

Tuan D. Nguyen

Kansas State University

Department of Curriculum and Instruction

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ACADEMIC POSITION

- 2018- Assistant Professor, Kansas State University
- 2018 Research Assistant Professor, Kansas State University

EDUCATION

- 2018 **Ph.D.** Education Leadership and Policy Studies
Doctoral Minor: Quantitative Methods
Graduate Certificates: Experimental Education Research Training
Vanderbilt University, Nashville, TN
- 2008 **M.A.T.** Mathematics; Secondary Education Certification
Washington University in St. Louis, St. Louis, MO
- 2006 **B.A.; B.S.** Mathematics and Physics Dual Degree
Psychology and History of Science Minors
University of Oklahoma, Norman, OK

RESEARCH INTERESTS

Education policy; teacher leadership, teacher policy, and teacher labor market; financial aid and postsecondary persistence; causal inference and methodologies

RESEARCH GRANTS AND EXTERNAL FUNDING

- 2020-2026 Recruitment, Preparation, and Retention of Mathematics Teachers: Noyce Fellows Track II. (PI; with Sherri Martinie and Craig Spencer) \$1,418,147. Unfunded.
- 2020-2023 Emerging and Effective Culturally Relevant Practices for Math and Science Teaching in High Needs Schools. (Co-PI with William Hunter, Jessica Krim, and Charles Granger). \$2,974,059. Funded. Award ID: 2001058.
- 2020-2021 Services, Amenities, and Relative Rurality (SARR) Index: A Flexible Continuous Multi-dimensional Measure of Rurality Using Granular Scale and Cutting Edge Data. (Co-PI with Kate Nelson). \$15,000. Unfunded.
- 2020-2021 Understanding How School Turnaround Affects Student Outcomes: A Systematic Review. (Co-PI with Chris Redding). \$500,156. Unfunded.
- 2020-2021 The Influence of Essential Services, Amenities, and Relative Rurality on Academic Performance in the United States. (PI with Kate Nelson). \$50,000. Unfunded.
- 2018-2022 *Preparing Preservice Mathematics Teachers for Success in High-Need Schools*. NSF Robert Noyce Teacher Scholarship Program. (Co-PI with Sherri Martinie and Craig Spencer). \$1,021,716. Funded. Award ID: 1660752.
- 2019 *Preparing Preservice Mathematics Teachers for Success in High-Need Schools*. NSF Robert Noyce Teacher Scholarship Program. Supplemental Award, \$46,922. Funded. Award ID: 1660752.
- 2018-19 Robert Noyce Fellowship (Conference) Grant. \$650x2.

PEER-REVIEWED PUBLICATIONS

* indicates equal co-authorship in alphabetical order
underline indicates student co-author

Nguyen, T.D. (2020) Teacher Attrition and Retention in Kansas: A Case Study of Geographically Rural States with Persistent Teacher Shortages. *Online Journal of Rural Research and Policy*, 15(1), 1-23.

Pham, L.D., **Nguyen, T.D.**, & Springer, M.G. (2020) Teacher Merit Pay: A Meta-Analysis. *American Educational Research Journal*.

*Crouch, M. & ***Nguyen, T.D.** (2020) Examining Teacher Characteristics, School Conditions, and Attrition Rates at the Intersection of School Choice and Rural Education. *Journal of School Choice*.

Cannata, M. & **Nguyen, T.D.** (accepted) Consensus versus Concreteness: Tensions in Designing for Scale. *Teacher College Record*.

Redding, C. & **Nguyen, T.D.** (2020) Recent Trends in the Characteristics of New Teachers, the Schools in Which They Teach, and Their Turnover Rates. *Teacher College Record*.

Nguyen, T.D., Kramer, J.W., & Evans, B.J. (2019) The Effects of Grant Aid on Student Persistence and Degree Attainment: A Systematic Review and Meta-Analysis of the Causal Evidence. *Review of Educational Research*, 89(6), 831-874.

Cannata, M., Redding, C., & **Nguyen, T. D.** (2019). Building Student Ownership and Responsibility: Examining Student Outcomes from a Research-Practice Partnership. *Journal of Research on Educational Effectiveness*, 12(3), 333-362.

