director and Governing Board, Educational Finance Research Consortium, 1999-
 Member, Review Panel, OERI Field Initiated Grants, U.S. Department of Education, May
 2001.
 Member, Board of Directors, American Education Finance Association, 1999-2002
 Member, National Research Council, Panel on Small Area Estimates of Poverty, 1996-
 2000.
 Member, Board of Directors, Albany Academy of Finance, Albany High School, 1997-2000
 Co-Chair, New York State Regents Technical Study Group on Financing High Learning
 Standards, 1997-98.
 Member, Peer Review Panel, Hubert H. Humphrey Fellowship Program, 1997.
 Member, New York State Regents Technical Study Group on Cost-Effectiveness in
 Education, 1995-96.
 Member, New York State Regents Technical Study Group on Local Revenue for
 Education,
 1994-95.
 Member, New York State Regents Task Force on State Aid, 1993.
 Member, Doctoral Programs Committee, National Association of Schools of Public Affairs
 and Administration, 1989-91.

Referee, Carnegie Corporation, *Economic Inquiry*, *Economics of Education Review*,
Education Evaluation and Policy Analysis, *Education Finance and Policy*, *Journal of*
Policy Analysis and Management, *Journal of Human Resources*, *Journal of Public*
Administration Research and Theory, *Journal of Urban Economics*, National
Academy of Science, National Science Foundation