

**Celeste K. Carruthers**

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Department of Economics  
Boyd Center of Business and Economic Research  
University of Tennessee

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**Education**

University of Florida, Ph.D. (Economics), 2009

University of New Hampshire, M.A. (Economics), 2005

Appalachian State University, B.S.B.A. (Accounting, Economics) *magna cum laude*, 2004

**Academic Positions**

University of Tennessee

William F. Fox Distinguished Professor of Labor Economics (2022 - present)

Associate Professor, Department of Economics (2016 - 2022)

Assistant Professor, Department of Economics (2009 - 2016)

Jointly appointed in the Boyd Center for Business and Economic Research (2011 - present)

National Bureau of Economic Research, Research Associate, Education Program (2023 - present)

University of Michigan Gerald R. Ford School of Public Policy, Visiting Professor (2018 - 2019)

Stanford University Graduate School of Education, Visiting Scholar (Fall 2015)

**Editorial Positions**

*Economics of Education Review*

Editor-in-Chief (2020 - present)

Co-editor (2018 - 2019)

Editorial Board Member (2017)

*Journal of Policy Analysis and Management*, Editorial Board Member, (2017 - present)

*AEEP Live Handbook*, Editorial Board Member, (2024 - present)

*Educational Evaluation and Policy Analysis*, Editorial Board Member, (2017 - 2019)

**Peer-Reviewed Publications (pre-prints available [online](#) or on request)**

Carruthers, Celeste K., William F. Fox, and Christopher Jepsen. What Knox achieved: Free community college, attainment, and earnings. Forthcoming, *Journal of Human Resources*.

Wu, Ge, and Celeste K. Carruthers. Assessing a Free College Opportunity for Students in Disadvantaged Schools. (accepted, *Southern Economic Journal*)

Carruthers, Celeste K., Shaun Dougherty, Thomas Goldring, Daniel Kreisman, Roddy Theobald, Carly Urban, and Jesus Villero. (2024). Career and Technical Education Alignment Across Five States. *AERA Open* 10. [Open Access Article](#).

Ecton, Walt. G., Carolyn J. Heinrich, and Celeste K. Carruthers. (2023). Earning to Learn: Working While Enrolled in Tennessee Colleges and Universities. *AERA Open* 9. [Open Access Article](#).

Carruthers, Celeste K., William F. Fox, Larry Kessler, and Matthew N. Murray. (2022). Tax Compliance in the Amazon. *National Tax Journal* 75(2): 297-311.

Carruthers, Celeste K. and Kara D. Smith. (2020) Are 'Education Lotteries' Less Regressive? Evidence from Texas. *Southern Economic Journal* 86(3): 1019-1040. Winner of the 2020 Georgescu-Roegen Prize.

Bruce, Donald J., Celeste K. Carruthers, Matthew C. Harris, Matthew N. Murray, and Jinseong Park. (2019) Do In-Kind Grants Stick? The Department of Defense 1033 program and local government spending. *Journal of Urban Economics* 112 111-121.

Carruthers, Celeste K. and Jilleah G. Welch. Not Whether, but Where? Pell Grants and College Choices. (2019). *Journal of Public Economics* 172: 1-19.

Carruthers, Celeste K. and Thomas Sanford. Way Station or Launching Pad? Unpacking the Returns to Adult Technical Education. (2018). *Journal of Public Economics* 165: 146-159.

Kim, BongKyun, Celeste K. Carruthers, and Matthew C. Harris. (2017). Maternal Stress and Birth Outcomes: Evidence from the 1994 Northridge Earthquake. *Journal of Economic Behavior and Organization* 140: 354-373.

Carruthers, Celeste K. and Marianne H. Wanamaker. (2017). Separate and Unequal in the Labor Market: Human Capital and the Jim Crow Wage Gap. *Journal of Labor Economics* 35(3): 655-696.

Carruthers, Celeste K. and Marianne H. Wanamaker. (2017). Returns to School Resources in the Jim Crow South. *Explorations in Economic History* 64: 104-110.

Carruthers, Celeste K. and Umut Özek. (2016). Losing HOPE: Financial Aid and the Line Between College and Work. *Economics of Education Review* 53: 1-15.

Carruthers, Celeste K. and William F. Fox. (2016). Aid for All: College Coaching, Financial Aid, and Postsecondary Persistence in Tennessee. *Economics of Education Review* 51: 97-112.

Carruthers, Celeste K. and Marianne H. Wanamaker. (2015). Municipal Housekeeping: The Impact of Women's Suffrage on the Provision of Public Education. *The Journal of Human Resources* 50(4), 837-872.

