

VITA

12/2004

I. PERSONAL INFORMATION

ROBERT DALE BALLOU

Office: Department of Policy, Leadership, and Organizations
230 Appleton Place
Peabody #514
Nashville, TN 37203-5701

Home: 317 Greenway Ave.
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II. CURRENT APPOINTMENT

Associate Professor of Public Policy and Education

III. AREAS OF SPECIALIZATION

Teacher Labor Markets
Assessment of School and Teacher Effectiveness

IV. EDUCATION

Ph.D., Yale University, 1989
A.B, Stanford University, 1972

V. PROFESSIONAL EXPERIENCE

Associate Professor of Public Policy and Education, Department of Leadership, Policy, and Organizations, Peabody College, Vanderbilt University, Fall, 2002 to present.

Associate Professor of Economics, Department of Economics, University of Massachusetts at Amherst, Fall, 1989 to Spring 2002.

Assistant Professor of Economics, North Carolina State University, 1988-89.

VI. HONORS AND AFFILIATIONS

American Economic Association
American Education Finance Association

VII. PUBLICATIONS

BOOKS

D. Ballou and M. Podgursky. 1997. *Teacher Pay and Teacher Quality*. Kalamazoo MI: W. E. Upjohn Institute.

BOOK CHAPTERS

D. Ballou and M. Podgursky. 1998. "Rural Teachers and Schools." Gibbs, Robert et al., eds., *Rural Education and Training in the New Economy: The Myth of the Rural Skills Gap*. Ames: Iowa State University Press.

D. Ballou. 2000. "Contractual Constraints on School Management: Principals' Perspectives on the Teacher Contract." Ravitch, Diane and Joseph Viteritti, *City Schools: Lessons from New York*. Baltimore: Johns Hopkins University Press.

D. Ballou and M. Podgursky. 2000. "Teacher Unions and Education Reform: Gaining Control of Professional Licensing and Advancement." Loveless, Thomas. *Conflicting Missions? Teachers' Unions and Educational Reform*. Washington: Brookings Institution, 69-109.

D. Ballou and M. Podgursky. 1999. "Teacher Training and Licensing: A Layman's Guide." Kanstoroom, Marci, and Chester Finn, Jr., eds., *Better Teachers, Better Schools*. Washington DC: The Thomas B. Fordham Foundation.

D. Ballou. 1998. "The Condition of Urban School Finance: Efficient Resource Allocation in Urban Schools." Fowler, William, *Selected Papers in School Finance, 1996*. Washington DC: U.S. Department of Education, Office of Educational Research and Improvement.

ARTICLES IN REFEREED JOURNALS

single-authored:

2003. "Certifying Accomplished Teachers: A Critical Look at the National Board for Professional Teaching Standards." *Peabody Journal of Education*, 78(4), 201-219.

2001. "Pay for Performance in Public and Private Schools." *Economics of Education Review*, 20, 51-61.

1998. "Alternative Certification: A Comment." *Educational Evaluation and Policy Analysis*, 20(4), 313-315.

1996. "Do Public Schools Hire the Best Applicants?" *Quarterly Journal of Economics*, 111(1), (February), pp. 97-133.

1995. "Causes and Consequences of Teacher Moonlighting." *Education Economics*, 3(1), (Spring), pp. 3-17.

Co-authored:

Dale Ballou, William Sanders, and Paul Wright. 2004. "Controlling for Student Background in Value-Added Assessment." *Journal of Education and Behavioral Statistics*, 29(1), 37-65.

Dale Ballou and Michael Podgursky. 2002. "Returns to Seniority Among U.S. Public School Teachers." *Journal of Human Resources*, 37(4) (Fall), pp. 892-912.

Dale Ballou and Michael Podgursky. 2000. "Reforming Teacher Preparation and Licensing." *Teachers College Record*, 102(1), (February), pp. 5-27.

Dale Ballou and Michael Podgursky. 1998. "Teacher Recruitment and Retention in Public and Private Schools." *Journal of Policy Analysis and Management*, 17(3), pp. 393-417.

Dale Ballou and Michael Podgursky. 1995. "Education Policy and Teacher Effort." *Industrial Relations*, 34(1) (January), pp. 21-39.

Dale Ballou and Michael Podgursky. 1995. "Recruiting Smarter Teachers." *Journal of Human Resources*, 30(2) (Spring), pp. 326-338.

Dale Ballou and Michael Podgursky. 1995. "What Makes a Good Principal? How Teachers Assess the Performance of Principals." *Economics of Education Review*, 14(3), pp. 243-252.

