

Paul Bruno

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Updated: 2025-11-11

ACADEMIC APPOINTMENTS

2020-present **Assistant Professor of Education Policy, Organization and Leadership**
College of Education, University of Illinois Urbana-Champaign, Champaign, IL

- *Faculty Affiliate, Institute of Government and Public Affairs (2025-present)*
- *Faculty Affiliate, Center for Social & Behavioral Science (2025-present)*

EDUCATION

University of Southern California

2020 Ph.D. in Urban Education Policy
2018 M.A. in Economics

University of California, Berkeley

2009 M.A. in Science and Math Education Single Subject Teaching Credential (Biology)
2004 B.A. in Philosophy & Molecular and Cell Biology

HONORS & AWARDS

Anonymous Reviewer of the Year	<i>Education Finance and Policy (2025)</i>
Outstanding Reviewer	<i>AERA Open (2025)</i>
Teacher Ranked Excellent by Their Students	<i>University of Illinois Urbana-Champaign (14x 2020-2025)</i>
Outstanding Reviewer	<i>ACM's SIG on Computer Science Education (SIGCSE; 2024)</i>
Distinguished Research and Practice Fellow	<i>National Education Finance Academy (2023)</i>
Journal of Education Finance Article of the Year	<i>National Education Finance Academy (2020)</i>
Emerging Education Policy Scholar	<i>Thomas B. Fordham Institute (2019)</i>
New Scholar Grant	<i>Association for Education Finance and Policy (2018)</i>
David L. Clark Scholar	<i>University Council for Educational Administration (2018)</i>
Rossier/Graduate School Ph.D. Fellow	<i>University of Southern California (2015-2019)</i>
Teaching Effectiveness Award	<i>University of California, Berkeley (2009)</i>
Outstanding Graduate Student Instructor	<i>University of California, Berkeley (2009)</i>
California Flanders Fellow	<i>University of California, Berkeley (2007-2009)</i>
Distinction in General Scholarship	<i>University of California, Berkeley (2004)</i>

FUNDING

UIUC College of Education Dean's Summer Research Support Award (PI)	2025
<ul style="list-style-type: none">• The state of the evidence on school principal recruitment and preparation	
Illinois State Board of Education (Co-PI, \$405,000)	2024-2027
<ul style="list-style-type: none">• Illinois principal recruitment	
National Science Foundation (PI, \$499,012)	2023-2026
<ul style="list-style-type: none">• Collaborative research: Impacts of state policy on computer science participation and teacher preparation (Nos. 2317943 & 2317944)	
UIUC College of Education Public Engagement Faculty Fellowship (PI, \$6,308)	2023-2024
<ul style="list-style-type: none">• The operations and effectiveness of teacher hiring committees	

- Illinois State Board of Education** (Co-PI, \$293,480) 2022-2023
- Illinois principal recruitment
- UIUC Campus Research Board Research Support Award** (PI, \$29,182) 2021-2024
- Hiring under constraint: How school administrators perceive and respond to centralized screening by the district (No. RB22001)
- UIUC College of Education COVID-19 Seed Funding** (PI, \$10,000) 2020-2021
- Teacher hiring before, during, and after a pandemic
- Google Computer Science Education Research (CS-ER) Program** (Co-PI, \$125,000) 2020-2021
- Equitable expansion of high school CS: Trends and trade-offs between and within states (No. 93661913)

PEER-REVIEWED PUBLICATIONS (student co-author)

Peer-Reviewed Journal Articles

- Bruno, P.** (forthcoming). Who teaches high school computer science and does it matter? *Computer Science Education*.
- Bruno, P.** (forthcoming). Pandemic-era school staff shortages: Evidence from unfilled position data in Illinois. *Education Finance and Policy*.
- Bruno, P.** (2025). Screening teachers effectively across roles and classrooms. *Journal of Education Human Resources*, 43(4), 708-734.
- Nelson, J. L., Jimenez, M., & **Bruno, P.** (2025). Hiring under constraint: How school administrators perceive and respond to centralized screening by the district. *AERA Open*, 11.
- Bruno, P.** (2025). We need to talk about how we compensate school staff. *Journal of Education Finance and Law*, 50(1), 212-224.
- Bruno, P.** (2025). Spatial explanations for deferred teacher compensation: Unions and competition for teachers. *Labor Studies Journal*, 50(1), 71-90.
- Nguyen, T. D., Lam, C. B., & **Bruno, P.** (2024). What do we know about the extent of teacher shortages nationwide? A systematic examination of reports of U.S. teacher shortages. *AERA Open*, 10.
- Bruno, P.** (2024). Unions, monitoring, and deferred compensation: Evidence from California school districts. *Review of Public Personnel Administration*, 44(3), 472-492.
- Bruno, P.** & Lewis, C. M. (2022). Computer science trends and trade-offs in California high schools. *Educational Administration Quarterly*, 58(3), 386-418.
- Mann, B. A. & **Bruno, P.** (2022). The effects of charter school enrollment losses and tuition reimbursements on school districts: Lifting boats or sinking them? *Educational Policy*, 36(5), 1078-1107.
- Bruno, P.** & Lewis, C. M. (2021). Equity in high school computer science: Beyond access. *Policy Futures in Education*. 0(0), 1-21.
- Bruno, P.** (2021). OPEB accounting and teacher diversity. *Journal of Education Human Resources*, 39(2), 214-238.
- Dhaliwal, T. K. & **Bruno, P.** (2021) The rural-nonrural divide? K-12 district spending and implications of equity-based school funding. *AERA Open*, 7(1), 1-21.