Bruce, Donald J. and Celeste K. Carruthers. (2014). Jackpot? The Impact of Lottery Scholarships on Enrollment in Tennessee. *Journal of Urban Economics* 81, 30-44.

Carruthers, Celeste K. and Marianne H. Wanamaker. (2013). Closing the Gap? The Effect of Private Philanthropy on the Provision of African-American Schooling in the U.S. South. *Journal of Public Economics*, 101, 53-67.

Carruthers, Celeste K. (2012). New Schools, New Students, New Teachers: Evaluating the Effectiveness of Charter Schools. *Economics of Education Review*, 31(2), 280-92.

Carruthers, Celeste K. (2012). The Qualifications and Classroom Performance of Teachers Moving to Charter Schools. *Education Finance and Policy*, 7(3), 233-268.

#### Working Papers (drafts available [online](#) or on request)

Attridge, Jonathon, Jill G. Welch, and Celeste K. Carruthers. Free community college and college completion: Evidence from Tennessee. (submitted)

Carruthers, Celeste K., Shaun Dougherty, Thomas Goldring, Daniel Kreisman, Roddy Theobald, Carly Urban, and Jesus Villero. Who Takes High-Earning Pathways? (revisions requested)

Brown, Michael, Celeste K. Carruthers, Michael Kofoed, Jenna Kramer, & Aaron Phipps. Does Free Community College Change Who Enlists in the Military? Qualitative and Quantitative Evidence from Tennessee Promise. (submitted)

Carruthers, Celeste K. and Emily Pratt. College coaching and completion grants in Tennessee: Estimated Effects on Persistence. (submitted)

Carruthers, Celeste K., & Ge Wu. Does Career & Technical Education Move with the Labor Market?

Carruthers, Celeste K. Post-COVID Labor Market Shortages and College Enrollment.

Research note: Carruthers, Celeste K. (2025). "A New Normal? College Enrollment After 2020." In [Tennessee College Going & The Class of 2024](#), Tennessee Higher Education Commission.

Carruthers, Celeste K. and Emily Pratt. Non-traditional Student Advising Before College: Lessons from "Navigate Reconnect."

Ansel, Dana, Celeste K. Carruthers, Emma Dewil, Shaun Dougherty, Thomas Goldring, Daniel Kreisman, Roddy Theobald. Oh CTE Teacher, Where Art Thou? Administrator Perspectives on and Strategies for CTE Staffing Challenges.

Veloso, Pedro Santos, Luiz Lima, and Celeste K. Carruthers. The role of school management in successful education reforms: Evidence from Brazil.

### Contributions to Edited Volumes

Webber, Doug and Celeste K. Carruthers. (2025). Returns to Four-Year Higher Education. (submitted, AAFP Live Handbook).

Carruthers, Celeste K., and Christopher Jepsen. (2022). "Vocational Education: An International Perspective," in *The Routledge Handbook of the Economics of Education*, edited by Brian McCall, London, UK: Routledge. [CESifo Working Paper 2020-8718](#).

Encyclopedia of Education Economics and Finance (2014). Brewer, D.J. and Picus, L.O. (Eds.). Entries for Adult Education, G.I. Bill (with Justin Roush), Pell Grants (with Jilleah G. Welch), Vocational Education.

Blair, Roger, and Celeste K. Carruthers. (2010). The Economics of Monopoly Power in Antitrust, in *Antitrust Law & Economics*, Keith Hylton (Ed.), Edward Elgar.

Carruthers, Celeste K. (2008). *Twombly* and the Evolution of Telecom Regulation. *Antitrust Bulletin*, 53(1), 95-116.

### Policy Briefs, Reports, and Other Writing

Carruthers, Celeste K. and Thomas Verville. (2025). [Where are the Young Men?](#) Prepared for American Institute for Boys and Men.

Carruthers, Celeste K. and Linnea Endersby. (2025). Did Young Men Struggle More with the 2024 FAFSA?

Carruthers, Celeste K. (2025). [Issue Brief: Workforce Alignment in Career and Technical Education](#). Prepared for CTE.

Carruthers, Celeste K. (2025). Knox Promise: Final Report. Prepared for SCORE.

Carruthers, Celeste K. and Emily Pratt. (2025). Navigate Reconnect: 2025 Annual Report. Prepared for Tennessee Office of Evidence & Impact.

Carruthers, Celeste K., Seth Neller, and Walt Ecton. (2025). Career and Technical Education Pathways in Tennessee: CTE Access, Engagement, and Labor Market Alignment. Prepared for ExcelinEd.

Carruthers, Celeste K., Seth Neller, and Walt Ecton. (2025). Career and Technical Education Pathways in Tennessee: Early Postsecondary Opportunities, Work-Based Learning, and Industry Credentials. Prepared for ExcelinEd.

