

CURRICULUM VITAE

March 2018

Robert M. Costrell
Professor of Education Reform and Economics (since August 2006)
Endowed Chair in Education Accountability
201 Graduate Education Building
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PERSONAL DATA

Born April 10, 1950, Washington, D.C.; U.S. Citizen
Widower, two children

EDUCATION

University of Michigan, 1968-72: B.A. in Economics, High Distinction, Magna Cum Laude
Phi Beta Kappa, Sims Senior Honors Scholarship in Economics

Harvard University, 1972-78: Ph.D. in Economics

Dissertation: "Unemployment, Distribution, and Capacity Utilization on Equilibrium Paths"

Dissertation Chair: Professor Kenneth Arrow

PRIOR GOVERNMENT POSITIONS

Education Advisor to Governor Mitt Romney (2005 – 2006)

Executive Office for Administration and Finance, Commonwealth of Massachusetts:

Chief Economist, Commonwealth of Massachusetts (2003 – 2006)

Director of Research and Development (1999 - 2002).

PRIOR ACADEMIC APPOINTMENTS

University of Massachusetts at Amherst, Department of Economics: Professor (1992 – 2006)

Associate Professor (1985 - 1992); Assistant Professor (1978 - 1985); Lecturer (1978).

Boston University, Department of Economics: Visiting Scholar (1993 - 1994)

Brandeis University, Department of Economics: Adjunct Associate Professor (1986).

University of Toronto, Faculty of Management Studies:

Visiting Assistant Professor of Economics and Finance (1982 - 1984).

BOARDS, PANELS, GRANTS, AWARDS

Laura and John Arnold Foundation, "Cross-Subsidization of Teacher Pension Normal Cost," 2016-17, \$93,764.

Bill and Melinda Gates Foundation, "What Teacher Pension Plans Should Report to Their Members...and the Public," 2011-13. \$132,907.
(Grant awarded, but not completed due to illness and death of my wife; about ½ returned.)

[Education Advisory Committee](#), Mitt Romney Presidential campaign, 2012.

Fellow in Education Reform, George W. Bush Institute, Southern Methodist University, Dallas, TX, 2011-2013 (compensated).

"Analysis of Educator Retirement Benefit Systems in Chicago, Illinois, and Indiana," co-PI, with Michael Podgursky, \$295,000. Joyce Foundation. May 1, 2009 - October 31, 2010.

"Teacher Retirement Benefit Systems and K-12 Education," co-PI, with Michael Podgursky, \$250,000. Smith Richardson Foundation. March 1, 2008-September 30, 2010.

"Significant Research Award," University of Arkansas, College of Education and Health Professions, 2008-09.

National Technical Advisory Council, U.S. Dept. of Education (Secretarial appointee), 2008-09.

"Who's Who in America, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016"

Senior Research Associate, School Choice Demonstration Project, University of Arkansas, 2006-.

Massachusetts School Building Authority (designee of the Secretary of Administration and Finance) (2005-06).

Commissioner (Gubernatorial designee to serve for Secretary of Administration and Finance), Massachusetts Public Employee Retirement Administration Commission (2001-03).

Advisory Council on Education Stat's, U.S. Dept. of Education (Secretarial appointee) (2001-02).

Steering Committee, NAEP Economics Framework and Specifications (2001-02).

Teaching Faculty, Lincoln Institute for Land Policy, Spring 2002, 2006.

Board of Advisors, MassInsight Building Blocks Program (2001-06).

Templeton Foundation Freedom Project (with Jeffrey Sedgwick). For John Templeton Seminar & Lectures on Freedom and Education, University of Massachusetts at Amherst (2000).

BOARDS, PANELS, GRANTS, AWARDS (cont'd)

Judge, Better Government Competition, Pioneer Institute (1999).

Christian Herter Teaching Award for Service to the University, UMass Republican Club (1999).

Board of Academic Advisors, Pioneer Institute, MA (1999-2006).

Board of Academic Advisors, Thomas B. Fordham Foundation (1998-99).

Gubernatorial Appointee to Massachusetts Taxation Alternatives Commission. (1997-98).

Committee to Review National Standards, a project of the American Enterprise Institute, (1994).

PUBLISHED PAPERS IN REFEREED JOURNALS

(with Josh McGee), "[Cross-Subsidization of Teacher Pension Costs: The Case of California](#)," *Education Finance and Policy*, forthcoming. [Version of record online](#), 16 November, 2017.

"[Accounting for the Rise in Unfunded Public Pension Liabilities: Faulty Counterfactuals and the Allure of Simple Gain/Loss Summations](#)," *Journal of Pension Economics and Finance*, January 2018 (vol. 17, no. 1), pp. 23-45. [Version of record online](#) 3 October, 2016.

"[The 80 Percent Pension Funding Target, High Assumed Returns, and Generational Inequity](#)," *Contemporary Economic Policy*, forthcoming, special issue on aging and pensions. [Version of record online](#), 7 October, 2016.

"[Collective Bargaining and District Costs for Teacher Health Insurance: An Examination of the Data from the BLS and Wisconsin](#)," *Journal of School Choice*, 2015 (vol. 9, no. 4), pp. 578-603.

(with Jeffery Dean), "[The Rising Cost of Teachers' Health Care](#)," *Education Next*, Spring 2013 (vol. 13, no. 2), pp. 66-72 (refereed research section); [unabridged version](#).