Marianno, B. D., **Bruno, P.**, & Strunk, K. O. (2021). The effect of teachers' union contracts on school district efficiency: Longitudinal evidence from California. *SAGE Open*, 11(1), 1-16.

Bruno, P., Rabovsky, S. J., & Strunk, K. O. (2020) Taking their first steps: The distribution of new teachers into school and classroom contexts and implications for teacher effectiveness. *American Educational Research Journal*, 57(4), 1688-1729.

Bruno, P. & Strunk, K. O. (2019). Making the cut: The effectiveness of teacher screening and hiring in the Los Angeles Unified School District. *Educational Evaluation and Policy Analysis*, 41(4), 426–460.

Bruno, P. (2019). Charter competition and district finances: Evidence from California. *Journal of Education Finance*, 44(4), 361–384. (Journal of Education Finance Article of the Year)

Peer-Reviewed Archived Conference Publications

Fowler, M, Saffar Pérez, M., Todd, M., Perley, R., **Bruno, P.**, & Lewis, C.M. (forthcoming). Investigating the impact of departmental policies and characteristics on computer science student diversity. *Proceedings of the 57th ACM Technical Symposium on Computer Science Education (SIGCSE '26)*.

Saffar Pérez, M. & **Bruno, P.** (2023). Analyzing the effects of CTE grant funding on CS course offerings and enrollment in California. *Proceedings of the 54th ACM Technical Symposium on Computer Science Education (SIGCSE '23)*, 46-52.

Isenegger, K., George, K., **Bruno, P.**, & Lewis, C. M. (2023). Goal-congruity theory predicts students' sense of belonging in computing across racial/ethnic groups. *Proceedings of the 54th ACM Technical Symposium on Computer Science Education (SIGCSE '23)*, 1069-1075.

Lewis, C., **Bruno, P.**, Raygoza, J., & Wang, J. (2019). Alignment of goals and perceptions of computing predicts students' sense of belonging in computing. *Proceedings of the fifteenth annual conference on International Computing Education Research (ICER '19)*, 11-19.

Peer-Reviewed Book Chapters

Bruno, P. (2022). Weighted student funding and the incentives of charter schools. In T. Downes & K. M. Killeen (Eds.), *Recent Advancements in Education Finance and Policy* (pp. 209–238). Information Age Publishing, Inc.

POLICY BRIEFS & TECHNICAL REPORTS (student co-author)

Riley, B. & **Bruno, P.** (2024). *Education hazards of generative AI*. Cognitive Resonance.

Polikoff, M. & **Bruno, P.** (2024). *Computer science coursetaking and science and math course performance in Milwaukee*. The Learning Partnership. Chicago, IL.

Bruno, P. & Polikoff, M. (2023). *The effect of computer science course-taking on science outcomes in Chicago Public Schools*. The Learning Partnership. Chicago, IL.

Bruno, P., Saffar Pérez, M., & Lewis, C. M. (2022). *Four practical challenges for high school computer science*. Policy Analysis for California Education. Stanford, CA.

Bruno, P., & Goldhaber, D. (2021). *Reflections on what pandemic-related state test waiver requests suggest about the priorities for the use of tests* (CALDER Policy Brief No. 26-0721). National Center for Analysis of Longitudinal Data in Education Research. Arlington, VA.

- Bruno, P.** (2020). *Teacher screening and hiring: Lessons from the Los Angeles Unified School District*. Education Policy Innovation Collaborative, Michigan State University. East Lansing, MI.
- Bruno, P.** (2019). *The challenges of health and welfare benefit costs for California districts*. Policy Analysis for California Education. Stanford, CA.
- Bruno, P.** (2018). *District dollars 2: California school district finances, 2004-5 through 2016-17*. Getting Down to Facts II. Stanford, CA.
- Imazeki, J., **Bruno, P.**, Levin, J., Brodziak de los Reyes, I., & Atchison, D. (2018). *Working toward K-12 funding adequacy: California's current policies and funding levels*. Getting Down to Facts II. Stanford, CA.
- Johnson, R.C., **Bruno, P.**, Tanner, S. (2018). *Effects of the Local Control Funding Formula on revenues, expenditures, and student outcomes*. Getting Down to Facts II. Stanford, CA.
- Strunk, K. O., Marsh, J., & **Bruno, P.** (2017). *An effective teacher for every student: Developing a research agenda to further policy change*. Policy Analysis for California Education. Stanford, CA.

OTHER CHAPTERS

- Bruno, P.** (2025). Teacher supply and turnover. In D. Harris (Ed.), *Live Handbook of Education Policy Research*. Association for Education Finance and Policy.
<https://livehandbook.org/k-12-education/workforce-teachers/teacher-supply-and-turnover/>
- Bruno, P.** (2022). What we know about the impacts of charter schools on district school finances. In C. Kiracofe, M. Hirth, & T. Hutton (Eds.), *Charter School Funding Considerations* (pp. 115–145). Information Age Publishing, Inc.