Murray, Matthew N., Celeste K. Carruthers, Larry Kessler, and Terri Brahms. (2025). Energy Transition and Workforce Planning in Tennessee. Prepared for Tennessee Department of Environment & Conservation.

Carruthers, Celeste K. and Matthew C. Harris. (2024). [Tennessee's Post-Pandemic Labor Force Recovery](#).

Carruthers, Celeste K. and Emily Pratt. (2024). [Navigate Reconnect: 2024 Annual Report](#). Prepared for the Tennessee Office of Evidence & Impact.

Carruthers, Celeste K. and Emily Pratt. (2024). [College coaching and completion grants in Tennessee: Estimated Effects on Persistence](#). Prepared for SCORE.

Carruthers, Celeste K. (2024). [How a Bachelor's Degree Earnings Threshold Could Be Used for Graduate Program Accountability](#). Postsecondary Equity & Economics Research Project.

Carruthers, Celeste K. and Emily Pratt (2024). [Going Beyond Free College: Initial Findings on College Success with Supplemental Coaching and Grants](#). Prepared for SCORE.

Carruthers, Celeste K., Donald J. Bruce, and Mike Kofoed. (2024). Identifying Quality Credentials Part I: Available Resources and Limitations. Prepared for SCORE.

Carruthers, Celeste K. and Ryan Herzog. (2023). "In fractious debate, GOP candidates find common ground on cause of inflation woes and need for school choice." [theconversation.com](#)

Carruthers, Celeste K. and Emily Pratt. (2023). [Knox Promise: College Persistence and Completion for the First Three Cohorts](#). Prepared for SCORE.

Carruthers, Celeste K., William F. Fox, Diego Guerrero, and Emily Pratt. (2023). [Knox Promise and Nashville GRAD: An Early Look at College Outcomes](#). Prepared for SCORE.

Carruthers, Celeste K. (2023). [The Value of a College Education in Tennessee](#). Prepared for SCORE.

Hunt, John Patrick, and Celeste K. Carruthers. (Feb 28, 2023). "Student debt cancellation in jeopardy as Supreme Court justices hear arguments." [theconversation.com](#).

Carruthers, Celeste K., Donald J. Bruce, Lawrence M. Kessler, and Linnea Endersby. (2023). [Tennessee's Post-Pandemic Workforce: Implications for the Value of Going to College](#). Prepared for SCORE.

Ecton, Walter, Celeste Carruthers, and Carolyn Heinrich. (Jan 11, 2023). "College students who work more hours are less likely to graduate." [theconversation.com](#).

- Reprinted in *The Conversation on Higher Education*, 2025, Johns Hopkins.

Miller-Adams, Michelle and Jennifer Iriti, eds. 2022. "[The Free College Handbook: A Practitioner's Guide to Promise Research](#)." Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.

- Iriti, Jennifer & Celeste K. Carruthers. "Who Sits at the Planning Table?"
- Iriti, Jennifer & Celeste K. Carruthers. "What Steps are Needed to Launch a Promise Program?"
- Carruthers, Celeste K. & Jennifer Iriti. "How do Promise Programs Evolve Over Time?"
- Carruthers, Celeste K. & Jennifer Iriti. "What are Some Common Challenges Promise Programs Face?"

Urban, Carly, Celeste K. Carruthers, Shaun Dougherty, Thomas Goldring, Dan Kreisman, & Roddy Theobald. (2022). "[A Multi-State Analysis of Trends in Career and Technical Education](#)." Prepared for the Georgia State University CTE Research Lab.

Carruthers, Celeste K., Shaun Dougherty, Sophie McGuinness, Sydney Payne, & Roddy Theobald. (2022). [“Graduation, College, and Employment Outcomes for CTE Students with an Identified Disability.”](#) Prepared for the Georgia State University CTE Research Lab.

Carruthers, Celeste K., Oded Gurantz, & Lindsay Page. (2022). [“Helping Students Make Informed Choices About College”](#). EdResearch for Recovery Brief No. 23. Brown University Annenberg Institute.

Carruthers, Celeste K., Shaun Dougherty, Daniel Kreisman, & Roddy Theobald. (2021). [“A Multi-State Analysis of Equity in Career and Technical Education.”](#) Prepared for the Georgia State University CTE Research Lab.

Goldring, Thomas, Celeste K. Carruthers, Shaun Dougherty, Daniel Kreisman, & Roddy Theobald. (2021). [“A Multi-State Analysis of Trends in Career and Technical Education: Massachusetts, Michigan, Tennessee, and Washington.”](#) Prepared for the Georgia State University CTE Research Lab.