(with Josh McGee), "[Teacher Pension Incentives, Retirement Behavior, and Potential for Reform in Arkansas](#)," *Education Finance and Policy*, Fall 2010 (Vol. 5, no. 4), 492-518.

(with Michael Podgursky), "[Distribution of Benefits in Teacher Retirement Systems and their Implications for Mobility](#)," *Education Finance and Policy*, Fall 2010 (Vol. 5, no. 4), 519-557.

(with Michael Podgursky), "[Golden Handcuffs: Teachers who change jobs or move pay a high price](#)," *Education Next*, Winter 2010 (vol. 10, no. 1), pp. 60-66 (refereed research section); [unabridged version](#).

(with Michael Podgursky), "[Peaks, Cliffs and Valleys: The Peculiar Incentives in Teacher Retirement Systems and their Consequences for School Staffing](#)," *Education Finance and Policy*, Spring 2009 (Vol. 4, No. 2), 175-211.

(with Michael Podgursky), "[Teacher Retirement Benefits](#)," *Education Next*, Spring 2009 (vol. 9, no. 2), pp. 58-63 (refereed research section); [unabridged version](#). Updated quarterly at updated quarterly at <http://www.uaedreform.org/costrell-php/>

"Who Gains, Who Loses? [The fiscal impact of the Milwaukee Parental Choice Program](#)," *Education Next*, Winter 2009 (vol. 9, no. 1), pp. 62-69 (refereed research section).

(with Glenn C. Loury), "[Distribution of Ability and Earnings in a Hierarchical Job Assignment Model](#)," *Journal of Political Economy*, 118 (December 2004), 1322-1363.

PUBLISHED PAPERS IN REFEREED JOURNALS (continued)

"[Can Centralized Educational Standards Raise Welfare?](#)" *Journal of Public Economics*, 65 (September 1997), 271-293.

"[A Simple Model of Educational Standards](#)," *American Economic Review*, 84 (September 1994), 956-971.

"[Accounting for the Causes and Consequences of Industrial Employment Shift](#)," *Industrial Relations*, 33 (July 1994), 346-364.

"[An Economic Analysis of College Admission Standards](#)," *Education Economics*, 1 (No. 3, 1993), 227-241.

"[Immiserizing Growth with Semi-Public Goods Under Consistent Conjectures](#)," *Journal of Public Economics*, 45 (August 1991), 383-389.

"[Second-Best Subsidies in Monopolistic Competition](#)," *Economics Letters*, 34 (November 1990), 205-209.

"[Consistent Conjectures in Monopolistic Competition](#)," *International Journal of Industrial Organization*, 8 (April 1990), 153-160.

"[Methodology in the 'Job Quality' Debate](#)," *Industrial Relations*, 29 (Winter 1990), 94-110.

with Myron J. Gordon, "[Keynesian Models of the Short Run and the Steady State](#)," *Zeitschrift für Nationalökonomie* (Journal of Economics) 48 (1988), 355-373.

"[Interest, Profits, and Suboptimality in a Demand-Constrained Macro Model](#)," *Economic Journal* 96 (December 1986), 919-941.

with G. DuGuay and G. Treyz, "[Labour Substitution and Complementarity Among Age-Sex Groups](#)," *Applied Economics* 18 (July 1986), 777-791.

"[Equilibrium and Optimality in a Mean-Variance Model](#)," *Rand Journal of Economics* 17 (Spring 1986), 122-132.

"[Equilibrium Unemployment and Excess Capacity in Steady State and Growth Cycles](#)," *Economica* 51 (February 1984), 69-82.

"[Profitability and Aggregate Investment Under Demand Uncertainty](#)," *Economic Journal* 93 (March 1983), 166-181.

"[Overhead Labor and the Cyclical Behavior of Productivity and Real Wages](#)," *Journal of Post-Keynesian Economics* 4 (Winter 1981-82), 277-290.

PUBLISHED PAPERS IN REFEREED JOURNALS (continued)

"[Stability of Zero Production Under Life-Cycle Savings](#)," *Review of Economic Studies* 48 (October 1981), 661-665.

OTHER PUBLICATIONS AND REPORTS

(with Dillon Fuchsman), "[Policy Brief: Distribution of Teacher Pension Benefits in Massachusetts: An Idiosyncratic System of Cross-Subsidies](#)," February 2018, report produced under grant for Laura and John Arnold Foundation.

"[Policy Brief: Distribution of Teacher Pension Benefits in California: A Vast System of Cross-Subsidies](#)," January 2018, report produced under grant for Laura and John Arnold Foundation.

"[School Pension Costs Have Doubled over the Last Decade, Now Top \\$1,000 Per Pupil Nationally](#)," TeacherPensions.org (July 20, 2015) and educationnext.org (July 28, 2015); updated quarterly at <http://www.uaedreform.org/costrell-php/>

"[District Costs for Teacher Health Insurance: An Examination of the Data from the BLS and Wisconsin](#)," refereed, George W. Bush Institute, *The Productivity for Results Series*, No. 8, January 2015.

"[Teacher Pension Enhancement in Missouri, 1975 to the present](#)," Show-Me Institute, July 2014.