INVITED TALKS & PRESENTATIONS

- Bruno, P.** (2025, September 18). *Recent and ongoing research on how teachers are hired*. [Invited lecture]. College of Education & Human Development, University of Missouri, Columbia, MO.
- Bruno, P.** (2025, September 16). *K-12 public school finance in the United States*. [Invited presentation]. Illinois International Global Education and Training Professional Development Series, Urbana, IL.
- Bruno, P.** (2025, March 14). *Teacher supply and turnover*. [Invited presentation]. Annual meeting of the Association for Education Finance and Policy, Washington, DC.
- Bruno, P.** (2025, February 11). *Spatial explanations for deferred teacher compensation: Unions and competition for teachers*. [Invited lecture]. Advance Illinois Educator Pipeline Group Meeting, held virtually.
- Bruno, P.** (2024, July 31). *Charter school funding models and considerations*. [Invited lecture]. North Dakota Educational Opportunities Task Force meeting on Understanding and Rethinking School Funding Models to Expand Educational Opportunities, held virtually.
- Bruno, P.** (2024, July 18). *Building a knowledge base for computing education*. [Invited moderated panel discussion]. National Science Foundation 2024 CS for All Principal Investigators Meeting, Las Vegas, NV.

- Bruno, P.** (2024, March 28). *Forum on the future of Illinois education: Computer science education and school finance issues*. [Invited lecture and moderated panel discussion]. The University of Illinois Forum on the Future of Public Education, Champaign, IL.
- Bruno, P.** (2024, February 2). *Who teaches high school computer science and does it matter?* [Invited lecture]. The University of Arkansas Department of Education Reform 2023-2024 Lecture Series, Fayetteville, AR.
- Bruno, P.** (2023, October 10). *Current school staffing challenges in Illinois: Evidence and solutions* [Invited lecture]. Fall 2023 Illini Division meeting of the Illinois Association of School Boards, Georgetown, IL.
- Zamarro, G., Saenz-Amstrong, P., **Bruno, P.**, Camp, A., & Kaler, L. (2023, September 27). *Staffing challenges and diversity in the educator workforce* [Invited moderated discussion]. Fall 2023 meeting of the Society for Research on Educational Effectiveness, Arlington, VA.
- Bruno, P.**, Gutzmer, C., Medlin, P., & Smylie, S. (2023, April 29). *The state of education in Illinois* [Invited moderated discussion]. Spring 2023 Convention of the Illinois News Broadcasters Association, Springfield, IL.
- Bruno, P.** (2023, April 3). *Navigating the academic job market* [Invited lecture]. ACademic Excellence (ACE) Series, University of Illinois Urbana-Champaign, Champaign, IL.
- Bruno, P.** (2023, February 22). *General mentoring virtual meet-up*. [Invited moderated discussion]. Association for Public Policy Analysis and Management Virtual Mentoring Series, held virtually.
- Bruno, P.** (2023, January 24). *Who teaches high school computer science and does it matter?* [Invited lecture]. Expanded Education Policy Virtual Brown Bag Series, Texas Tech University.
- Bruno, P.** (2022, October 28). *Demystifying the academy: The academic job talk and UCEA*. [Invited moderated discussion]. AERA's Leadership for Social Justice SIG Virtual Workshop Series, held virtually.
- Bruno, P.** (2022, October 22). *Hidden curriculum of the academic job market*. [Invited moderated discussion]. Association for Education Finance and Policy Scholars of Color Workshop Series, held virtually.
- Bruno, P.** & Lewis, C. M. (2022, January 28) *Trends, trade-offs, and equity in computer science in California high schools* [Invited lecture]. Digital Learning Lab, University of California, Irvine.
- Bruno, P.** (2021, August 10). *Weighted student funding and the incentives of charter schools* [Invited lecture]. Recent Advancements in Education Finance and Policy Webinar Series, University of Vermont.
- Bruno, P.** (2020, September 25). *Secondary CS equity, policy, and administration issues: Lessons from California* [Invited lecture]. 2020 Illinois Statewide K-12 Computer Science Education Summit, Virtual.
- Bruno, P.** (2020, March 31). *Studying new teacher personnel management in Los Angeles: Two studies with different impacts* [Invited lecture]. Organizations and Policy: Current Issues (EDUC 630) at the University of Southern California, Los Angeles, CA.
- Bruno, P.** (2019, October 22). *Current school finance issues in California* [Invited lecture]. Teach Plus Teaching Policy Fellowship Program, Los Angeles, CA.

Bruno, P. (2019, June 11). *The challenges of health and welfare benefit costs for California districts* [Invited lecture]. Policy Analysis for California Education (PACE) seminar on school district health benefit costs, Sacramento, CA.

Bruno, P. (2019, March 28). *Research perspectives on school district fiscal pressures* [Legislative testimony]. California Senate Budget and Fiscal Review Subcommittee No. 1 on Education, Sacramento, CA.

Bruno, P. (2018, October 15). *District dollars 2: California school district finances, 2004-5 through 2016-17* [Invited lecture]. Getting Down to Facts II Fall Conference, Sacramento, CA.

CONFERENCE PRESENTATIONS (Initial Presentations Only)

Bruno, P., Nguyen, T.D., Kim, H., Lam, C.B., Saffar Perez, M., Hur, J. & Lewis, C.M. (2025, April 3-5). *The effects of K-12 computer science education policies on postsecondary participation in computing*. [Paper presentation]. Annual meeting of the National Education Finance Academy, Charlotte, NC.