Wu, Ge, and Celeste K. Carruthers. Does Career & Technical Education Move with the Labor Market? OSF pre-analysis plan (2020): <https://osf.io/kq2cw/>. Interim report (2021): <https://gpl.gsu.edu/publications/cte-in-tn-high-schools/>.

Carruthers, Celeste K. (2020). COVID-19 and Education, in [The Economic Report to the Governor of Tennessee](#).

Carruthers, Celeste K. (2020). “What majors are Tennessee Promise students participating in?,” “Are Tennessee Promise students staying in college?,” and “Are Tennessee Promise students completing college?” Prepared for the Tennessee Higher Education Commission.

Carruthers, Celeste K., Shaun Dougherty, Daniel Kreisman, and Alfredo Martin. (2020). [“A Multi-State Analysis of Trends in Career and Technical Education: Massachusetts, Michigan, and Tennessee.”](#) Prepared for the Georgia State University CTE Research Lab.

“Driving Forward: Ensuring Postsecondary Students Earn Credentials In A Changing Economy.” (July 2020). Prepared in partnership with William Fox, Bryce Warden, and the State Collaborative on Reforming Education (SCORE). Online report: <https://drivingforward.tnscore.org/>.

Bonilla, Sade, Celeste K. Carruthers, and Dominique Baker. (June 2020). [Guidance and Support for Students Moving into Postsecondary](#). EdResearch for Recovery Brief No. 3. Brown University Annenberg Institute.

Carruthers, Celeste K., Walter Ecton, and Carolyn Heinrich. (2020). [Earning to Learn: Working while Enrolled in Tennessee Colleges and Universities](#). Prepared for the Tennessee Postsecondary Evaluation and Analysis Research Lab.

Factsheet: [Transfer Students in Tennessee](#). (2020). Prepared for the Tennessee Postsecondary Evaluation and Analysis Research Lab.

Carruthers, Celeste K., Larry Kessler, and Marianne Wanamaker. (March 31, 2020). [COVID-19 could shrink the earnings of 2020 graduates for years to come](#). *The Conversation*. Republished or cited by Marketwatch, CBS News, and Fast Company, among others.

Carruthers, Celeste K. and Jilleah G. Welch. (2020). [Can Financial Aid \(Re\)Connect Student to College? Evidence from Tennessee Colleges of Applied Technology](#). Prepared for Tennessee Higher Education Commission.

Carruthers, Celeste K. (2019). [“Career and Technical Education, Accountability, and Program Quality Indicators Under Perkins V.”](#) Prepared for the Georgia State University CTE Research Lab.

Carruthers, Celeste K. (2019) [“5 things to know about the Tennessee Promise scholarship.”](#) Brown Center Chalkboard, Brookings Institution.

Carruthers, Celeste K. and Jonathon Attridge (2019). “College and Work after High School for Tennessee Career and Technical Education Students.” Prepared for Georgia State University CTE Research Lab.

Ozek, Umut, Celeste K. Carruthers, and Kristian Holden. (2018). “Teacher Value-added in Charter Schools and Traditional Public Schools.” CALDER Working Paper No. 183

Carruthers, Celeste K., David Figlio, & Tim Sass. (2018). “Did tenure reform in Florida affect student test scores?” *Evidence Speaks Reports* 2(52): May 17, 2018.

Carruthers, Celeste K. “Tennessee is Showing how Free Tuition Works.” *New York Times* (online, *Room for Debate*, 1/20/2016).

Carruthers, Celeste K. (2016). Tennessee’s Drive to 55: Background, Early Results, and Challenges Lying Ahead, in *The Economic Report to the Governor of Tennessee*.

Carruthers, Celeste K., William F. Fox, and LeAnn Luna. (2015). UT/TBR MOOC Evaluation. Prepared for the Tennessee Higher Education Commission.

Carruthers, Celeste K. and William F. Fox. (2015). Tennessee Promise Projections. Prepared for the Tennessee Drive to 55 Alliance in collaboration with the Tennessee Higher Education Commission.

Carruthers, Celeste K., Donald J. Bruce, William F. Fox, and Matthew N. Murray. (2015). Student Progression in the Wake of First to the Top. Prepared for the Tennessee Consortium on Research, Evaluation, and Development (TNCRED) and the Tennessee Department of Education.

Wright, David L., William F. Fox, Matthew N. Murray, Celeste K. Carruthers, and Grant Thrall. (2012). College participation, persistence, graduation, and labor market outcomes: An input-adjusted framework for assessing the effectiveness of Tennessee’s Higher Education Institutions. *Context for Success Symposium*, HCM Strategists.