(with Larry Maloney), "The Big Squeeze: Retirement Costs and School District Budgets. [Ohio Pension Reform in Cleveland: New Teachers Beware](#)," Thomas B. Fordham Institute, September 2013.

(with Larry Maloney), "The Big Squeeze: Retirement Costs and School District Budgets. [Milwaukee: Saved by Act 10 ... For Now](#)," Thomas B. Fordham Institute, July 2013.

(with Larry Maloney), "The Big Squeeze: Retirement Costs and School District Budgets. [Paying the Pension Price in Philadelphia](#)," Thomas B. Fordham Institute, June 2013.

(with Michael Podgursky), "[Teacher Pension Costs: High, Rising, and Out of Control](#)," blog on *Education Next*, June 25, 2013. updated quarterly at <http://www.uaedreform.org/costrell-php/>

"[GASB Won't Let Me': A False Objection to Public Pension Reform](#)," Policy Perspective, Laura and John Arnold Foundation, May 2012.

"[GASB Won't Let Me': A False Objection to Public Pension Reform](#)," op-ed, *Pensions & Investments*, June 20, 2012.

OTHER PUBLICATIONS AND REPORTS (continued)

"Interview with Dr. Robert Costrell on Public Employee Unions," *Common Good*, December 14, 2011.

"[Collective Bargaining Weakens Cities](#)," op-ed, *Wall Street Journal*, November 23, 2011.

with Michael Podgursky, "[Fixing Teacher Pensions](#)," *Education Next*, Fall 2011, pp. 60-69.
(Forum, between Costrell-Podgursky and Christian E. Weller)

with Michael Podgursky, "[Educator Pension Systems Ripe for Reform](#)," *Education Week* Commentary, April 20, 2011, pages 30-31.

with Michael Podgursky, "[A Modest Proposal for Pension Reform](#)," *The Education Gadfly*, Thomas B. Fordham Institute, and *Education Next*, March 2011.

with Michael Podgursky, "[Reforming K-12 Educator Pensions: A Labor Market Perspective](#)," TIAA-CREF Institute Policy Brief. February 2011.

"[Oh, To Be a Teacher in Wisconsin](#)," op-ed, *Wall Street Journal*, February 25, 2011.

"[The Fiscal Impact of the Milwaukee Parental Choice Program: 2010-2011 Update and Policy Options](#)," School Choice Demonstration Project Milwaukee Evaluation Report #22, December 2010.

with Michael Podgursky, "[Introduction to 'Rethinking Teacher Retirement Benefit Systems'](#)," *Education Finance and Policy*, Fall 2010 (Vol. 5, no. 4), 393-401.

with Josh McGee, "Teacher Pension Incentives, Retirement Behavior, and Potential for Reform in Arkansas," *JSM Proceedings*, American Statistical Association, 2010.

with Michael Podgursky, "[Yes, We Have no Bananas](#)," blog on *Education Next*, February 8, 2010.

with Richard W. Johnson and Michael Podgursky, "Modernizing Teacher Retirement Benefit Systems," in [Creating a New Teaching Profession](#), edited by Dan Goldhaber and Jane Hannaway, Urban Institute Press, Washington, DC, 2009, Chapter 10.

With Michael Podgursky, "[Teacher Pension Reform: A Way Out of the Impasse](#)," blog on *Education Next*, Nov. 12, 2009.

"[Teacher Pension Reform](#)," video interview with *Education Next*, Nov. 12, 2009.

with Michael Podgursky, "[Pension Reform Would be Good for Teachers](#)," podcast with *Education Next*, Nov. 12, 2009.

OTHER PUBLICATIONS AND REPORTS (continued)

with Michael Podgursky, "[Making Mountains out of Molehills? Let the Reader Decide.](#)" A reply to EPI, October 1, 2009,

with Janet S. Hansen and Michael J. Podgursky, "[Teacher Retirement Systems: Research Findings](#)," National Center on Performance Incentives, Research Brief, July 2009.

"[The Fiscal Impact of the Milwaukee Parental Choice Program: 2009 Update](#)," School Choice Demonstration Project Milwaukee Evaluation Report #7, March 2009.

with Eric Hanushek and Susanna Loeb, "[What Do Cost Functions Tell Us About the Cost of an Adequate Education?](#)" *Peabody Journal of Education*, April 2008 (vol. 83, no. 2), 198-223.

"[The Fiscal Impact of the Milwaukee Parental Choice Program in Milwaukee and Wisconsin, 1993-2008](#)," School Choice Demonstration Project Milwaukee Evaluation Report #2, February 2008.

with Michael Podgursky, "[Peaks, Cliffs, and Valleys: The Peculiar Incentives of Teacher Pensions](#)," *Education Next*, Winter 2008 (vol. 8, no. 1), 22-28; [unabridged version](#).

with Michael Podgursky, "[Golden Peaks and Perilous Cliffs: Rethinking Ohio's Teacher Pension System](#)," Thomas B. Fordham Institute, June 2007.

"The Winning Defense in Massachusetts," refereed chapter in [School Money Trials: The Legal Pursuit of Educational Adequacy](#), Martin R. West and Paul E. Peterson (eds.), Brookings Institution Press, 2007, pp. 278-304.

with Michael Podgursky, unpublished report for U.S. Department of Education, National Center for Education Statistics, "Teacher Pensions and Retiree Health Insurance: A Review of Available Data and Potential Data Collection." December 2006.