Evans, B.J. & **Nguyen, T.D.** (2019) Monetary Substitution of Loans, Earnings, and Need-based Aid in Postsecondary Education: The Impact of Pell Grant Eligibility. *Economics of Education Review*, 70, 1-19.

Nguyen, T.D. & Redding, C. (2018) Changes in the Demographics, Qualifications, and Turnover of American STEM Teachers, 1988-2012. *AERA Open*, 4(3), 1-13.

Nguyen, T.D. & Hunter, S. (2018) Towards an Understanding of Dynamics among Teachers, Teacher Leaders, and Administrators in a Teacher-led School Reform. *Journal of Educational Change*, 19(4), 539-565.

Nguyen, T.D., Cannata, M., & Miller, J. (2018) Understanding Student Behavioral Engagement: Importance of Student Interaction with Peers and Teachers. *The Journal of Educational Research*. 111(2), 163-174. doi:10.1080/00220671.2016.1220359

Evans, B.J., **Nguyen, T.D.**, Tener, B.B., & Thomas, C.L. (2017) Federal Pell Grant Eligibility and Receipt: Explaining Nonreceipt and Changes to EFC Using National and Institutional Data. *The Journal of Student Financial Aid*, 47(3), 4.

Nguyen, T.D. (2016) Social Reproduction in Vietnam: Educational Attainment, Employment, and Skills Usage. *International Journal of Educational Development*, 51, 10-22. doi:10.1016/j.ijedudev.2016.07.006

Nguyen, T. (2015). The effectiveness of online learning: Beyond no significant difference and future horizons. *Journal of Online Learning and Teaching*, 11 (2), 309-319.

PAPERS UNDER SUBMISSION

Redding, C. & **Nguyen, T.D.** The Relationship between School Turnaround and Student Outcomes: A Meta-Analysis. (revise and resubmit)

Doyle, W.R., Lee, J., & **Nguyen, T.D.** Impact of Need-Based Financial Aid on Student Persistence at Public Institutions: An Application of the Regression-Discontinuity Design. (revise and resubmit)

Nguyen, T.D., Kramer, J.W., & Francis, C.H.W. Demographics Shifts, Aids, and Academic Outcomes of the New “Average” College Students: The Story of the Non-traditional Students in the 21st Century. (under review)

Nguyen, T.D., Lam, P., Springer, M., & Crouch, M. (under review) The Factors of Teacher Attrition and Retention: An Updated and Expanded Meta-Analysis of the Literature.

PAPERS UNDER DEVELOPMENT

Nguyen, T.D., Grissom, J., & Patrick, S.K. Not Just Black and White: The Effects of Demographic Incongruence on Teacher Turnover in a Multiethnic School System.

Cannata, M., Engel, M., **Nguyen, T.D.**, & Curran, F.C. Teacher Involvement in Hiring: Changes over Time.

Rubin, M., **Nguyen, T.D.**, & Cannata, M. The Influence and Development of Capital for Teacher Leadership.

Kramer, J.W. & **Nguyen, T.D.** Persistence and Degree Attainment of the Non-traditional Students at Two-year and Four-year Institutions: Evidence from National Data.

Weiss, A., Woo, D., & **Nguyen, T.D.** More Alike or More Different Over Time? Exploring Urban Charter and Public School Teachers’ Working Conditions and Turnover.

INVITED PRESENTATIONS

2019 **Nguyen, T.D.** (2019) Teacher Attrition and Retention in Rural States: The Case of Kansas. The *Educate Kansas Dialogue Summit*. Manhattan, KS.

2018 **Nguyen, T.D.** (2018) Factors of Teacher Attrition and Retention Through a Systematic Review and Meta-Analytic Process. The *Educate Kansas Dialogue Summit*. Manhattan, KS.

PEER-REVIEWED CONFERENCE PRESENTATIONS

2020 Rodriguez, R., Nguyen, T.D., & Springer, M. (2020) Revisiting Teacher Quality Gaps: Geographic Disparities in Access to Highly Effective Teachers Across Tennessee. Presented at the annual meeting of the *Association for Education Finance and Policy*. Virtual conference due to COVID-19.

Weiss, A., Woo, D., & Nguyen, T.D. (2020) Now Hiring: Teacher Mobility Under School Choice. Presented at the annual meeting of the *Association for Education Finance and Policy*. Virtual conference due to COVID-19.