Bruce, Donald J., Celeste K. Carruthers, and Jilleah G. Welch. (2012). An Updated Forecast of Tennessee Education Lottery Scholarship Expenditures. Prepared for the Tennessee Higher Education Commission and the Tennessee Student Assistance Corporation.

Carruthers, Celeste K., William F. Fox, Matthew N. Murray, and Angela Thacker. (2012). A Profile of Non-Completers in Tennessee Higher Education. Report prepared for the Tennessee Higher Education Commission.

Carruthers, Celeste K., William F. Fox, Matthew N. Murray, and Angela Thacker. (2012). The Transition from College to Career in Tennessee, in *The Economic Report to the Governor of Tennessee*.

## Data

Carruthers, Celeste, and Wanamaker, Marianne. County-level school enrollment and resources in ten segregated Southern states, 1910-1940. Ann Arbor, MI: Inter-university Consortium for Political and Social Research [distributor], 2019-05-06. <https://doi.org/10.3886/E109625V1>

## Teaching

Graduate Economics courses

- Elements of Econometrics I (University of Tennessee)
- Public Finance: Expenditure Analysis (University of Tennessee)

Other graduate courses

- Causal Inference in Education Policy Research: Postsecondary (University of Michigan)

Undergraduate Economics courses

- Economics of Health and Health Care (University of Tennessee)
- Public Finance: Expenditure Analysis (University of Tennessee)
- Government and Business (University of Tennessee)
- Government Regulation of Business (University of Florida)

## Advising

### Dissertation chair or co-chair

Lucas Gurgel, Ge (Cathy) Wu (2023), Michael Brown (2022), Ben Meadows (2019), Mary Elizabeth (Beth) Glenn (2018), Bongkyun Kim (2017), Bilal Celik (2017), Jilleah G. Welch (2015)

### Dissertation or thesis committee

Linnea Endersby, Thomas Verville, Xin Jin, Jeffrey Tinley (Education Leadership and Policy Studies), Jose Nicolas Arguello (Accounting, 2025), Rooney Columbus (University of Michigan, 2024), Lucas Garcez (2024), Diego Guerrero (2024), Zac Hyder (2024, Educational Leadership and Policy Studies), Michael Charysh (2023), Laurie Ereddia (2023, Accounting), Guanhuan (Jack) Wang (2022, Finance), Cora Bennett (2021), Walter Ecton (2021, Vanderbilt), Md Sabbirul Haque (2020), Annette Tower (2019, Marketing), Katryn Pasaribu (2018, Agricultural & Resource Economics), Jinseong Park (2018), Fanning Meng (2017), Okila Elboeva (2016), Justin Roush (2015), Brandon Harrison (2012)

## Grants and Funded Projects:

University of Tennessee-Knoxville Office of Research, Innovation, & Economic Development: “The Open State Innovation Index,” Lead Principal Investigator (2025-2028), \$245,000

Bezos Earth Fund: “Enhancing community fiscal resilience against coal-plant retirements,” Investigator (2025-2026), \$19,842.

Higher Education Male Achievement Collaborative: “Research on the Education and Career Trajectories of Young Men in the United States,” Investigator (2025), \$28,813.

Tennessee Department of Environment and Conservation: “Workforce Planning Analysis to Support TDEC’s Comprehensive Climate Action Plan,” Investigator (2024-2025), \$97,130.

National Science Foundation, “EAGER: PBI: The Tennessee Longitudinal Survey of Ideas,” Principal Investigator (2024-2026), \$299,058.

Abdul Latif Jameel Poverty Action Lab, “Unlocking Opportunities: Facilitating Student Transfers from Two- to Four-Year Colleges Through Coaching,” Co-Principal Investigator (2024-2025), \$170,313.

ExcelinEd, “Pathways Landscape Analysis,” Principal Investigator (2024-2025), \$120,213.

State Collaborative on Reforming Education, “Tennessee Community College Tuition Analysis,” Lead Principal Investigator (2023), \$22,563.

State Collaborative on Reforming Education, “Tennessee Credentials of Value,” Investigator (2023), \$31,735.

State Collaborative on Reforming Education, “Knox Promise and Tennessee COMPLETE Evaluation,” Lead Principal Investigator (2022-2024), \$223,335.

State Collaborative on Reforming Education, “The Value of College in Tennessee,” Lead Principal Investigator (2023), \$17,841.

State Collaborative on Reforming Education, “Tennessee’s Post-Pandemic Workforce,” Lead Principal Investigator (2022), \$50,432.

Institute of Education Sciences, “CTE Teacher Labor Markets, Attributes, and Student Outcomes,” Co-Principal Investigator (2022-2024), \$1,699,992.