"Governor Romney's Differentiated Pay Proposals," Rennie Center E-Forum, February 2006.

"[Equity v. Equity: Why Education Week and Education Trust Don't Agree](#)," *Education Next* 5 (Summer 2005), 77-81 .

"*Hancock v. Massachusetts*: 'A Steady Trajectory of Progress,'" *Education Next* 5 (Summer 2005), 28.

"Comment on "Test-Based Accountability: The Promise & the Perils," by Tom Loveless, in [Brookings Papers on Education Policy 2005](#), Diane Ravitch (editor), Brookings Institution, Washington, D.C., 27-37.

"[Wrong Answer on School Finances](#)," *CommonWealth*, Fall 2004, 79-87.

OTHER PUBLICATIONS AND REPORTS (continued)

["School performance isn't just about spending,"](#) *Boston Globe*, October 4, 2004.

(with James Peyser), ["No Money Left Behind: Exploring the Costs of Accountability,"](#) *Education Next* 4 (Spring 2004), 22-29.

(with Kenneth Ardon), "Reform and Rationalization of Local School Aid: A Synthesis of the Best Ideas," Massachusetts Executive Office for Administration and Finance, Policy Brief No.11, May 2002.

(with Julian R. Betts), "Incentives and Equity Under Standards-Based Reform," in [Brookings Papers on Education Policy 2001](#), Diane Ravitch (editor), Brookings Institution, Washington, D.C., pp. 9-55, 66-73.

(with Kenneth Ardon), "Reforming Local Aid for Phase Two of Massachusetts Education Reform," Massachusetts Executive Office for Administration and Finance, Policy Report No. 7, April 2001.

(with Kenneth Ardon), "MCAS and the Rise of Literacy Skills in the Early Grades, 1998-99," Massachusetts Exec Office for Administration and Finance, Policy Report No. 6, Oct. 2000.

"Discipline-Based Economics Standards: Opportunity and Obstacles," in [What's At Stake in the K-12 Standards Wars: A Primer for Educational Policy-Makers](#), Sandra Stotsky (editor), 2000, Peter Lang Publishers, New York, pp. 169-209.

Contributor to [Remediation in Higher Education: A Symposium](#), Fordham Report Vol. 2, No. 9, July 1998, Thomas B. Fordham Foundation, pp. 23-40.

"The Property Tax, Choice, and Accountability in Massachusetts K-12 Education: A Minority Report of the Taxation Alternatives Commission," Massachusetts State House, June 1998.

"Industrial Employment Shift and Wage Growth: Massachusetts and the U.S., 1969-87," [New England Economic Indicators](#), Federal Reserve Bank of Boston, Third Quarter 1989, pp. iv-xiii.

"The Effect of Technical Progress on Productivity, Wages, and the Distribution of Employment," A Report to the National Academy of Sciences' Panel on Technology and Employment, in Richard M. Cyert and David C. Mowery (eds.), [The Impact of Technological Change on Employment and Growth](#), Ballinger, Cambridge, MA, 1988, pp. 73-128.

"The Effects of Industry Employment Shifts on Wage Growth: 1948-1987," Issued by the Joint Economic Committee, U.S. Congress, August 1988.

SELECTED WORKING PAPERS

With Josh McGee, "[Cross-Subsidization of Teacher Pension Costs: The Impact of Assumed Market Returns](#)," Social Science Research Network, U of Arkansas Department of Education Reform [Working Paper 2017-19](#): October 30, 2017.

with Josh McGee, "[Cross-Subsidization of Teacher Pension Normal Cost: The Case of CalSTRS](#)," Social Science Research Network, U of Arkansas Department of Education Reform [Working Paper 2016-17](#): October 24, 2016; revised version, *Education Finance and Policy* forthcoming. [Version of record online](#), 16 November, 2017, DOI: https://doi.org/10.1162/edfp_a_00253

"[The 80 Percent Pension Funding Target, High Assumed Returns, and Generational Inequity](#)," Social Science Research Network, U of Arkansas Department of Education Reform [Working Paper 2016-04](#): April 7, 2016; revised version, *Contemporary Economic Policy*, special issue on aging and pensions. [Version of record online](#), 7 October, 2016, DOI: [10.1111/coep.12200](https://doi.org/10.1111/coep.12200)

"[Assessing the Impact of Investment Shortfalls on Unfunded Pension Liabilities: The Allure of Neat, but Faulty Counterfactuals](#)," Social Science Research Network, U of Arkansas Department of Education Reform: Nov. 3, 2015; revised version, *Journal of Pension Economics and Finance*. January 2018 (vol. 17, no. 1), pp. 23-45. [Version of record online](#) 3 October, 2016, DOI: <http://dx.doi.org/10.1017/S1474747216000159>

"You Can't Get There From Here: Transition Costs to Teacher Pension Reform, Real and/or Imaginary," University of Arkansas and George W. Bush Institute, October 2011.

with Martin Lueken, "[The Simple Analytics of Teacher Pension Funding and Reform](#)," University of Arkansas, March 2011.

with Joshua McGee, "[Teacher Pension Incentives, Retirement Behavior, and Potential for Reform in Arkansas](#)," National Center for Performance Incentives, Conference Paper 2009-10, September 2009. (revised version published in EFP refereed special issue)

with Michael Podgursky, "[Distribution of Benefits in Teacher Retirement Systems and Their Implications for Mobility](#)," National Center for Performance Incentives, Conference Paper 2009-04, October 2009. (revised version published in EFP refereed special issue) Appears also as [CALDER/Urban Institute Working Paper 39](#), December 2009.

with Julie Trivitt, "Charter School Participant Effects in Massachusetts," November 2008.

with Eric Hanushek and Susanna Loeb, 2007, "[What Do Cost Functions Tell Us About the Cost of an Adequate Education?](#)" conference paper for *From Equity to Adequacy to Choice: Perspectives on School Finance and School Finance Litigation*, Show-Me Institute and the Truman School of Public Affairs, University of Missouri-Columbia, Education Working Paper Archives (refereed), December 2007.

