

Tuan D. Nguyen

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Department of Educational Leadership and Policy Analysis

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Teacher shortages website: www.teachershortages.com

PROFESSIONAL EXPERIENCE

- 2024- Associate Professor, University of Missouri, Columbia, MO
- 2023-24 Associate Professor, Kansas State University, Manhattan KS
- 2018-23 Assistant Professor, Kansas State University, Manhattan KS
- 2018 Research Assistant Professor, Kansas State University, Manhattan KS
- 2008-13 Mathematics Teacher, John Burroughs School. St. Louis MO
- 2006-08 Mathematics Teacher, Block Yeshiva, St. Louis MO

EDUCATION

- 2018 **Ph.D.** Education Leadership and Policy Studies
Doctoral Minor: Quantitative Methods
Graduate Certificates: Experimental Education Research Training

Dissertation: *The Theories and Determinants of Teacher Attrition and Retention*
Peabody College, 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

SPECIALIZATIONS

Education policy; teacher policy; teacher labor market; rurality & rural education; causal inference and meta-analyses

Ranking h-index: 21; i-index: 30; 3400+ citations

HONORS AND AWARDS

- 2021 Michael C. Holen Faculty Excellence in Research Award
- 2018 American Enterprise Institute: Emerging Education Policy Scholars
- 2016-18 UCEA Jackson Scholar
- 2014-18 Provost Graduate Fellowship, Vanderbilt University
- 2002-06 Undergraduate awards: OU Regent Scholar; McNair scholar; Arthur Frederick Bernhart scholarship; J. Clarence Karcher scholarship; National Society of Collegiate Scholars merit award

EXTRAMURAL FUNDING

- 2023-29 NSF CAREER: Examining the Supply, Qualifications, and Career Paths of STEM Teachers. PI. **\$446,519**. NSF Award ID: 2237035
- 2023-26 Collaborative Research: Impacts of State Policy on Computer Science Participation and Teacher Preparation. (Co-I with Paul Bruno and Colleen Lewis). **\$499,012**. Funded. NSF Award ID: 2317943, 2317944.
- 2023-28 Creating Communities of Practice to Support NOYCE Scholars in Becoming More Adaptable Mathematics Teachers. (Co-PI with Sherri Martinie and Craig Spencer). **\$1,199,118**. Funded. NSF Award ID: 2243398.
- 2023 Schools as Transformational Institutions to Create Thriving Communities in Culturally and Linguistically Diverse Rural Settings. (Collaborator; PIs: Kai Schafft, Maria Coady). **\$74,980**. Funded. Spencer Vision Grant ID #10043738.
- 2022-25 Preparing for the Future of the STEM Teacher Workforce in the 21st Century: Leveraging Multi-contextual Evidence. (PI with Cameron Anglum). **\$491,943**. Funded. NSF Award ID: 2200975, 2200976.
- 2020-24 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). **\$3,566,485**. Funded. NSF Award ID: 2001058, 2332758.
- 2018-23 *Preparing Preservice Mathematics Teachers for Success in High-Need Schools*. NSF Robert Noyce Teacher Scholarship Program. (Co-PI with Sherri Martinie and Craig Spencer). **\$1,239,983**. Funded. NSF 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. NSF Award ID: 1660752.
- Total: ~7.4 Million Dollars

PEER-REVIEWED PUBLICATIONS

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

1. *Redding, C., & ***Nguyen, T.D.** (2024) Teacher Working Conditions and Dissatisfaction Before and During the COVID-19 Pandemic. *Educational Researcher*. [IF=5.4]
2. **Nguyen, T.D.**, & Doss, C. (forthcoming, 2024). Examining the Teacher Supply and Reserve Pool: Evidence from National Data. *Journal of Education Human Resources*.