Tennessee Department of Finance & Administration, “Reconnect Navigator Evaluation,” Lead Principal Investigator (2022 - 2025), \$186,808.

Kresge Foundation, “The Free College Handbook: A Practitioner’s Guide to Promise Research,” Contributor (2022).

The Boyd Foundation, “Exploratory Surveys on Vertical Transfer Challenges,” Principal Investigator (2021-2022), \$25,000.

Russell Sage Foundation, “The Legacy of Separate and Unequal Schools,” Principal Investigator (2020-2022), \$99,050.

Smith-Richardson Foundation, “CTEx: A Career and Technical Education Policy Exchange,” Co-Principal Investigator (2021-2022).

Smith-Richardson Foundation, “Tennessee Postsecondary Evaluation and Analysis Lab (TN-PEARL) renewed funding, Co-Principal Investigator (2020-2021), \$400,000.

State Collaborative on Reforming Education, “SCORE Postsecondary Impact Report,” Principal Investigator (2020), \$25,050.

Tennessee Higher Education Commission and Gates Foundation, “Tennessee Promise Research,” Principal Investigator (2019-2020).

State Collaborative on Reforming Education, “Comprehensive Community College Support and Success Initiatives - Knox Promise and Nashville Grad Pilot Program Evaluations,” Investigator (2019-2020), \$87,450.

Strada Education Network, “Investigating the Workforce Outcomes of Place-Based Scholarships,” Co-Principal Investigator (2017-2020), \$65,000.

Laura & John Arnold Foundation, “A Multi-State Lab for Evidence-Based CTE Policy,” Co-Principal Investigator (2017-2020).

Smith-Richardson Foundation, “Tennessee Postsecondary Evaluation and Analysis Lab (TN-PEARL), Co-Principal Investigator (2017-2019), \$399,999.

Tennessee Department of Education, “Maintain the Tennessee Longitudinal Data System,” Investigator (2015-2016), \$784,776.

Tennessee Consortium on Research, Evaluation, and Development (TNCRED), “Progression and Program Evaluation of Race to the Top,” Principal Investigator (2014-2015), \$236,868.

tnAchieves, “Tennessee Achieves 2015 Applicants: Assessment of Persistence and Completion/Transfer Likelihood,” Principal Investigator (2014-2015), \$31,366.

Tennessee Higher Education Commission, “Tennessee Promise Projections,” Co-Principal Investigator (2014-2015), \$44,250.

Tennessee Higher Education Commission, “UT/MOOC Evaluation,” Co-Principal Investigator (2014-2015), \$75,000.

Smith-Richardson Foundation, “The Consequences of Tenure Reform,” Co-Principal Investigator (2011-2014), \$300,000.

Tennessee Higher Education Commission, “A Profile of Non-Completers in Tennessee Higher Education,” Investigator (2011-2012), \$40,000.



Tennessee Higher Education Commission, “An Updated Forecast of Tennessee Education Lottery Expenditures,” Investigator (2011), \$18,852.

HCM Strategists and Gates Foundation, “College Participation, Persistence, Graduation, and Labor Market Outcomes: An Input-Adjusted Framework for Assessing the Effectiveness of Tennessee’s Higher Education Institutions,” Co-Principal Investigator (2011), \$20,000.

“Closing the Gap? The Effect of Private Philanthropy on the Provision of African-American Schooling in the U.S. South”

- Spencer Foundation, Principal Investigator (2011-2012), \$40,000.
- University of Kentucky Center for Poverty Research, Co-Principal Investigator (2010), \$7,500.
- University of Tennessee Office of Research, Principal Investigator (2010), \$3,600.

Tennessee Department of Education via U.S. Department of Education “Race to the Top” first-round award, “Tennessee Longitudinal Data System,” Investigator (2010-2015), \$8,030,958.

### **Board Memberships and Other Affiliations**

Research Fellow, Anderson Center for Entrepreneurship and Innovation (2024-2026)

Baker Expert Affiliate, Howard H. Baker Jr. School for Public Policy and Public Affairs, Economic and Community Development Program (2022-2025)

Advisory Board Member, Career & Technical Education Research Network, American Institutes for Research (2019 - 2023)

Advisory Board Member, Democratizing Data, Coleridge Initiative (2022)

Board of Directors (elected), Association for Education Finance and Policy (2016 - 2019)

Affiliated Researcher, National Center for Analysis of Longitudinal Data in Education Research (CALDER), Washington, D.C., 2009 - 2018

Faculty Advisor, Harvard Graduate School of Education Strategic Data Project, 2012 - 2015

### **Conference, Workshop, and Seminar Presentations**

2026 (planned) Syracuse University, University of Nebraska Lincoln, Virginia Tech, Upjohn Institute.