SELECTED WORKING PAPERS (continued)

with Michael Podgursky, 2007, "[Peaks, Cliffs and Valleys: The Peculiar Incentives in Teacher Retirement Systems and their Consequences for School Staffing](#)," University of Arkansas Education Working Paper Archives (refereed), November 2007.

with Michael Podgursky, 2007, "[Efficiency and Equity in the Time Pattern of Teacher Pension Benefits: An Analysis of Four State Systems](#)," Washington, D.C. The Urban Institute. CALDER Working Paper #6.

"[Massachusetts' Hancock Case and the Adequacy Doctrine](#)," Harvard Kennedy School of Government, Rappaport Institute for Greater Boston discussion paper, April 2006; also University of Arkansas Education Working Paper Archives (refereed), August 2006.

"Are High Standards Good or Bad for Those Who Fail?" October 1999.

with Glenn C. Loury, "Information and Job-Matching: Is There an Efficiency-Equity Tradeoff?" July 1996.

with Glenn C. Loury, "Some Welfare Economics of Testing," June 1995.

"Can National Educational Standards Raise Welfare?" Working Paper 1994-6, University of Massachusetts, Department of Economics (November 1994).

"A Simple Model of Educational Standards," Working Paper 1992-6, University of Massachusetts, Department of Economics (March 1992).

"Industrial Employment Shift and Wage Growth, 1948-87," Working Paper 1990-5, University of Massachusetts, Department of Economics (January 1990).

"The Effects of Industrial and Regional Employment Shifts on Wage Growth: 1969-87," (August 1989).

"When Can Technical Progress Reduce Aggregate Productivity?" (July 1987).

"Equilibrium and Optimal Product Diversity Under Consistent Conjectures with Free Entry," (May 1986).

"Appropriability of R&D, Efficiency, and Competition, Under Certainty," (revised September 1984).

"Appropriability, Duplication, and Diversification of R&D Under Competition," (revised June 1984).

"Rent Acquisition Expenditures and Investment in Macro Models," (June 1982).

"Anatomy of Market Failures in Research," (March 1982).

SELECTED WORKING PAPERS (continued)

"Symmetric and Asymmetric Price Dynamics," (revised February 1982).

"Quantity Expectations in Macro Models," (revised February 1982).

"The Composition of Risky Inventive Activity Under Social and Private Incentives," (Jan. 1982).

"An Extension of the Class of CES Functions to Some Non-Differentiable Forms," (July 1980).

SELECTED PUBLIC PRESENTATIONS, SEMINARS, PANELS, ETC.

"[Cross-Subsidization of Teacher Pension Costs: The Impact of the Discount Rate](#)," invited presentation, "Teacher Pension Workshop: Connecting Evidence-Based Research to Pension Reform," RAND corporation, March 8-9, 2018, Santa Monica, CA.

(with Josh McGee) "[Cross-Subsidization of Teacher Pension Costs: The Impact of Assumed Market Returns](#)," Association for Public Policy and Management, Fall Research Conference, Chicago, IL, November 4, 2017.

(with Josh McGee) "[Cross-Subsidization of Teacher Pension Costs: The Case of California](#)," Association for Education Finance and Policy, Annual Conference, Washington, DC, March 18, 2017.

"Accounting for the Rise in Unfunded Public Pension Liabilities," CFA (Chartered Financial Analyst) Society of Arkansas, Little Rock, AR, April 8, 2016.

"[The Steady-State Math of the "80 % Standard" and High Assumed Return](#)," Association for Education Finance and Policy, Annual Conference, Denver, CO, March 18, 2016.

"Pension Reform in Colorado," Secure Futures Colorado, Denver, CO, March 16, 2016.

"Research Presentation," Pension Collaborative Meeting, NCTQ (National Council on Teacher Quality) and Students First, Denver, CO, March 16, 2016.

"[Assessing the Impact of Investment Shortfalls on Unfunded Pension Liabilities: The Allure of Neat, but Faulty Counterfactuals](#)," Association for Public Policy and Management, Fall Research Conference, Miami, FL, November 12, 2015.

"[Why Did the Costs of the Connecticut Teachers' Pension System Rise So Much?](#)" Association for Education Finance and Policy, Annual Conference, Washington, DC, February 21, 2015.

"GASB Won't Let Me': A False Objection to Public Pension Reform," APPAM Fall Research Conference, Baltimore, November 9, 2012; AAFP Annual Conference, Boston, March 17, 2012 (presented on my behalf by Josh McGee).