Nelson, J.L., Jimenez, M., & **Bruno, P.** (2024, November 21-23). *Hiring under constraint: How school administrators perceive and respond to centralized screening by the district*. [Paper presentation]. Annual meeting of the Association for Public Policy Analysis and Management, National Harbor, MD.

Bruno, P. (2023, November 9-11). *Pandemic-era school staff shortages: Evidence from unfilled position data in Illinois* [Paper presentation]. Annual meeting of the Association for Public Policy Analysis and Management, Atlanta, GA.

Bruno, P. (2023, November 9-11). *What the unwinding of federal Covid-relief funding means for the teacher labor market* [Panel discussion]. Annual meeting of the Association for Public Policy Analysis and Management, Atlanta, GA.

Isenegger, K., Perdriau, C., **Bruno, P.**, & Lewis, C.M. (2023, April 13-16). *Devaluation may mitigate the financial benefits of expanding access to computing education* [Poster presentation]. Annual meeting of the American Educational Research Association, Chicago, IL.

Bruno, P. (2023, April 5-8). *Spatial explanations for deferred teacher compensation: Unions and competition for teachers*. [Paper presentation]. Annual meeting of the National Education Finance Academy, Indianapolis, IN.

Bruno, P. (2023, March 23-25). *Who teaches high school computer science and does it matter?* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Denver, CO.

Bruno, P., Mirakhur, Z., Cerrone, B., & Nguyen, T. (2023, March 23-25). *K-12 computer science education policy across states: Successes and challenges*. [Policy talk]. Annual meeting of the Association for Education Finance and Policy, Denver, CO.

Saenz-Armstrong, P. A., Haug, C., **Bruno, P.**, Goldhaber, D., & Zamarro, G. (2023, March 23-25). *Getting the story right on teacher shortages*. [Policy talk]. Annual meeting of the Association for Education Finance and Policy, Denver, CO.

Rice, P. & **Bruno, P.** (2022, December 5-7). *Teacher shortages and their impacts on students of color* [Research presentation]. Multilingual Illinois 2022 Statewide Virtual Conference, held virtually.

- Bruno, P.** (2022, April 6-9). *Unions, monitoring, and deferred compensation: Evidence from California school districts* [Paper presentation]. Annual meeting of the National Education Finance Academy, held virtually.
- Bruno, P.** (2022, April 21-26). *The predictive validity of pre-hire screening assessments across teachers and contexts* [Paper presentation]. Annual meeting of the American Educational Research Association, San Diego, CA.
- Bruno, P.** (2021, November 11-14). *Computer science trends and trade-offs in California high schools* [Paper presentation]. Annual meeting of the University Council for Educational Administration, Columbus, OH.
- Bruno, P.** (2021, April 7-9). *OPEB accounting and teacher diversity* [Paper presentation]. Annual meeting of the National Education Finance Academy, held virtually.
- Bruno, P.** (2021, April 7-9). *What we know about the impacts of charter schools on district school finances* [Paper presentation]. Annual meeting of the National Education Finance Academy, held virtually.
- Bruno, P.** (2021, March 17-20). *How do weighted funding formulas affect charter school enrollments?* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, held virtually.
- Bruno, P.** (2020, November 11-13). *The causes of teacher salary schedule frontloading* [Paper presentation]. Annual meeting of the Association for Public Policy Analysis and Management, held virtually.
- Bruno, P.** (2019, March 21-23). *Loaded questions: The measurement and consequences of teacher salary schedule frontloading* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Kansas City, MO.
- Mann, B. A. & **Bruno, P.** (2018, November 14-18). *The effects of charter schools on traditional public schools with and without tuition reimbursements* [Paper presentation]. Annual meeting of the University Council for Educational Administration, Houston, TX.
- Bruno, P.** & Strunk, K. O. (2018, March 15-17). *Making the cut: The effectiveness of teacher screening and hiring in the Los Angeles Unified School District* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Portland, OR.
- Bruno, P.**, Rabovsky, S. J., & Strunk, K. O. (2018, March 15-17). *Taking their first Steps: The distribution of new teachers into classroom and school contexts and implications for teacher effectiveness and growth* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Portland, OR.
- Korn, S. A., Dhaliwal, T. K., & **Bruno, P.** (2018, March 15-17) *Off the beaten track: The effect of metro line expansions on the teacher labor market in the Los Angeles Unified School District* [Paper presentation]. Annual meeting of the Association for Education Finance and Policy, Portland, OR.
- Mariano, B., **Bruno, P.**, & Strunk, K. O. (2017, November 2-4). *Teachers' union contracts and the productive efficiency of school districts: Longitudinal evidence from California* [Paper presentation]. Annual meeting of the Association for Public Policy Analysis and Management, Chicago, IL.
- Dhaliwal, T. K. & **Bruno, P.** (2017, November 2-4). *Break from the past or more of the same? Exploring the impact of California's Local Control Funding Formula on school districts* [Paper presentation].

presentation]. Annual meeting of the Association for Public Policy Analysis and Management, Chicago, IL.

Bruno, P. (2017, April 27-May 1). *Charter competition and district finances: Evidence from California* [Paper presentation]. Annual meeting of the American Educational Research Association, San Antonio, TX.

COMMENTARIES, PRACTITIONER-ORIENTED ARTICLES, ETC. (student co-author)

Bruno, P. & Kim, H. (2024, February 21). Lessons learned from 10 years of California's Local Control Funding Formula. *The Brookings Institution's Brown Center Chalkboard*.