2025 (including planned): Tennessee Legislative Leaders Academy, Tennessee Higher Education Commission Quarterly Meeting, University of Tennessee Grand Challenges Summit, U.S. Department of Education Office of the Chief Economist, Boyd Center Business Leaders Dinner, Association for Education Finance and Policy, Triangle Economics of Education Workshop (Keynote), Higher Education Male Achievement Collaborative, Harvard Kennedy School Emerging School Models, MidSouth Education Policy Workshop, Neel Corporate Governance Center, Nashville Chamber, Tennessee Board of Regents.

2024: University of Florida, SCORE, PIE Center, Cornell University, Association for Public Policy Analysis and Management

2023: Tennessee Legislative Leaders Academy, Mississippi State University, Texas A&M University, Tennessee Higher Education Commission Strategic Planning Workshop, Tennessee Higher Education Commission, Research & Strategy, SCORE/Lumina Foundation Future Forward Summit, Tennessee Department of Human Services, Appalachian State University, Western Carolina University, Association for Public Policy Analysis and Management, Southern Economic Association, New York Federal Reserve

2022: University of Pittsburgh / Carnegie Mellon University, Association for Education Finance and Policy, Sao Paulo School of Economics, UT Baker Center, Institute for Research on Poverty, Federal Reserve Bank of Philadelphia, Miami University, Federal Reserve Board, Southern Economic Association.

2021: Florida Applied Micro Virtual Seminar, Appalachian Leadership Institute, Syracuse University, digiGEBF, Association for Education Finance and Policy, Wake Forest University, Campaign for Free College Tuition, HGSE Strategic Data Project, Western Economic Association International, SHEEO.

2020: National Academies Board on Science Education, Georgia State University, Tulane University, Association for Education Finance and Policy, CTEx, Southeastern Micro Labor Workshop, E-Con of Education, Cornell University (postponed), State Collaborative on Reforming Education, CTE Institute, Tennessee Chamber of Commerce, Tennessee House of Representatives Education Committee Summer Study Session, tnAchieves, State Higher Education Executive Officers Association, Association for Public Policy Analysis and Management, University of Illinois, Virginia Tech.

2019: Tennessee Legislative Leaders Academy, Association for Education Finance and Policy, University of Florida, University of Michigan CIERS, Upjohn Institute, Montana State University, Georgia State University CTEx, IPEDS

2018: Association for Education Finance and Policy, University of New Hampshire, Spelman College, Tennessee Department of Education, University of Michigan PFFLS, Association for Public Policy Analysis and Management, University of Memphis, Michigan State University

2017: Haslam Scholars Retreat, Association for Education Finance and Policy, American University, Tennessee State Data Center, Association for Public Policy Analysis and Management.

2016: Auburn University, Lumina Foundation, Association for Education Finance and Policy, Syracuse University, State Higher Education Executive Officers, UT Haslam Scholars Faculty Friday, West Point USMA, College Board Forum, Southern Economic Association, University of Michigan CIERS.

2015: Association for Education Finance and Policy, Appalachian Spring Conference in World History and Economics, Vanderbilt Empirical Applied Microeconomics Festival, SOLE/EALE 4<sup>th</sup> joint meeting, University of California-Irvine, University of Colorado-Colorado Springs, University of California-Merced.

2014: Society for Research on Educational Effectiveness, Association for Education Finance and Policy, NBER Summer Institute for Development of the American Economy, HGSE Strategic Data Project Atlanta Workshop, University of Florida, Southern Economic Association.

2013: CALDER, Association for Education Finance and Policy, HGSE Strategic Data Project Webinar (4/24), Association for Public Policy Analysis and Management, Southern Economic Association, University of South Carolina.

2012: Tennessee Higher Education Commission Winter Meeting, Association for Education Finance and Policy, Appalachian Spring Conference in World History and Economics, Association for Institutional Research, HGSE Strategic Data Project Memphis Workshop, Georgia State University, Appalachian State University, Southern Economic Association.

2011: Association for Education Finance and Policy, University of Kentucky Center for Poverty Research Small Grants Conference, Western Economic Association International, HCM Strategists/Gates Foundation, Association for Public Policy and Management.

2010: American Education Finance Association.

2009: University of Tennessee, University of North Carolina-Greensboro, University of Mississippi, American Education Finance Association, National Conference on School Choice, Southern Economic Association.

2008: University of Florida, American Education Finance Association, Association for Public Policy Analysis and Management (poster session), Southern Economic Association.

2007: Southern Economic Association.