SELECTED PUBLIC PRESENTATIONS, SEMINARS, PANELS, ETC. (continued)

"The Fiscal Impact of the Milwaukee Parental Choice Program, 1993-2011," APPAM Fall Research Conference, Baltimore, November 9, 2012. [summary of my work, written and presented by Anna Jacob]

(with Jeffery Dean), "District Costs for Teacher Health Insurance: An Examination of the Data from the BLS and Wisconsin," George W. Bush Institute, School Productivity Project Conference, Dallas, September 20, 2012.

"You Can't Get There From Here: Transition Costs to Teacher Pension Reform, Real and/or Imaginary," APPAM Fall meetings, Washington, DC, November 3, 2011.

Comments on Biggs and Richwine, "Are Public School Teachers Overpaid?" American Enterprise Institute, Washington, DC, November 1, 2011. [Audio](#).

"Transition Costs: Real and Imaginary," at "Getting from Here to There: Research to Implement Teacher Pension Reform," George W. Bush Institute, Southern Methodist University, September 28, 2011.

["The Simple Analytics of Teacher Pension Funding and Reform,"](#) Association for Education Finance and Policy, Seattle, March 25, 2011.

"Teacher Retirement Benefits," George W. Bush Institute, Dallas, December 10, 2010. (with Michael Podgursky)

"Research on State Teacher Pension Systems and Reform," Regional Educational Laboratory Southwest (U.S. Department of Education, Institute of Education Sciences) Governing Board, Dallas, December 3, 2010.

"Longitudinal Analysis of Teacher Retirement Behavior in Arkansas," NCES Summer Data Conference, July 29, 2010, Bethesda, MD. Invited presentation (with Josh McGee).

"Teacher Pension Incentives and Distribution of Benefits in Illinois & Chicago," Illinois Project Advisory Committee Meeting, Chicago, February 17, 2010; follow-up presentation on September 30, 2010.

Comments on "Changes in Firm Pension Policy: The Case of Cash Balance Plan Conversions," Allied Social Science Assn meetings, Atlanta, January 5, 2010.

"Teacher Pension Incentives and Distribution of Benefits in Indiana," Indiana Project Advisory Committee Meeting, Indianapolis, November 28, 2009; follow-up presentation on May 13, 2010.

SELECTED PUBLIC PRESENTATIONS, SEMINARS, PANELS, ETC. (continued)

"The Case for Economics in the College Curriculum," remarks for ACTA Press Conference, "What Will They Learn?" August 19, 2009, National Press Club, Washington, DC.

"Teacher Response to Pension System Incentives: Evidence from Arkansas," presentation to Regional Education Laboratory Southwest (U.S. Department of Education, Institute of Education Sciences) Forum, "Educator Staffing, Quality, and Teacher Retirement Systems," Dallas, July 29, 2009.

"Using Pension Data: the Case of Arkansas," Fourth Annual U.S. Department of Education, Institute of Education Sciences Research Conference, Washington, D.C., June 8, 2009.

"Teacher Pensions and Early Retirement," presentation to joint retreat of National Commission on Teaching and America's Future (NCTAF) and Council of Chief State School Officers (CCSSO). George Washington University, Washington, DC, April 28, 2009.

"Distribution of Benefits in Teacher Retirement Systems and Their Implications for Mobility," National Center for Performance Incentives, Second Annual Conference, "Rethinking Teacher Retirement Benefit Systems, Vanderbilt University, February 19-20, 2009. Also American Education Finance Association, Nashville, March 20, 2009 (refereed).

(by co-author Joshua McGee), "Teacher Pension Incentives, Retirement Behavior, and Potential for Reform in Arkansas," National Center for Performance Incentives, Second Annual Conference, "Rethinking Teacher Retirement Benefit Systems, Vanderbilt University, February 19-20, 2009; Allied Social Science Association meetings, Atlanta, January 5, 2010; American Education Finance Association, Richmond, March 20, 2010; Joint Statistical Meetings, Vancouver, British Columbia, August 4, 2010.

"Pension Policy and Teacher Quality," Regional Education Lab Southwest Discussion Forum, Washington, D.C., May 7, 2008.

"What Do Cost Functions Tell Us About the Cost of an Adequate Education?" *From Equity to Adequacy to Choice: Perspectives on School Finance and School Finance Litigation*, Show-Me Institute and the Truman School of Public Affairs, University of Missouri-Columbia, October 30, 2007. also Carnegie-Mellon University seminar, Department of Economics and Heinz Public Policy School, December 11, 2007; American Education Finance Association, Denver, April 12, 2008.

"Incentives of Teacher Pension Benefits: Arkansas and Selected Other States," Arkansas Teacher Retirement System Annual Board Seminar, Heber Springs, AR, June 18, 2007.

"Public School Finance Under U.S. Fiscal Federalism," special invited dinner lecture, Lincoln Land Institute International Conference on "Land Policies and Fiscal Decentralization," June 3, 2007, Cambridge, Massachusetts.

SELECTED PUBLIC PRESENTATIONS, SEMINARS, PANELS, ETC. (continued)

“The Case for Teacher Pension Reform,” American Legislative Exchange Council (ALEC) Education Task Force, Spring Task Force Summit, Hilton Head, SC, April 27, 2007.