Gilmour, A., Nguyen, T.D., Redding, C., & Bettini, E. (2020). The Shifting Context of Special Education Teachers’ Work and its Relationship with Retention. Presented at the annual meeting of the *Association for Education Finance and Policy*. Virtual conference due to COVID-19.

Nguyen, T.D., & Kremer, K.P. (2020). Too tired to teach? The relationship between stress and burnout and teacher attrition behavior. Presented at the annual meeting of the *Association for Education Finance and Policy*. Virtual conference due to COVID-19.

Nguyen, T.D., & Kremer, K.P. (2020) Too tired to teach? The relationship between stress and burnout and teacher attrition behavior. Paper presented at the annual meeting of the *American Educational Research Association*, San Francisco, CA. Cancel due to COVID-19.

Redding, C., & Nguyen, T.D. (2020) The Relationship between School Turnaround and Student Outcomes: A Meta-Analysis. Paper presented at the annual meeting of the *American Educational Research Association*, San Francisco, CA. Cancel due to COVID-19.

2019 Redding, C., & Nguyen, T.D. (2019) The Effects of School Turnaround on Student Outcomes: A Systematic Review and Meta-Analysis. Poster presented at the annual meeting of the *Association for Education Finance and Policy*, Kansas City, MO.

2018 Nguyen, T.D. (2018) Changes in the Demographics, Qualifications, and Turnover of American STEM Teachers, 1988-2012. Paper presented at the *Midwest Annual Robert Noyce Teacher Scholarship Program*, St. Louis, MO.

Nguyen, T.D. & Kramer, J. (2018) Demographic Shifts, Aids, and Academic Outcomes of the New Average College Students: The Story of Nontraditional Students in the 21st Century. Paper presented at the annual meeting of the *American Educational Research Association*, New York, NY.

Evans, B. & Nguyen, T.D. (2018) The Effects of Grant Aid on Social and Academic Integration in Higher Education. Paper presented at the annual meeting of the *American Educational Research Association*, New York, NY.

Pham, L., Nguyen, T.D. & Springer, M. (2018) A Meta-analysis of Teacher Merit Pay and Student Achievement. Paper presented at the annual meeting of the *American Educational Research Association*, New York, NY.

Nguyen, T.D., Kramer, J.W., & Evans, B.J. The Effects of Grant Aid on Student Persistence and Degree Attainment: A Systematic Review and Meta-Analysis of the Causal Evidence. Paper presented at the annual meeting of the *Association for Education Finance and Policy*, Portland, OR.

Nguyen, T.D. (2018) The factors of teacher attrition and retention: Evidence from repeated cross-sectional national data. Paper presented at the annual meeting of the *Association for Education Finance and Policy*, Portland, OR.

2017 Nguyen, T.D. (2017) The Roles of Teacher Leadership in School Improvement: Past, Present, and Future. Paper presented at the annual meeting of the *American Educational Research Association*, San Antonio, TX.

Evans, B.J. & Nguyen, T.D. (2017) Monetary Substitution of Loans, Earnings, and Need-based Aid in Postsecondary Education: The Impact of Pell Grant Eligibility. Paper presented at the annual meeting of the *American Educational Research Association*, San Antonio, TX.

Cannata, M., Engel, M., Nguyen, T.D., & Curran, F.C. (2017) Paths to Leadership: Understanding Teacher Influence in Hiring. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Washington D.C.

Nguyen, T.D., Francis, C.H.W., & Kramer, J.W. (2017) Demographics Shifts, Aids, and Academic Outcomes of the New “Average” College Students: The Story of the Non-traditional Students in the 21st Century. Poster presented at the annual meeting of the *Association for Education, Finance, and Policy*. Washington D.C.

2016 Nguyen, T.D. & Hunter, S. (2016) Towards an Understanding of Dynamics Surrounding Professional Development Designed, Facilitated, and Evaluated by Teacher Leaders. Paper to be presented at the annual meeting of the *University Council for Educational Administration*, Detroit, Michigan.

Cannata, M. & Nguyen, T.D. (2016) Consensus versus Concreteness: Tensions in Designing for Scale. Paper to be presented at the annual meeting of the *University Council for Educational Administration*, Detroit, Michigan.