Bruno, P. (2022, August 8). Figuring out when to panic about "teacher shortages". *The Education Next Blog*.

Bruno, P., & Goldhaber, D. (2021). What pandemic-related test waiver requests suggest about states' testing priorities. *Phi Delta Kappan*, 103(3), 48–53.

Bruno, P. (2019, September). A tough assignment. *Educational Leadership*, 77(1), 72-76.

Bruno, P. (2019, May 6). School districts must do more to manage costs of health benefits. *EdSource*.

Bruno, P. (2016, February 29). Overregulation Theory isn't enough to explain negative voucher effects. *The Brookings Institution's Brown Center Chalkboard*.

Bruno, P. (2015, July 20). The importance of the teacher supply to education reform. *The Brookings Institution's Brown Center Chalkboard*.

POSTSECONDARY TEACHING (* indicates developed course)

Instructor of Record

University of Illinois Urbana-Champaign

Champaign, IL

- EPOL 542: Public School Finance (EdM, x7)
- EPOL 548: Human Resource Management at the School District Level (EdD)
- EPOL 549: School District Financial Management (EdD)
- ERAM 556: Program Evaluation (EdD/PhD, x3)
- ERAM 560: Quantitative Policy Analysis (PhD, x3)*
- ERAM 566: Quantitative Methods for Education Policy 2 (PhD)*

Teaching Assistantships

University of Southern California

Los Angeles, CA

- EDUC 630: Organizations and Policy: Current Issues (PhD; 2018; Instructor: Julie A. Marsh)
- EDPT 652: Multiple Regression (PhD; 2017; Instructor: David M. Quinn)

University of California, Berkeley

Berkeley, CA

- Physics C10: Introduction to Physics (Undergraduate; 4x; 2007-2009; Instructor: Richard A. Muller)
 - Teaching Effectiveness Award
 - Outstanding Graduate Student Instructor Award

STUDENT ADVISEMENT (Completion dates listed if applicable; *=co-advisor)

University of Illinois at Urbana-Champaign

- Graduate Students Advised

○ Tori Harvey (EdD)	○ Mairi Hettinger (EdD)
○ Katlynn Lutt (EdD)	○ Hamed Kadiani (EdD)
○ Kelly Dore (EdD)	○ Jeff Batt (EdD)

- Charlette Belvin-Broxton (EdD)
- Haeryun Kim (PhD)
- Kristin Novy (EdD)
- Darshan Jain (EdD)
- Benjamin Baird (EdD)
- Justin Attaway (EdD, 2025)*
- Brian Neighbors (PhD, 2024)
- Eric Ramos (EdD, 2024)
- Joshua Swanner (EdD, 2024)
- Margaret McMahon (EdD, 2022)
- Graduate Student Early Research Project (ERP) & Dissertation Committees
 - Melanie Cruz (PhD, dissertation)
 - Praveen Chhikara (PhD, dissertation)
 - Beth Rock (EdD, dissertation)
 - Duy Tran (EdD, dissertation)
 - Tony Schlorff (EdD, dissertation)
 - Kimberly Berliner (EdD, dissertation)
 - Jake Elliott (EdD, dissertation)
 - Paul Kim (EdD, dissertation)
 - Jessica Mulder (EdD, dissertation)
 - Justin Fisk (EdD, dissertation)
 - Sunera Khan (PhD; ERP)
 - Dan Wessel (EdD; dissertation)
 - Aigul Rakisheva (PhD; ERP)
 - Aaron Surratt (PhD, ERP, dissertation, 2025)
 - Brad Curabba (EdD, dissertation, 2025)
 - Mariam Saffar Perez (PhD, dissertation, 2025)
 - Keeley Schmid (EdD; dissertation, 2025)
 - Lori Hensold (EdD; dissertation, 2024)
 - Joe Viola (EdD; dissertation, 2024)
 - Stuart Mattingly (EdD; dissertation, 2024)
 - Thong Trinh (PhD; ERP, 2024)
 - Adam Mihelbergel (EdD; dissertation, 2023)
 - Patrick Baker (EdD; dissertation, 2023)
 - Mike Dovilla (EdD; dissertation, 2023)
 - Anna Barkley (PhD; ERP, 2022)
 - Thomas Sorenson (EdD; dissertation, 2022)
 - Richard Schroeder (EdD; dissertation, 2020)
- James Scholar Honors Projects
 - Keren Brown (Fall 2025)
 - Samuel Velasco Rendón (Fall 2025)
 - Itxel Guerrero (Fall 2024)
 - Arista Sudharta (Fall 2024)
 - Lucille Owen (Spring 2024 & 2025)
 - Echo Huang (Spring 2023)
 - Eliza Cadkin (Spring 2022)

PROFESSIONAL SERVICE

Professional Organization Leadership

- Editorial Board, *AERA Open* (2025-)
- Editorial Board, *Journal of Education Finance and Law* (2025-)
- Board of Trustees, National Education Finance Academy (2023-2025)

Journal Reviewer (unique titles if more than one):