3. **Nguyen, T.D.**, Bettini, E., Redding, C., & Gilmour, A.F. (forthcoming, 2024) Comparing Teacher Turnover Intentions to Actual Turnover: Cautions and Lessons for the Field. *Educational Evaluation and Policy Analysis*. [IF=2.4]
4. ***Nguyen, T.D.**, *Weiss, A.L., & *Woo, D.S. (2023) More Alike or More Different Over Time? Exploring urban charter and public school teachers' characteristics and working conditions. *Journal of School Choice*. [IF=1.3]
5. Redding, C., & **Nguyen, T.D.** (2023) The Effects of Race to the Top on Teacher Qualifications, Work Environments, and Job Attitudes. *Educational Evaluation and Policy Analysis*. [IF=2.4]
6. Martinie, S., **Nguyen, T.D.**, Nusser, T., Spencer, C., & Natarajan, R. (2023). The Recruitment and Retention of Mathematics Teachers in High-Needs Schools. *Mathematics Teacher Education and Development*.
7. ***Nguyen, T.D.**, *Redding, C., Gilmour, A., & Bettini, E. (2023). No Child Left Behind and the Individuals with Disabilities Education Act: Examining Special Educators' Outcomes. *Remedial and Special Education*. [IF=2.3]
8. ***Nguyen, T.D.**, *Anglum, J.C., & *Crouch, M. (2023) The Effects of School Finance Reforms on Teacher Turnover: Evidence from National Data. *AERA Open*, 9(1), 1-17. [IF=3.5]
9. **Nguyen, T.D.**, & Kramer, J.W. (2023). Constructing a clear definition of neotraditional students and illuminating their financial aid, academic, and non-academic experiences and outcomes in the 21st century. *Journal of Student Financial Aid*, 52(1), 1-32.
10. Anglum, J.C., Diemer, A.R., Ecton, W.G., & **Nguyen, T.D.** (2023). We need to know more about CTE teachers. *Phi Delta Kappan*, 104(6), 18-23. [IF=1.3]
11. *Nelson, K.S. & ***Nguyen, T.D.** (2023) Community Assets and Relative Rurality Index: A Multi-dimensional Measure of Rurality. *Journal of Rural Studies*, 97, 322-333. [IF=5.1]
12. Nelson, K.S., **Nguyen, T.D.**, Francois, J.R., & Ohja, S. (2023) Rural Sustainability Methods, Drivers, and Outcomes: A Systematic Review. *Sustainable Development*, 31(3), 1226-1249. [IF=9.9] <https://doi.org/10.1002/sd.2471>
13. Rodriguez, L.A., **Nguyen, T.D.**, & Springer, M.G. (2023). Revisiting Teaching Quality Gaps: Urbanicity and Disparities in Access to High-Quality Teachers Across Tennessee. *Urban Education*. [IF=1.7]
14. *Gilmour, A.F., ***Nguyen, T.D.**, Redding, C., & Bettini, E. (2022). The Shifting Context of Special Education Teachers' Work. *Remedial and Special Education*. [IF=2.3]

15. **Nguyen, T.D.**, & Kremer, K. (2022). Burnt out and dissatisfied? The relationships between teacher dissatisfaction and burnout and their attrition behavior. *Elementary School Journal*. [IF=1.789]
16. Bettini, L., **Nguyen, T.D.**, Gilmour, A., & Redding, C. (2022) Disparities in Access to Well-Qualified, Well-Supported Special Educators Across Higher versus Lower Poverty Schools Over Time. *Exceptional Children*. [IF=2.2]
17. **Nguyen, T.D.**, & Northrop, L. (2021) Examining English Language Arts Teachers: Evidence from National Data. *Teacher College Record*, 123(10). [IF=1.3]
18. **Nguyen, T.D.** & Springer, M.G. (2021) A Conceptual Framework of Teacher Turnover: A Systematic Review of the Empirical International Literature and Insights from the Employee Turnover Literature. *Educational Review*. [IF=3.3]
19. *Nelson, K.S., ***Nguyen, T.D.**, Brownstein, N., Garcia, A., Walker, H., Watson, J., & Xin, A. (2021) Definitions, measures, and uses of rurality: A systematic review of the empirical and quantitative literature. *Journal of Rural Studies*, 82, 351-346. [IF=5.1]
20. **Nguyen, T.D.** (2021) Linking School Organizational Characteristics and Teacher Retention: Evidence from Repeated Cross-Sectional National Data. *Teaching and Teacher Education*. [IF=4.0]
21. Pham, L.D., **Nguyen, T.D.**, & Springer, M.G. (2021) Teacher Merit Pay: A Meta-Analysis. *American Educational Research Journal*, 58(3), 1-40. [IF=3.5]
22. *Crouch, M. & ***Nguyen, T.D.** (2021) Examining Teacher Characteristics, School Conditions, and Attrition Rates at the Intersection of School Choice and Rural Education. *Journal of School Choice*, 15(2), 268-294. [IF=1.33]
23. Redding, C. & **Nguyen, T.D.** (2021). Greener than ever? A look at the newest teachers in our public schools. *Phi Delta Kappan*, 103(3). [IF=1.3]
24. **Nguyen, T.D.** (2020) Examining the Teacher Labor Market in Different Rural Contexts: Variations by Urbanicity and Rural States. *AERA Open*, 6(4), 1-24. [IF=3.5]
25. Cannata, M. & **Nguyen, T.D.** (2020) Consensus versus Concreteness: Tensions in Designing for Scale. *Teacher College Record*. [IF=1.3]
26. **Nguyen, T.D.**, Pham, L.D., Springer, M, & Crouch, M. (2020) The Correlates of Teacher Turnover: An Updated and Expanded Meta-Analysis of the Literature. *Educational Research Review*, 31, 1-17. [IF=9.6; one of the most cited articles]
27. Redding, C. & **Nguyen, T.D.** (2020) The Relationship between School Turnaround and Student Outcomes: A Meta-Analysis. *Educational Evaluation and Policy Analysis*, 42(4), 493-519. [IF=2.4]

