

## DILLON FUCHSMAN, PH.D.

Postdoctoral Fellow, Squirefield Center for Applied Economic Research, Saint Louis University

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### RESEARCH FIELDS

Teacher Labor Markets • Teacher Retirement Policy • Education Accountability

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### EDUCATION

- 2016-2020 **Ph.D. Education Policy**, University of Arkansas, Fayetteville, AR.  
*Dissertation:* Teacher Turnover and Teacher Retirement.  
*Committee:* Gema Zamarro (director), Robert M. Costrell, Joshua McGee.
- 2013-2016 **B.S. Economics and Statistics** with University Honors, University of Missouri, Columbia, MO.

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### PROFESSIONAL ACTIVITIES

- 2020- **Postdoctoral Fellow**, Squirefield Center for Applied Economic Research, Saint Louis University.
- 2016-2020 **Graduate Assistant**, Dr. Gema Zamarro, Department of Education Reform, University of Arkansas.
- 2015-2016 **Research Assistant**, Dr. Jeffrey Milyo and Dr. David Kaplan, Department of Economics, University of Missouri.

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### RESEARCH POSITIONS

- 2020- Postdoctoral Fellow, Squirefield Center for Applied Economic Research, Saint Louis University.
- 2020- Affiliated Researcher, Charassein: the Character Assessment Initiative, Department of Education Reform, University of Arkansas.
- 2016-2020 Research Fellow, Charassein: the Character Assessment Initiative, Department of Education Reform, University of Arkansas.

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### TEACHING EXPERIENCE

- 2019, Fall **Quantitative Analytical Techniques for Education Policy**, Teaching Assistant, University of Arkansas.
- 2018, Fall **Quantitative Analytical Techniques for Education Policy**, Teaching Assistant, University of Arkansas.

- 2018, August **Math Boot Camp** for incoming Ph.D. students in the Department of Education Reform, Lead Instructor, University of Arkansas.
- 2018, Spring **Advanced Quantitative Analytical Techniques for Education Policy**, Teaching Assistant, University of Arkansas.
- 2017, August **Math Boot Camp** for incoming Ph.D. students in the Department of Education Reform, Co-Instructor, University of Arkansas.

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## WORKING PAPERS

- “Teachers’ Willingness to Pay for Retirement Benefits: A National Stated Preferences Experiment.” With Josh B. McGee and Gema Zamarro. Annenberg EdWorkingPaper No. 20-313. Available at: <https://www.edworkingpapers.com/ai20-313>
- “Testing, Teacher Turnover and the Distribution of Teachers Across Grades and Schools.” With Tim R. Sass and Gema Zamarro. Annenberg EdWorkingPaper No. 20-200. Available at: <https://edworkingpapers.com/index.php/ai20-200>
- “Local Labor Market Conditions, Principals’ Leadership, Conscientiousness, and Beginning Teacher Turnover: A Study During the Great Recession.” With Gema Zamarro. EDRE Working Paper No. 2019-01. Available at: [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3322023](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3322023)

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## POLICY BRIEFS

- “Distribution of teacher pension benefits in Massachusetts: An idiosyncratic system of cross-subsidies.” With Robert M. Costrell. February 2018. Available at: <https://edre.uark.edu/resources/pdf/distofpensionbenefitsmass.pdf>

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## EXTERNAL FUNDING

- Co-Investigator, Walton Family Foundation, Teachers Knowledge and Preferences Around Retirement Compensation, (\$348,827) 2019.
- Co-Investigator, Equable Institute, Teachers Knowledge and Preferences Around Retirement Compensation, (\$10,000) 2019.

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## FELLOWSHIPS, HONORS, AND AWARDS

- 2020 Dissertation defended with distinction, Department of Education Reform, University of Arkansas.
- 2019 EdChoice Academy Invited Participant, EdChoice, Indianapolis, IN.
- 2019 Education Policy Academy Invited Participant, American Enterprise Institute, Washington, D.C.
- 2019 Best Conference Paper, “Local Labor Market Conditions, Principals’ Leadership, Conscientiousness, and Beginning Teacher Turnover: A Study During the Great Recession,” Department of Education Reform, University of Arkansas.

### **ONGOING RESEARCH PROJECTS**

“Teacher Attrition and Teacher Pension Costs.” This paper conceptually evaluates the potential of policies designed to offset teacher pension costs by incentivizing teachers to exit from the profession.

“Teacher Knowledge and Preparedness for Retirement: Results from a Nationally Representative Teacher Survey” with Josh B. McGee and Gema Zamarro. This paper reports results from a nationally representative survey of teacher to understand how much teachers know about their retirement.

“Understanding Teacher’s Knowledge, Preparation, and Preferences for Retirement: Implications for Building a Quality Teaching Labor Force” with Josh B. McGee and Gema Zamarro. We use nationally representative data to understand how much teachers actually know about their retirement. We use a discrete choice experiment to generate willingness to pay distributions for teaching jobs with varying characteristics related to retirement plans, other compensation, and working conditions.

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### **INVITED PRESENTATIONS**

2021, March AEFP 46<sup>th</sup> Annual Conference, “Teacher Knowledge and Preparedness for Retirement: Results from a Nationally Representative Teacher Survey,” virtual conference.

2020, November APPAM 2020 Fall Research Conference, “Testing, Teacher Turnover and the Distribution of Teachers Across Grades and Schools,” virtual conference.

2020, March AEFP 45<sup>th</sup> Annual Conference, “Teachers’ Preferences for Retirement: A National Stated Preferences Experiment,” virtual conference.

2020, March SREE Spring 2020 Conference, “Testing, Teacher Turnover and the Distribution of Teachers Across Grades and Schools,” Arlington, VA, cancelled due to COVID-19 pandemic.

2019, March AEFP 44<sup>th</sup> Annual Conference, “Teacher Attrition and Teacher Pension Costs,” Kansas City, MO.

2018, April Office for Education Policy Conference, “Quitting Your Day Job: An Analysis of Teacher Retention in Arkansas,” Little Rock, AR.

2018, March AEFP 43<sup>rd</sup> Annual Conference, “Local Labor Market Conditions, Principals’ Leadership, Conscientiousness, and Beginning Teacher Turnover: A Study During the Great Recession,” Portland, OR.

2017, August Charassein Workshop, “Local Labor Market Conditions, Principals’ Leadership, Conscientiousness, and Beginning Teacher Turnover: A Study During the Great Recession,” Fayetteville, AR.

2017, March AEFP 42<sup>nd</sup> Annual Conference, “Opportunity Wages, Working Conditions, and Teacher Turnover,” Washington, D.C.

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**REFEREE**

*Journal of School Choice: International Research and Reform*

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**PROFESSIONAL AFFILIATIONS**

Association for Education Finance and Policy  
Association for Public Policy Analysis and Management

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**MEDIA MENTIONS**

Education Week, EduWonk, Education Dive, National Council on Teacher Quality,  
Teacher Pensions Blog

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**INSTITUTIONAL SERVICE**

2019-2020	University Transit, Parking and Traffic Committee, Graduate Professional Student Congress Representative, University of Arkansas.
2019-2020	Facilities Committee Chairman, Graduate Professional Student Congress, University of Arkansas.
2019-2020	Students Interested in Education Policy Representative, Graduate Professional Student Congress, University of Arkansas.
2016-2019	Working Paper Series Coordinator, EDRE Working Paper Series, Department of Education Reform, University of Arkansas.