Dale Ballou and Michael Podgursky. 1993. "Teachers' Attitudes Toward Merit Pay: Examining the Conventional Wisdom." *Industrial and Labor Relations Review*, 47(1), (October), pp. 50-61.

CONFERENCE PROCEEDINGS

Dale Ballou. 2004. "Improving the Teaching Workforce in New York Urban Schools." *Education Finance and Organizational Structure in New York State Schools. Symposium Proceedings*, pp. 135-154.

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

Dale Ballou and Michael Podgursky. 1993. "Implicit Markets for Teacher Quality and School Attributes." *Proceedings of the Social Statistics Section, American Statistical Association Annual Meetings 1993. Arlington, Virginia: American Statistical Association*, pp. 77-81.

OTHER PUBLICATIONS

single-authored:

2002. "Sizing Up Test Scores." *Education Next*, 2(2), 10-15.

2000. *Teacher Contracts in Massachusetts*. Boston: Pioneer Institute for Public Policy Analysis.

1997. "Teacher Pay and Teacher Quality: Evidence from Policy Initiatives of the 1980's." *Policy Options*, 18 (6), 50-53.

with Michael Podgursky:

Dale Ballou and Michael Podgursky. 2001. "Teacher Compensation: The Case for Market-Based Pay." *Education Matters*, 1(1), 16-25.

Michael Podgursky and Dale Ballou. 2001. *Personnel Policy in Charter Schools*. Washington DC: Thomas B. Fordham Foundation.

Dale Ballou and Michael Podgursky. 1998. "The Case Against Teacher Certification." *The Public Interest*, 132 (Summer), pp. 17-29.

Dale Ballou and Michael Podgursky. 1998. "Some Unanswered Questions Concerning National Board Certification of Teachers." *Education Week*, 17(39), 39-40.

Dale Ballou and Michael Podgursky. 1997. "Reforming Teacher Training & Recruitment: A Critical Appraisal of the Recommendations of the National Commission on Teaching and America's Future." *Government Union Review*, 17(4), pp. 1-53.

Dale Ballou and Michael Podgursky. 1995. "Characteristics of Rural Schools." *Rural Development Perspectives*, 10(3), pp. 6-16.

VIII. INVITED PRESENTATIONS

"Pay for Performance in Public and Private Schools," U.S. Department of Education, June 24, 1992.

"Do Public Schools Hire the Best Applicants?" Economics Seminar, Northwestern University, Evanston, April 19, 1994.

"Do Public Schools Hire the Best Applicants?" Economics Seminar, University of Rochester, October 27, 1994.

"Teacher Compensation and the Single Salary Schedule." Education Policy Institute Conference on Alternatives to Collective Bargaining in Public Education, Irvine, CA, June, 1995

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

"Recruiting Better Teachers: Is Testing the Answer?" Morrison Lecture Series, Mount Holyoke College, November 17, 1998.

"Do Today's Contracts Advance or Hinder School Effectiveness?" Forum for the American School Superintendent, Scottsdale, Arizona, November 12, 1999

"Wages, Seniority, and Turnover Among Public School Teachers." Symposium of the National Academy of Sciences, Devising Incentives to Promote Human Capital. Irvine, California, December 17, 1999.

"Setting Research Priorities for the Year 2000 and Beyond." Meeting on Teacher Quality, sponsored by the Smith-Richardson Foundation, Washington DC, May 31, 2000.

"Value-Added Assessment: A Comparison of the Dallas and Tennessee Models." Conference on Value-Added Assessment in Education, sponsored by the Smith-Richardson Foundation, Washington DC, June 5, 2000.

"Collective Bargaining and Education: The Impact of Contract Provisions on the Management of Public Schools." Pioneer Institute for Public Policy Analysis, Boston, June 21, 2000.

"Getting the Message Across: Reaching the Media with Education Research." Sponsored by The Foundation Endowment, Alexandria, VA, October 20, 2000.

"Teacher Contracts in Massachusetts." Superintendents' Forum, University of Massachusetts at Lowell, March 9, 2001.

"Improving the Recruitment of Mathematics and Science Teachers." Annual Conference of the Commission on High Technology Workforce Development, Milford, MA, April 26, 2001.

"Assessing Teacher Effectiveness: Is There A Middle Way?" Economics Department, University of Missouri, Jan. 25, 2003

"Measuring Teacher Quality with Student Achievement Data." Seminar, School of Education, Stanford University, Jan. 13, 2004.

"Data Requirements for Research on Alternative Certification." Conference, National Center for Alternative Certification. Feb. 2, 2004.