“Efficiency and Equity in the Time Pattern of Teacher Pension Benefits: An Analysis of Four State Systems” (with Michael Podgursky), annual meeting of American Education Finance Association, Baltimore, March 2007.

“Significance of Endowed Chair in Education Accountability,” investiture ceremony, College of Education and Health Professions, University of Arkansas, January 24, 2007.

“Systemic Effects of Milwaukee Parental Choice Program on School Finance: Proposed Study,” School Choice Demonstration Project Research Advisory Board Meeting, Georgetown University, Dec. 1, 2006

“Accountability,” Discussant and Presenter at University of Arkansas Department of Education Reform Conference, October 2006, Kauffman Conference Center, Kansas City.

“Massachusetts’ *Hancock* Case,” Governor Jodi M. Rell’s Commission on Education Finance, New Haven, May 2006.

“Education Reform, Finance & Property Taxes in Massachusetts,” Lincoln Land Institute, Cambridge, Massachusetts, May 2006.

Legislative testimony on Governor Romney’s proposed reforms to education funding formula, February – March 2006.

“Merit pay proposals in Massachusetts,” panel discussion Harvard Graduate School of Education and Rennie Center, December 2005.

“Massachusetts’ *Hancock* Case and the Adequacy Doctrine,” Harvard Kennedy School of Government, Program on Education Policy and Governance, conference “Adequacy Lawsuits: Their Growing Impact on American Education,” October 12-14, 2005.

“Accountability and Education Reform in Massachusetts,” Tufts University, April 2005.

“The *Hancock* Case and Education Reform in Massachusetts: A Post-Mortem and a Pre-Mortem,” Harvard Kennedy School of Government, Program on Education Policy and Governance, March 2005. Similar presentation at Lincoln Land Institute, May 2005.

Fiscal Outlook Panel for Municipal Officials, Rappaport Institute for Greater Boston, Harvard Kennedy School of Government, December 2004.

“The Hancock Case: What’s Adequate and Equitable?” Askwith Education Forum, Harvard Graduate School of Education, November 2004. [Video](#). (and similar forum by MassINC).

SELECTED PUBLIC PRESENTATIONS, SEMINARS, PANELS, ETC. (continued)

“Equity in School Finance,” presentation to annual conference of Massachusetts Associations of Superintendents and School Committees, Worcester, MA, October 2004.

“Standards and Accountability,” discussant at Brookings Institution conference on Hopeful Signs of Change in American Education, May 2004.

“Will More Resources Help?” panel chair at Harvard Kennedy School conference on 50 Years after Brown, April 2004.

“Taking Account of Accountability,” panelist at Harvard Kennedy School conference on school accountability, June 2002.

Panelist, “The State of Pre-College Economic Education and Major Issues,” National Summit on Economic Literacy, NCEE/Federal Reserve, Washington, May 2002.

“Policy Research and Development in the Massachusetts Executive Branch: An Insider View,” University of Massachusetts, April 2002; Pioneer Institute Board of Academic Advisors, May 2002.

“Education Reform in Massachusetts: Phase Two,” presentation to National Conference of State Tax Judges, Lincoln Institute of Land Policy, March 2002.

“Education Funding Reform in Massachusetts: Phase Two,” presentation to annual conference of Massachusetts Associations of Superintendents and School Committees, Worcester, MA, November 2001 (and other similar forums).

“Testing Testing: School Accountability in Massachusetts and Beyond,” panelist at Harvard Kennedy School conference, October 2001.

Presenter (with Julian R. Betts), “Incentives and Equity Under Standards-Based Reform,” Brookings Papers on Education Policy Conference on Educational Standards, May 2000.

Invited Participant, Templeton Institute for the Advanced Study of Freedom, Newport, Rhode Island, May 22-30, 1999; Galway, Ireland, June, 2000.

Co-organizer and Moderator, “Remediation Reform in Higher Education and its Implications for K-12,” 3rd Annual Conference of the New England Affiliates of the National Association of Scholars, May 8, 1999, Assumption College, Worcester, MA.

“Local Control is not Entirely a Myth in Massachusetts,” Forum on “Money Matters: Alternatives in Education Funding,” by Harvard University’s Taubman Center for State & Local Government, and Pioneer Institute for Public Policy Research, September, 1998

SELECTED PUBLIC PRESENTATIONS, SEMINARS, PANELS, ETC. (continued)

"Information and Earnings Inequality with Skill Complementarity," NBER Income Distribution Small Group Meeting, April 1997 (co-authored with Glenn C. Loury)

"Information and Job-Matching: Is There an Efficiency-Equity Tradeoff?" NBER 1996 Summer Institute, Income Distribution Workshop (co-authored with Glenn C. Loury).

"Some Welfare Economics of Testing," NBER 1995 Summer Institute, Income Distribution Workshop (presented by co-author Glenn C. Loury).

"Can National Educational Standards Raise Welfare?" Wayne State University, November 1994.

"Centralized vs. Decentralized Educational Standards Under Pooling," Boston University Economics Department, Nov. 1993.

"Is Open Admission Optimal?" American Economic Association Meetings, Anaheim, January 1993.

"Wage Impact of Sectoral Shift," Eastern Economic Association Meetings, Boston, March 1988.

"The Role of Technology, Trade, and Other Factors in the Shift to Service Employment," National Academy of Sciences, Panel on Technology and Employment, January 1986.