- *ACM Transactions on Computing Education* (x2)
- *AERA Open* (x12)
- *American Educational Research Journal* (x3)
- *American Journal of Education* (x4)
- *Applied Economics*
- *British Journal of Industrial Relations* (x2)
- *Computer Science Education* (x4)
- *Education Finance & Policy* (x3)
- *Education Sciences*
- *Educational Evaluation & Policy Analysis* (x11)
- *Educational Policy* (x6)
- *Educational Researcher* (x4)
- *Evaluation Review*
- *Journal for Research in Mathematics Education*
- *Journal of Education Finance and Law* (x3)
- *Journal of Education Human Resources* (x3)
- *Journal of Teacher Education* (x6)
- *Labor Studies Journal* (x3)
- *Philippine Sociological Review*
- *Policy Futures in Education*
- *Review of Public Personnel Administration*
- *SAGE Open*
- *Social Science Research*
- *Social Sciences & Humanities Open*
- *Teaching and Teacher Education* (x11)
- *The Urban Review* (x2)

Report Reviewer (Report listed if released and credited):

- Berkeley Institute for Young Americans
- Center on Reinventing Public Education
 - *Do Charter Schools Cause Fiscal Distress in School Districts?* (2019)
- Getting Down to Facts II
 - *Financing School Facilities in California: A Ten-Year Perspective* (2018)
- Illinois Workforce and Education Research Collaborative (x7)
 - *Learning During the Pandemic in Illinois, Parts 1-3* (2022)
 - *Chronic Teacher Shortages, Part 1* (2022)
- Policy Analysis for California Education (x3)
- Public Policy Institute of California
- *Funding California Schools When Budgets Fall Short* (2021)
- RAND
- The Thomas B. Fordham Institute (x3)
 - *Robbers or Victims? Charter Schools and District Finances* (2021)
 - *The Acceleration Imperative* (2021)
 - *Think Again: Do charter schools drain resources from traditional public schools?* (2023)
- Urban Institute
 - *Making Sense of State School Funding Policy* (2017)

Conference Program Committee or Reviewer:

- American Educational Research Association (AERA; 6x, 2021-2026)
- Association for Education Finance and Policy (AEFP; 4x, 2021-2026)
- Society for Research on Educational Effectiveness (SREE; 3x, 2020-2023)
- University Council for Educational Administration (UCEA; 2x, 2021-2022)
- ACM Technical Symposium on Computer Science Education (SIGCSE; 2x, 2023-2024)
- National Education Finance Academy (2x, 2024-2025)

Conference Session Chair or Discussant:

- Association for Education Finance and Policy (AEFP x2)
- National Education Finance Academy (NEFA x2)
- Association for Public Policy Analysis and Management (APPAM x3)
- American Educational Research Association (AERA x5)
- University of Illinois Urbana-Champaign College of Education Graduate Student Conference (x3)

Advisory Boards

- Illinois State Board of Education State Assessment Review Committee (2025-present)
- Discovery Partners Institute Executive Committee (2025-present)
- Expanding Computing Education Pathways (ECEP) Illinois, Data & Research Working Group (2023-present)
- Advance Illinois' Educator Pipeline Project (2023)
- Research Advisory Council, Illinois Workforce and Education Research Collaborative (2020-present)
- *Learning by Scientific Design*, Deans for Impact (2019-2020)

Other Reviewing (Publication or proposal listed if released and credited)

- Smith Richardson Foundation
- National Science Foundation (x2)
- National Education Finance Academy Article Award Committee (x4, 2021-2024)
- David L. Clark Graduate Student Research Seminar (2022)
- Harvard Education Press
- Routledge Education (x2)

University of Illinois Urbana-Champaign Committees and Other Service

- University of Illinois System-Wide Service

- State-University Data Sharing Task Force, Institute of Government and Public Affairs (2025-present)
- University of Illinois Urbana-Champaign Campus Service
 - Judge, Undergraduate Research Symposium (3x, 2022-2024)
 - Proposal Evaluator, Chancellor's Research Program (2024)
- College of Education Service
 - Grievance Committee (2025-present)
 - Faculty Secretary (2023-2025)
 - Public Engagement Faculty Fellow (2023-2024)
- Department of Education Policy, Organization & Leadership Service
 - Faculty Advisory Committee (2024, 2025-present)
 - Program Coordinator, Educational Administration and Leadership (2025-present)
 - Graduate Programs Committee (2025-present)
 - Faculty Hiring Committee (2x, 2025-present)
 - Educational Administration and Leadership General Field Exam Coordinator (2021-present)
 - Founder and Coordinator, EPOL Quantitative Working Group (2022-present)
 - Social Sciences and Education Policy Student Admissions Committee (2021-present)
 - Education Administration and Leadership Student Admissions Committee (2020-present)
 - Education Administration and Leadership Culturally Responsive Teaching and Leading Standards Committee (2023)
 - Awards Committee (2021-2023)
 - Co-Chair (2022-2023)

Formal Professional Mentoring

- Association for Public Policy Analysis and Management Mentor Matching Program (2020-2025)

INTERVIEWS & MEDIA MENTIONS

Interviews and Media/Podcast Appearances

As Illinois schools prepare to reopen, teacher shortage and Department of Education cuts pose some challenges. *The 21st Show*. (August 6, 2025)

The Myths We Need to Shatter to Set Realistic, Clear-Eyed Expectations for Teaching and Teachers. *The Teachers' Aid Podcast*. (May 23, 2025)

The Teacher Pay Mess: An Interview with Dr. Paul Bruno. *The Teacher Shortage Crisis Podcast*. (October 14, 2024)