Nguyen, T.D. (2016) Social Reproduction in Vietnam: Educational Attainment, Employment, and Skills Usage. Paper presented at the annual meeting of the *American Educational Research Association*, Washington, D.C.

Cannata, M., Engel, M., Nguyen, T.D., & Curran, F.C. (2016) Teacher Involvement in Hiring: Changes over Time. Paper presented at the annual meeting of the *American Educational Research Association*, Washington, D.C.

Nguyen, T.D. & Hunter, S. (2016) Towards an Understanding of Dynamics Surrounding Professional Development Designed, Facilitated, and Evaluated by Teacher Leaders. Paper presented at the annual meeting of the *American Educational Research Association*, Washington, D.C.

Rubin, M., Nguyen, T.D., & Cannata, M. (2016) The Influence and Development of Capital for Teacher Leadership. Paper presented at the annual meeting of the *American Educational Research Association*, Washington, D.C.

Cannata, M., Redding, C., & Nguyen, T.D. (2016) Building Student Ownership and Responsibility: Outcomes from the first year of implementation. Paper presented at the annual meeting of the *American Educational Research Association*, Washington, D.C.

Cannata, M., Nguyen, T.D., & Redding, C. (2016) It's not the Stuff, It's the Staff: The Process of Scaling In to a School. Paper presented at the annual meeting of the *American Educational Research Association*, Washington, D.C.

Evans, B.J. & Nguyen, T.D. (2016) The Impact of Pell Grant Eligibility on College Persistence: An Application of Regression Discontinuity Design. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Nguyen, T.D. & Hunter, S. (2016) Towards an Understanding of Dynamics Surrounding Professional Development Designed, Facilitated, and Evaluated by Teacher Leaders. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Cannata, M., Redding, C., & Nguyen, T.D. (2016) Building Student Ownership and Responsibility: Outcomes from the first year of implementation. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

2015 Rubin, M., Nguyen, T.D., & Cannata, M. (2015) The Influence and Development of Capital for Teacher Leadership. Paper presented at the annual meeting of the *University Council for Educational Administration*. San Diego, CA.

Cannata, M. & Nguyen, T.D. (2015) Consensus versus Concreteness: Tensions in Designing for Scale. Paper presented at the annual meeting of the *American Educational Research Association*, Chicago, IL.

Nguyen, T.D. (2015) The Conceptualization of Problem-Solving: Academic Literature, PISA and TIMSS. Paper presented at the annual meeting of the *Comparative and International Education Society*, Washington, D.C.

MEDIA MENTIONS/TRADE PUBLICATIONS

Observatory of Education Innovation: [Rewarding teachers with merit-based pay](#)

EducationDive: [Teacher merit pay linked to higher student test scores](#)

FutureEd: [Teacher evaluation and retention: What the research shows](#)

The Conversation: [International students and online learning](#)

The Chalkbeat: [What works to help students complete college](#)

Mercury: [Teacher retention in Kansas](#)

Brookings Institute: [Teacher attrition and retention](#)

Inverse: [Pell Grants and Financial Aid](#)

Texas Public Radio: [Master Teacher Program](#)

Education Week: [Changes in STEM Teachers](#)

U.S. News & World Report: [Teacher bonuses boost student outcomes slightly](#)

Peabody: [Trump's First 100 Days and the Impact on Education](#)

Education Week: [Merit Pay for Teachers Can Lead to Higher Test Scores for Students](#)

The Atlanta Journal Constitution: [Study finds merit pay for teachers could have merit](#)

The Chalkbeat: [Teacher merit pay has merit when it comes to student scores](#)

Local news: [Vanderbilt study shows merit pay for teachers pays off for students](#)

Blue Grass Institute: [Vanderbilt study: Merit pay for teachers improves student performance](#)

Wisconsin Public Radio: [Report Shows Benefits to Teacher Merit Pay](#)

HONORS AND AWARDS

2018 American Enterprise Institute: Emerging Education Policy Scholars

2016-2018 UCEA Jackson Scholar

2014-2018 Provost Graduate Fellowship, Vanderbilt University

2002-2006 Undergraduate awards: OU Regent Scholar; McNair scholar; Arthur Frederick Bernhart scholarship; J. Clarence Karcher scholarship; National Society of Collegiate Scholars merit award