"Equilibrium and Optimality Under Monopolistic Competition," Brandeis, September 1985.

"Instability of the U.S. Deficit," National University of Singapore, July 1985.

"Recent Trends in the U.S. Economy," International Trade Research Institute, Beijing; Beijing Institute of Foreign Languages, June 1985.

"Rents and Suboptimality in Demand-Constrained Macro Model," University of Tokyo, May 1985.

"Diversification and Duplication of R&D," Canadian Economic Association Meetings, Guelph, Ontario, May 1984.

"Profitability and Aggregate Investment Under Demand Uncertainty," University of Toronto Workshop on Capital Markets, January 1982.

"Inflation and the Law of Supply and Demand," Eastern Economic Association Meetings, Montréal, May 1980.

OTHER RECENT PROFESSIONAL ACTIVITIES

Co-organizer (with James Guthrie, Michael Podgursky, and Josh McGee), “Getting from Here to There: Research to Implement Teacher Pension Reform,” Conference, George W. Bush Institute, Southern Methodist University, September 28, 2011.

Organizer, "Issues in Transition to Pension Reform," Conference, University of Arkansas Department of Education Reform, April 15, 2011.

Guest co-editor (with Michael Podgursky) of special issue (refereed) of *Education Finance and Policy*, MIT Press, "[Rethinking Teacher Retirement Benefit Systems](#)," Fall 2010 (Vol. 5, no. 4)

Co-organizer (with Michael Podgursky), National Center for Performance Incentives, Second Annual Conference, "Rethinking Teacher Retirement Benefit Systems, Vanderbilt University, February 19-20, 2009.

COMPENSATED PROFESSIONAL ACTIVITIES

Retained by New York State Office of the Attorney General, *Maisto v. State of New York* (school finance case), July 2014 – February 2015.

“The Impact of Connecticut Teacher Pensions on School District Budgets,” StudentsFirst Institute and EdBuild (successor organization), June 2014 – April 2015.

"Teacher Pension Enhancement in Missouri, 1975 to the present," Show-Me Institute, July 2014.

Laura and John Arnold Foundation, policy report, "GASB Won't Let Me," May 2012

TIAA-CREF Institute, contract to co-author "Reforming K-12 Educator Pensions: A Labor Market Perspective." Completed and released February 2011.

Subcontract with Fordham Institute for Joyce Foundation-funded project on Fiscal Impact of Teacher Pensions on Selected School Districts, 2013.

Retained by Connecticut Department of Education on *CCEJF v. Rell* (school finance case), 2011 (withdrew from the case in 2012)

Subcontract with Public Impact for Mind Trust-funded project on teacher pension obligations and reform proposals for a large Midwestern school district, 2010.

Consult with Regional Education Laboratory Southwest (U.S. Department of Education, Institute of Education Sciences), to help organize Policy Forum, "Educator Staffing, Quality, and Teacher Retirement Benefit Systems," Dallas, July 29, 2009.

Expert witness in *McCleary, et. al. v. State of Washington*, Washington school finance case, October 2009.

Consult with MT Attorney General's Office on school finance, May 2008.

Consult with NH Gov. John Lynch on school finance, May 2007; consult with NH Legislative Cost Commission, October 2007 - March 2008; consult with NH Attorney General's Office, September - November 2009, November 2010 - January 2011.

Expert witness in *Committee for Educational Equality, et. al. v. State of Missouri, et. al.*, Missouri school finance case, February 2007.

Expert witness in *Hancock v. Driscoll*, Massachusetts school finance case, November 2003. (testified as Chief Economist for Commonwealth of Massachusetts; no extra compensation)

Joint Economic Committee, U.S. Congress: Contractor (1987-88).

National Academy of Sciences, Panel on Technology and Employment: Contractor (1986)

Ph.D. PROGRAM IN EDUCATION POLICY

Director of International Studies, 2016-. Organized “Education Policy in Israel,” first University of Arkansas Faculty-Led Study Abroad program in Israel, May 2018.

Founding Graduate Director, Ph.D. program in Education Policy, University of Arkansas, 2006-2011. (First class, Fall 2009)

AREAS OF TEACHING EXPERIENCE

School Finance and Education Policy (Ph.D. level)

Economics of Education (Ph.D. level)

Seminar in Education Accountability (Ph.D. level)

Research Seminar in Education Policy (Ph.D. level)

Econometrics (independent study, masters’ level)

Microeconomic Theory at M.B.A., Intermediate and Intro Levels.

Mathematical Methods of Economics at Ph.D. and Undergraduate Level.

Game Theory at Undergraduate Level.

Undergraduate Seminar in Economics of Education.

Theoretical Industrial Organization at Undergraduate Level.

Macroeconomic Theory at Ph.D., M.B.A., and Undergraduate Levels.

Corporate Finance at M.B.A. and Undergraduate Levels.

Money and Banking at Undergraduate Level.

International Trade at Undergraduate Level.

International Monetary Theory at Undergraduate Level.

Freedom and Education (inter-disciplinary course, team taught in Spring 2000, with Professor Jeffrey Leigh Sedgwick, of Political Science, under grant from the John Templeton Foundation’s Freedom Project)

PROFESSIONAL MEMBERSHIPS

American Economic Association

Association for Education Finance and Policy

Association for Public Policy Analysis and Management

National Association of Scholars