The Man Who Studied The Size of the Mess: An Interview with Dr. Paul Bruno. *The Teacher Shortage Crisis Podcast*. (September 21, 2024)

Episode 937: Is universal free lunch a good idea? *The Education Gadfly Show*. (September 11, 2024)

Episode 863: How charter schools affect district resources. *The Education Gadfly Show*. (March 29, 2023)

The teacher shortage is testing America's schools. *NPR's 1A*. (September 13, 2022)

Episode 67: Teacher shortage & homework inequality. *The Two Pint PLC Podcast*. (September 12, 2022)

Is there a teacher shortage? It's complicated. *CNN*. (August 13, 2022)

Can improved screening identify better teaching candidates? *CPRE Knowledge Hub Research Minutes*. (September 19, 2019)

Expert Comment

States with the best and worst school systems. *WalletHub*. (July 21, 2025)

The controversial anti-poverty solution coming to public schools. *Vox*. (April 15, 2025)

Education consternation: Many hope Trump doesn't stick to this campaign vow. *The News-Gazette*. (November 19, 2024)

What's at the heart of the turmoil at Chicago Public Schools? Money. *Chalkbeat*. (October 29, 2024)

How are funding reforms such as vouchers — and potentially Project 2025 — affecting public education? *Illinois News Bureau*. (October 28, 2024)

Illinois' school-choice advocates see little hope for state voucher programs. *CNHI News*. (August 30, 2024)

A fiscal playground: The past and present of California K-12 funding. *The Yale Politic*. (August 30, 2024)

Do voucher programs increase school competition? Research results mixed. *CNHI News*. (August 29, 2024)

K-12 enrollment rebounds in upper grades as lower grades remain below pre-pandemic levels. *Education Week*. (February 6, 2024)

The new school staffing landscape, in charts. *Education Week*. (October 17, 2023)

How much do S.F. teachers really get paid? It's complicated. *The San Francisco Chronicle*. (September 2, 2023)

School staff shortages are here to stay. Here's why. *Education Week*. (August 18, 2023)

Educational researcher: CA should be analyzing why some charters succeed and others fail. *Opportunity Now*. (July 18, 2023)

US test scores fell during the pandemic — but experts say don't blame school closings. *Salon*. (October 25, 2022)

Is Illinois experiencing a "teacher shortage"? No shortage of ideas to solve teacher vacancies this school year. *Center for Illinois Politics*. (September 10, 2022)

Illinois schools are unable to fill one out of every one-hundred teaching positions. *217 Today, Illinois Public Media*. (August 31, 2022)

'Teacher shortage' stories are everywhere. Is school staffing in Illinois actually more difficult this year? *Northern Public Radio*. (August 26, 2022)

Schools across the country offer teachers more money to staff their classrooms. *NPR's Morning Edition*. (August 24, 2022)

Can California forgive OUSD's debt? *Oakland North*. (May 16, 2022)

Enrollment losses in cities prompt talk of school closures. *Chalkbeat*. (April 26, 2022)

Can California withstand a teacher retirement boom? *CalMatters*. (June 1, 2021)

Learning curve: Yawning gaps in school funding across LA County. *Crosstown*. (February 27, 2020)

Sacramento City Unified, teachers union at odds on healthcare. *The Sacramento Bee*. (June 4, 2019)

Media Coverage

Los Angeles school district principals' views on teacher hiring system vary widely. *Illinois News Bureau*. (July 31, 2025)

Computer science teachers may be better qualified than their peers. *Illinois News Bureau*. (April 25, 2025)

Staff shortages exceed those for teachers in many Illinois public schools. *Illinois News Bureau*. (March 28, 2025)

Schools need to boost entry-level salaries to better compete for novice teachers, study says. *Illinois News Bureau*. (January 16, 2025)

Episode 93: The Artificial Intelligence (AI) Episode. *The Two Pint PLC Podcast*. (November 12, 2024)

Some NYC teachers experiment with AI-powered tools, while Education Department develops guidelines. *Chalkbeat*. (October 18, 2024)

Which states are having the most trouble filling teaching positions. *Forbes*. (September 30, 2024)

Five caveats about AI hazards in the classroom. *Forbes*. (August 27, 2024)

Is AI in schools promising or overhyped? Potentially both, new reports suggest. *The 74*. (August 16, 2024)

Episode 2: How big is the mess? *The Teacher Shortage Crisis Podcast*. (August 8, 2024)

Don't buy the AI hype, learning expert warns. *Education Week*. (August 7, 2024)

Helping policymakers shape the future of computer science education. *College of Education News & Events*. (February 29, 2024)

OPINION: It is time to pay attention to the science of learning. *The Hechinger Report*. (November 6, 2023)

States are calling for more computer science classes. Now they need the teachers. *Education Week*. (October 5, 2023)

2023 teacher shortages: What to know about vacancies in the South. *The Clarion-Ledger*. (August 24, 2023)

New from Illinois: Whether and where teacher shortages exist, and how states can tell. *NCTQ Blog*. (February 23, 2023)

Business needs good teachers. *New Hampshire Business Review*. (February 9, 2023)

What Brown Center scholars will be watching in education policy and politics in 2023. *The Brookings Institution's Brown Center Chalkboard*. (January 10, 2023)

Opinion: Attacking Teachers From Every Angle Is Not the Way to Improve Schools. *The New York Times*. (December 14, 2022)