## Referee/Reviewer

*The American Economic Review*, *American Economic Journal: Economic Policy*, *American Education Research Journal*, *AERA Open*, *China Economic Review*, *Economic Journal*, *Economics of Education Review*, *Economics Letters*, *Education Finance and Policy*, *Education Next*, *Educational Evaluation and Policy Analysis*, *Environmental and Resource Economics*, *Explorations in Economic History*, *Journal of Economic Behavior and Organization*, *Journal of Economic History*, *Journal of Human Capital*, *Journal of Human Resources*, *Journal of Labor Economics*, *Journal of Policy Analysis and Management*, *Journal of Public Economics*, *Journal of Urban Economics*, National Science Foundation, *Proceedings of the National Academy of Sciences* (as guest editor), RAND Corporation, *Quarterly Journal of Economics*, Regional Education Laboratory - Northwest, *Regional Science and Urban Economics*, *Review of Economics and Statistics*, Russell Sage Foundation, *Scandinavian Journal of Economics*, Smith-Richardson Foundation, *Social Science Quarterly*, Social Sciences and Humanities Research Council of Canada, Society for Research on Educational Effectiveness, Spencer Foundation, *Southern Economic Journal*, Statewide Collaborative on Reforming Education, State Higher Education Executive Officers Association, U.S. Department of Education Institute of Education Sciences.

## Internal service

UTK RDC Faculty Director (2023-present), Economics Department Library Representative (2023-present), Haslam College of Business Faculty Senate Caucus Chair (2017-2018), Tennessee Empirical Applied Microeconomics Festival (TEAM Fest) co-organizer (2016 and 2018), Peer review of teaching committee (member: 2016-2018), Tenure & promotion ad hoc committee (member: 2018, chair: 2023, 2025), Third-year review ad hoc committee (member: 2017, chair: 2020), Faculty search committee (member: 2015-2016, 2021-2022, chair: 2022-2023), Brownbag seminar organizer (2013-2015), Graduate committee (member: 2009-2011 and 2014-2018), Undergraduate committee (member: 2011-2013), BETS (2022), Policy committee (member: 2022-present), Economics Master's Committee (member: 2024-present).

## Outreach and External Service

Russell Sage Foundation Dissertation Research Grant Advisory Committee (2024, 2025), Co-organizer for CSWEP Mentoring for 3rd and 4th year Women and Non-Binary Economics PhD Students (2022-2023), Association for Public Policy Analysis and Management Program Committee (2017), Tennessee Department of Education Career Forward Task Force (2016), Junior Achievement volunteer instructor (2013-2018; 2025), United Way Women in the Next Generation Society (2015-2016), SCORE Prize Selection Committee (2013-2014), Multi-State New Models Data and Analytics Working Group (2013)

## Security Clearance

Special Sworn Status, U.S. Census Bureau

## Honors and Awards

Finalist, Haslam College of Business Bank of America Leadership Award, 2024

Finalist, Haslam College of Business Martin & Carol Robinson Excellence in Teaching, Research, and Service Award, 2022

Finalist, Haslam College of Business Richard C. Reizenstein Outstanding Commitment to Students Award, 2022

Georgescu-Roegen Prize for best 2020 academic article published in *Southern Economic Journal*, for "Are 'Education Lotteries' Less Regressive? Evidence from Texas," with Kara D. Smith.

American Education Research Association Outstanding Reviewer, 2019

Haslam College of Business Vallett Family Outstanding Researcher Award, 2017

Haslam College of Business Summer Research Award recipient: 2016-17 (Joe Johnson Faculty Research Fellow), 2017-18 (Ed Boling Endowment), 2018-19 (Sara Alice and Tommy Bronson Faculty Research Fellow), 2019-20 (James and Joanne Ford Faculty Research Fellow), 2020-21 (Haslam Family Faculty Research Fellow), 2021-2022 (Haslam Family Faculty Research Fellow), 2022-2023 (Haslam Family Faculty Research Fellow), 2024-2025 (Boyd Center Summer Research Award)

University of Tennessee Department of Economics Third-year Paper Advising Award, 2016

University of Tennessee QUEST Scholar of the Week: February 29, 2016

2010 *Jean Flanigan Outstanding Dissertation Award*, in recognition of exemplary dissertation research in education finance, American Education Finance Association (now the Association for Education Finance and Policy)

University of Tennessee QUEST Scholar of the Week: May 2, 2010

*Edward Zabel Award*, outstanding advanced graduate student, University of Florida

*Walter-Lanzillotti Award*, outstanding dissertation research, University of Florida

*Robert F. Lanzillotti Prize*, top second-year paper, University of Florida

*Lockhart Award*, travel support, University of Florida

*Rafael Lufsky Prize*, top first-year graduate student, University of Florida

*Elizabeth Bogan Prize*, top M.A. recipient, University of New Hampshire