RESEARCH EXPERIENCE

2015-2018 Research Assistant to Brent Evans
Vanderbilt University, Nashville, TN

2013-2015 Research Assistant for the National Center on Scaling Up Effective Schools
Vanderbilt University, Nashville, TN

Summer 2007 Research Assistant to Jere Confrey
Washington University in St. Louis, St. Louis, MO

TEACHING EXPERIENCE

Kansas State U. Introduction to Ed.D Inquiry I, Introduction to Ed.D. Inquiry II, Advanced Seminar in Academic Writing, Independent Study on Teacher Education and Teacher Policy, Seminar on Big Data and Data Use

Spring 2016 Teaching assistant to Dr. Carolyn Heinrich
Economics of Education (Graduate Seminar)
Vanderbilt University, Nashville, TN

Fall 2015 Teaching assistant to Dr. Brent Evans
Research Design and Data Analysis I (Graduate Course)
Vanderbilt University, Nashville, TN

2008-2013 Middle and High School Mathematics Teacher
John Burroughs School. St. Louis, MO

2009-2011 High School Teacher
Aim High Summer Enrichment Program, St. Louis, MO

2006-2008 High School Mathematics Teacher
Block Yeshiva High School, St. Louis, MO

ADVISING AND DISSERTATION

2019 CHANH LAM, JESSICA POPESCU, ASHLEY RICHARDSON, KAITLYN AMBROSE,
SIERRA LOHOEFENDER, ASHLEY UDELL, KRYSTINE PHILLIPS, ANNA KEELEY

HONORS PROJECT KATIE ANDREWS AND SONORA SHELDON

SELECTED PRE-DOCTORAL PROFESSIONAL LEADERSHIP EXPERIENCES

2010-2013 Co-Leader, Diversity Subcommittee on Curriculum and Delivery
John Burroughs School, St. Louis, MO

2010-2013 Member, Faculty and Staff Diversity Steering Committee
John Burroughs School, St. Louis, MO

UNIVERSITY AND PROFESSIONAL SERVICE

2020 NSF Panelist, 2020

2020 Research & Scholarship Committee for Department of Curriculum and Instruction at KSU

2019-present Office of Associate Dean for Research and External Funding member

2020-present Reviewer for Teaching and Teacher Education (TATE)

2019-present Reviewer for Science Education (SciEd)

2019-present Reviewer for the Journal of Higher Education (JHE)

2016-present Reviewer for American Educational Research Journal (AERJ)

2016-present Reviewer for Journal of Educational Psychology (JEP)

2017-present Reviewer for American Educational Research Association conference (AERA);
AERA session chair

2017 Reviewer for the Research Foundation of the City University of New York
(RFCUNY) Peer Review Program

2016-2018 NCES/IES Secure data room administrator

2014–2017 ExpERT coordinator, Vanderbilt University
2013–2014 Assistant to Ron Zimmer (peer-review process EEPA)

PROFESSIONAL AFFILIATIONS

American Educational Research Association (AERA)
Association for Education Finance and Policy (AEFP)
University Council for Educational Administration (UCEA)
Comparative and International Education Society (CIES)

STATISTICAL/ANALYTIC SOFTWARE

STATA, R, SAS, SPSS, Nvivo, LISREL

DISSERTATION

The Theories and Determinants of Teacher Attrition and Retention (I. A conceptual framework of teacher attrition and retention. II. The determinants of teacher attrition and retention: A systematic review and meta-analysis of the literature. III. The factors of teacher attrition and retention: Evidence from repeated cross-sectional national data.)

REFERENCES

Brent Evans

Assistant Professor of Public Policy and Higher Education
Department of Leadership, Policy, and Organizations
Vanderbilt University
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Matthew Springer

Robena and Walter E. Hussman Jr. Distinguished Professor in Education Reform
Associate Professor of Public Policy and Education
University of North Carolina
CB 3500 Peabody hall
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Joseph Murphy

Frank W. Mayborn Chair; Professor of Public Policy and Education
Department of Leadership, Policy, and Organizations
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Marisa Cannata

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Research Assistant Professor
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Mimi Engel

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