Facing Regional Shortages, U.S. Schools Now Employing 160,000 'Underqualified' Teachers. *The 74*. (October 5, 2022)

An Interview With Richard Ingersoll and Tuan Nguyen About Teacher Shortages. *National Education Policy Center Talks Education Podcast*. (September 21, 2022)

Teacher shortages are real, but not for the reason you heard. *The Associated Press and the Alabama Media Group*. (September 12, 2022)

- How Bad Is the Teacher Shortage? What Two New Studies Say. *Education Week*. (September 6, 2022)
- Staffing struggles: Here is where teacher shortages are hitting K-12 hardest. *District Administration*. (September 6, 2022)
- The Role of Data in the National Teacher Shortage. *The Data Quality Campaign Blog*. (September 1, 2022)
- Teacher shortage? Depends where you look. *EdSource*. (August 31, 2022)
- Teacher shortage affects these disadvantaged students the most. *USA Today*. (August 29, 2022)
- Are we facing a national teacher shortage? *The Today Show*. (August 28, 2022)
- Even schools flush with cash can't keep up with teacher shortage. *Bloomberg*. (August 25, 2022)
- K-State researchers explore teacher shortages – along with lack of data. *The Mercury*. (August 25, 2022)
- K-State research breaks down teacher shortage by state. *KWCH*. (August 23, 2022)
- Report by K-State researchers details teacher shortages by state. *K-State News*. (August 23, 2022)
- 'Substantial, but not an exodus' — Kansas teacher shortage isn't what you think it is. *The Topeka Capital-Journal*. (August 22, 2022)
- America's new "national teacher shortage" is neither new nor national. *The Economist*. (August 21, 2022)
- Are shortages leading to underqualified teachers in North Carolina classrooms? *WGHP Fox 8*. (August 18, 2022)
- A 'National Teacher Shortage'? New Research Reveals Vastly Different Realities Between States & Regions. *The 74*. (August 17, 2022)
- Six steps to hire a strong teacher workforce. *NCTQ Blog*. (July 14, 2022)
- Studies examine effects of California's push for computer science education. *Illinois News Bureau*. (February 24, 2022)
- What's going on with the Illinois school mask mandate? *Northern Public Radio*. (February 22, 2022)
- Why educators need to be really clear about the benefits of testing. *District Administration*. (February 3, 2022)
- 'I Don't Know that the Tests Would Survive': As Students Enter Third Pandemic School Year, Researchers Make Case for Assessments. *The 74*. (September 8, 2021)
- Economists Worry Covid-19 May End Standardized Testing Altogether. *Common Dreams*. (July 23, 2021)
- Standardized Tests Could Be in Jeopardy in Wake of Biden Decisions, Experts Say. *Education Week*. (July 21, 2021)
- Want To Stop Charter Schools Cherry-Picking The 'Best' Students? Use The Carrot Not The Stick. *Forbes*. (April 9, 2021)
- How Do Weighted Funding Formulas Affect Charter School Enrollments? *AERA Study Snapshot*. (April 9, 2021)
- In Judging the Consequences of Charter Growth, Weigh Benefits to District Students Against Financial Strains. *The Center for Reinventing Public Education's The Lens Blog*. (November 18, 2019)

Critics of charter schools say they're hurting school districts. Are they right? *Chalkbeat*. (June 11, 2019)

Charter schools: Good or bad for students in district schools? *The Brookings Institution's Brown Center Chalkboard*. (June 7, 2019)

Lose-lose: New teacher assignments. *National Council on Teacher Quality's Teacher Quality Bulletin*. (April 18, 2019)

New teachers are often assigned to the students struggling the most—That's a problem. *Chalkbeat*. (March 20, 2019)

Which Aspects of the Work Environment Matter Most for New Teachers? *Bellwether Education Partners' Ahead of the Heard Blog*. (February 12, 2019)

Essential Guide to Getting Down to Facts II. *EdSource*. (September 17, 2018)

Screening for the Strongest Teachers. *FutureEd*. (February 23, 2018)

The effectiveness of Los Angeles's new teacher hiring and screening process. *The Thomas B. Fordham Institute Flypaper Blog*. (February 21, 2018)

School districts struggle when hiring new teachers. A new study suggests L.A. has found a better way. *Chalkbeat*. (February 6, 2018)

OTHER PREVIOUS WORK EXPERIENCE

Research Assistant, University of Southern California	Los Angeles, CA	2015-2020
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- *Center for Analysis of Longitudinal Data in Education Research (CALDER)*.
 - Principal Investigator, Los Angeles share: Dr. Katharine Strunk
- *Bargaining for the Future? The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and Student Achievement* and *The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and School District Performance*.
 - Principal Investigators: Drs. Katharine Strunk, Joshua Cowen, and Eric Brunner

Middle School Science Teacher	Oakland & Los Angeles, CA	2009-2014
<ul style="list-style-type: none"> • Teacher (life science; physical science; computer science; philosophy) and induction coach. 		

Making Waves Education Program	Richmond, CA	2001-2007
<ul style="list-style-type: none"> • Administrative coordinator, school liaison, and tutor for an after-school program. 		

PROFESSIONAL MEMBERSHIPS

National Education Finance Academy	2020-present
Association for Public Policy Analysis and Management	2017-present
American Educational Research Association, Division L	2016-present
Association for Education Finance and Policy	2016-present
University Council for Educational Administration	2021-2022