"Improving the Teaching Workforce in New York Urban Schools." Education Finance Research Consortium Symposium on Education Finance and Organizational Structure in New York State Schools, Albany NY, March 4, 2004.

"Value-Added Assessment: Lessons from Tennessee." Conference on Value-Added Modeling, University of Maryland, Maryland Assessment Research Center for Education Success, Oct. 21-22, 2004.

IX. RESEARCH GRANTS AND OTHER EXTERNAL FUNDING

1993 National Center for Education Statistics \$20,000 (est.) Co-P.I. Analysis of Schools and Staffing Survey.

1994 National Center for Education Statistics & US Department of Agriculture \$60,000 (est.) Co-P.I. Comparative study of rural/urban schools.

1994-1996 Upjohn Institute \$40,300 P.I. Economics of Teacher Compensation.

1999-2000 Fordham Foundation \$28,000 Co-P.I. Survey of charter school personnel policies.

2001-2003 Smith Richardson Foundation \$44,858 P.I. Alternative Approaches to Value-Added Assessment in Education.

2004-2006 Department of Education/IES \$457,452. co-P.I. with Ellen Goldring. Magnet Schools and Student Achievement.

Papers written under contract:

1995, for the Education Policy Institute, Teacher Compensation and the Single Salary Schedule

1996, for OERI, The Condition of Urban School Finance: Efficient Resource Allocation in Urban Schools

1999, for the Manhattan Institute, The New York City Teachers Union Contract: Shackling Principal Leadership

1999, for the Fordham Foundation, (with Michael Podgursky) Teacher Training and Licensure: A Layman's Guide

2000, for the Pioneer Institute, Teacher Contracts in Massachusetts

X. TEACHING (2003-04 only)

Fall 2003

LPO 3530 Economics of Education

Course Ratings

Question 4: 4.20

Question 7: 4.00

Question 9: 4.00

HOD 2260 Economics of Human Resources

Course Ratings

Question 4: 2.32

Question 7: 2.95

Question 9: 2.16

Spring 2004

LPO 3460 Regression Analysis

Course Ratings

Question 4: 4.40

Question 7: 4.53

Question 9: 4.40

HOD 2260 01 Economics of Human Resources

Course Ratings

Question 4: 1.86

Question 7: 3.43

Question 9: 1.86

UNDERGRADUATE ADVISING, 2002-2003 16 STUDENTS

DOCTORAL STUDENT ADVISING: Keke Liu (LPO), Martha Bailey (Economics, dissertation committee)

XI. SERVICE

PROFESSIONAL

Executive Advisory Board, National Center for Alternative Certification (2004).

Teacher Preparation Review Panel, US Department of Education (Fall, 2004).

Consultant, Research Conference of the Ohio Teacher Quality Partnership (Aug. 6-7, 2004).

Consultant, Ohio Technical Advisory Committee on Value Added Assessment (June 5, 2004).

Consultant, Center for Greater Philadelphia, reviewing RAND report on value-added assessment and implications for Center's proposal for Pennsylvania (Spring, 2004).

Reviewer, External Review and Adjudication Process for National Center for Education Statistics, Toward Better Teaching: Professional Development in 1993-94. (Spring, 1998)

Reviewer, External Review and Adjudication for National Center for Education Statistics, The Patterns of Teacher Compensation (Spring, 1995).

Referee:

Journal of Human Resources
 Industrial and Labor Relations Review
 Quarterly Journal of Economics
 Econometrica
 Economics of Education Review
 Educational Evaluation and Policy Analysis
 Education Economics
 Economics of Governance
 American Economic Review
 Journal of Policy Analysis and Management
 Educational Researcher

COMMUNITY

Testimony before the Florida State House of Representatives K-12 Education Committee on policies affecting teacher recruitment (March 6, 2000)

Consultant to the Tax Alternatives Commission on changes in Massachusetts education finance. (Fall, 1997 - Winter, 1998)

Testimony before the Education Subcommittee of the U.S. House of Representatives on reauthorization of the Higher Education Act (Feb. 24, 1998)

Member of the Task Force on Teacher Assessment and the Task Force on Teacher Compensation, Board of Education/Board of Higher Education Joint Commission on Educator Preparation in Massachusetts (Fall, 1999 - Spring, 2000).

COLLEGE

Peabody Faculty Council Research Committee, 2002-03

DEPARTMENT

Coordinator, Peabody Center for Education Policy Visiting Lecture and Seminar Series, 2002-2004

Coordinator, Faculty Workshop on Quantitative Methods, 2003-2004

Committee, Laura Desimone Fourth Year Review

Assistant Director, Center on School Choice, Competition, and Achievement (Ken Wong, Director), 2004-2005

