
ANDREW J MORGAN

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<https://www.andrewjmorgan.net>

EDUCATION

University of Illinois at Chicago

Expected 2021

Doctor of Philosophy in Economics, GPA 3.93

Focus: Applied Microeconomics, Labor Economics, Economics of Education

University of New Hampshire

2014

Master of Arts in Economics, GPA 4.0

University of Oklahoma

2013

Bachelor of Arts in Economics, *cum laude*, GPA 3.55

EXPERIENCE

Independent Research

August 2017 - Present

University of Illinois at Chicago, 20hr/week

601 S. Morgan St. Chicago, IL 60607

- Compiled and maintained working datasets from administrative data in a large, urban public schools system, covering thousands of employees, using Stata
- Analyzed the labor, accounting, and psychology literatures to understand the ways in which employees and supervisors interact
- Identified individual employee productivity using regression analysis using big datasets, comprising millions of individuals
- Identified the policy effects of a comprehensive public school reform using difference in differences, regression discontinuity and regression analyses

Research Assistant

August 2015 - December 2019, June 2020- Present

University of Illinois at Chicago, 20hr/week \$19/hr

601 S. Morgan St. Chicago, IL 60607

- Compiled, cleaned and maintained sensitive administrative datasets in both the Chicago and Texas public schools systems
- Employed numerous quasi-experimental techniques such as difference in differences, regression discontinuity, and regression analysis and analyzed and interpreted results
- Drafted technical and non-technical reports of key findings
- Coordinated with key partners in the Dallas public schools system in evaluating the student impact of a major employee compensation reform

Graduate Student Instructor -Undergraduate Econometrics

January 2020-May 2020

University of Illinois at Chicago, 20hr/week \$20/hr

601 S. Morgan St. Chicago, IL 60607

- Designed curriculum and lead instruction for roughly 40 upper-level undergraduate students
- Managed responsibilities for teaching assistants, including delegating tasks on grading, holding office hours and communications with students
- Honed adaptability skills when transitioning mid-semester to exclusively online teaching due to the Coronavirus pandemic
- Effectively communicated technical econometric and statistical techniques to non-expert audiences
- Guided and provided feedback to undergraduate students on econometric strategies and techniques

Teaching Assistant - Intermediate Microeconomics

January 2018 - May 2018

*University of Illinois at Chicago, 6hr/week \$19/hr**601 S. Morgan St. Chicago, IL 60607*

- Created student assignments and lead weekly discussion sections on technical economic concepts
- Graded, managed and held office hours for undergraduate economics students

Independent Contractor

May 2017 - November 2017

*University of Chicago Urban Labs, 5hr/week \$25/hr**33 N LaSalle St.#1600 Chicago, IL 60602*

- Analyzed administrative data culminating in a report on criminal activity in the rideshare sector for the City of Chicago
- Coordinated with key partners in the Office of the Mayor of Chicago to deliver a public facing report on a strict deadline

Teaching Assistant - Econometrics

August 2014 - May 2015

*University of Illinois at Chicago, 20hr/week \$18/hr**601 S. Morgan St. Chicago, IL 60607*

- Graded, managed and held office hours for upperclassman undergraduate economics students

Teaching Assistant - Health Economics

January 2014 - May 2014

*University of New Hampshire, 10hr/week \$19/hr**10 Garrison Ave, Durham, NH 03824*

- Graded, managed and held office hours for upperclassman undergraduate economics and public health students

Teaching Assistant - Intermediate Microeconomics

August 2013 - December 2013

*University of New Hampshire, 10hr/week \$19/hr**10 Garrison Ave, Durham, NH 03824*

- Graded, managed and held office hours for undergraduate economics students

PUBLIC REPORTS

Morgan, A. J., Nguyen, M., Ost, B., & Rivkin, S. (2020). *A Consideration of Educator Evaluation and Compensation Reform*. Hoover Institution.

Morgan, A. J., & Feigenberg, B. (2017). *A Statistical Analysis of TNP and Taxi Driving Behaviors and Public Safety Outcomes*. Report for City of Chicago-Business Affairs & Consumer Protection

SKILLS AND MISCELLANEOUSStata, L^AT_EX, R, MS Office

U.S. Citizenship

RELEVANT GRADUATE COURSES

Economics: Labor Economics, Education Economics, Public Economics, Health Economics, Development Economics, Natural & Environmental Resource Management

Quantitative: Econometrics, Longitudinal Data Analysis, Microeconometrics, Mathematical Economics, Time Series Analysis

WORK IN PROGRESS

Understanding Incentives in Subjective Evaluations: Evidence from Educators

Job Market Paper

Employee evaluation is a central function of any firm, yet implementing a system that aligns incentives between the firm, employees, and supervisors while providing meaningful feedback remains a difficult task. Supervisor ratings that are more lenient and more compressed than the underlying distribution of employee productivity remain a subject of concern for organizations in the public and private sectors. I investigate the use of subjective evaluations in a novel setting in a large, urban public school district in which supervisors are penalized for reporting ratings that misalign with an objective measure of individual employee productivity. First, I document that subjective evaluations of teachers consistently increased throughout my sample period, with mixed evidence on the relationship of this increase to teacher productivity. I then turn to investigating the mechanisms by which ratings assignment could be influenced by the incentives principals and teachers face in this system. I document no evidence that supervisors alter their rating behavior in response to the penalty, using a difference in differences approach to determine that teachers who were and were not included in the penalty calculation received no different ratings after the introduction of the penalty. Using regression discontinuity and difference in discontinuity estimates I also find that teachers who are marginally close to a salary increase and thus face a strong financial incentive for higher ratings are assigned higher ratings that do not correspond to productivity improvements. Finally, observation scores appear to rise with every repeated interaction with a supervisor, accounting for other factors that may influence productivity, but whether this reflects increased productivity or more lenient ratings is less clear.

Elementary Principals and Longer-Term Student Outcomes (with Hanushek, E., Rivkin, S., Schiman, J., and Sartain, L.)

Getting Effective Educators into Hard-to-Staff Schools (with Nguyen, M., Hanushek, E., Ost, B., and Rivkin, S.)

A Synthetic Control Analysis of Educator Compensation Reform (with Hanushek, E., Luo, J., Nguyen, M., Ost, B., and Rivkin, S.)

Understanding Stability of Value-added in a High Stakes Setting

HONORS AND AWARDS

UIC Mitch Krask Award for Academic Excellence (2016)

UNH Paul College of Business and Economics Academic Excellence Award (2014)

CONFERENCES AND PRESENTATIONS

Economics Active Research Lunch

October 2020

University of Illinois at Chicago, Presentation

Summer Economics Active Research Lunch

July 2019

University of Illinois at Chicago, Presentation

Association for Public Policy Analysis and Management

November 2018

Washington, D.C., Presentation

Association for Education Finance and Policy

March 2018

Portland, OR, Presentation

REFERENCES

Dr. Steven Rivkin

Professor of Economics
University of Illinois at Chicago
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(312)413-2368

Dr. Ben Ost

Associate Professor of Economics
University of Illinois at Chicago
bost@uic.edu
(312)996-3913

Dr. Javaeria Qureshi

Associate Professor of Economics
University of Illinois at Chicago
javaeria@uic.edu
(312)355-3216