28. **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.
29. 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*, 122(7), 1-36. [IF=1.3; one of the most cited articles for 2019-2022]
30. **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. [IF=8.3]
31. 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. [IF=1.8]
32. 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. [IF=1.8]
33. **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. [IF=3.5]
34. **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. [IF=2.5]
35. **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 [IF=2.1; one of the most cited articles for JER]
36. 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.
37. **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 [IF=2.8]
38. **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. [IF=2.45; one of the most cited articles for JOLT/OLJ]

Book Chapters, Policy Briefs, & Other Publications

1. ***Nguyen, T.D.**, *Redding, C., & *Mason-Williams, L. (forthcoming, 2024). Creating modern data-system(s) to inform future special education workforce research. *AERA Handbook*.
2. Harbatkin, E. & **Nguyen, T.D.** (2023) [The Relationship between Teacher Intentions, Turnover Behavior, and School Conditions](#). *Brookings Institution Chalkboard*.
3. **Nguyen, T.D.** & Springer, M.G. (2020). [Teacher Attrition and Retention: What We Know, What We Can Do, and What More Do We Need](#). *Brookings Institution Chalkboard*.

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.
- Nguyen, T.D.**, [Conway, T.](#), [Meritt, D.](#), [Meritt, N.](#), & [Myers, K.](#) Examining teachers' instructional practices and student engagement: Students' exposure to higher level tasks and their engagement level.
- Cannata, M., Engel, M., **Nguyen, T.D.**, & Curran, F.C. Teacher Involvement in Hiring: Changes over Time.
- Nguyen, T.D.**, Lam, C., & Bruno, P. Is there a national teacher shortage? A systematic examination of reports of teacher shortages in the United States.
<https://www.edworkingpapers.com/ai22-631>
- Rogers, L, **Nguyen, T.D.**, Timmer, M, & Samson, J. Principal burnout: A systematic review.

POLICY AND PRACTICAL INFLUENCE

- 2023 [U.S. Department of Education: Increasing diversity and opportunity in higher education](#)
- 2023 [Senate Subcommittee on Economic Policy](#)
- 2023 [Coalition on Human Needs](#)
- 2023 [Committee for Economic Development: A Nation Equipped](#)
- 2023 [Economic Report of the President, Council of Economic Advisers](#)
- 2022 [Progressive Policy Institute: The Teacher Shortage Problem](#)
- 2021 [Higher Education Coordinating Commission: Higher Education and Training](#)
- 2021 [The Institute for College Access & Success: Primer and Equity Analysis](#)
- 2020 Delaware Public Schools Litigation, C.A. 2018-0029-VCL Exhibit B
- 2020 [Washington Student Achievement Council: The Value and Potential of Higher Education in Response to the COVID-19 Crisis](#)
- 2020 [NEPC Review: School accountability -Past, Present and Future](#)
- 2020 [Restart as a School Improvement Strategy](#)
- 2019 [New Jersey's Teacher Workforce](#)
- 2017 Testimony against HB 198 by Texas Classroom Teachers Association

MEDIA MENTIONS

NYTimes, Washington Post, NPR, Time, AP News, Education Week, NBC Today Show, PBS, CNN, CBS, USA Today, The 74Million, The Hill, NCTQ, NEPC, The Conversation,

Bloomberg, The Economist, U.S. News & World Report, The Atlanta Journal Constitution, The Mercury, The Chalkbeat, Education Writers Association, AAAS Sciline, and more
Bolded links include video footages.

- 2024 WLRN PBS NPR: [Florida educators partner up to train more teachers amid a shortage](#)
CBS: [Teacher shortages plague American schools \(21:00\)](#)
KSNT: [Kansas' teachers dealing with stress and burnout](#)
News4Jax: [Reasons behind Florida's teacher shortage](#)
Kansas State University: [Solving the challenges of teacher retention documentary](#)
USA Today: [Where are all the teachers?](#)
Valley Press: [District hopes bonuses attract more teachers](#)
NYTimes: [Teachers Are Missing More School, and There Are Too Few Substitutes](#)
EdWeek: [How workplace culture can affect staffing shortages](#)
EdWeek: [One School District Just Pulled 1,600 Books From Its Shelves](#)
- 2023 EdWeek: [What will teacher shortages look like in 2024 and beyond?](#)
The New Republic: [Red State Brain Drain](#)
Tech Target: [Explaining labor shortages and how to overcome them](#)
Houston Defender: [Is HISD facing a teacher shortage?](#)
Gettysburg Times: [Nearly 10K teachers missing in PA: What now?](#)
NPR: [This teacher shortage solution has gone viral. But does it work?](#)
NYTimes: [Jamaica fears brain drain as teachers leave for U.S. schools](#)
BNN: [Alarm Bell Rings Over Escalating Teacher Shortages in US Public Schools](#)
The 74million: [Immigrants and refugees are solving teacher shortages](#)
Canada Global News: [Teacher shortage a 'global phenomenon' UN agency warns](#)
Afro LA News: [L.A. teachers propose support systems to increase retention](#)
PennLive: [Nearly 10K teachers are missing in Pennsylvania](#)
NASDTEC: [Teacher shortages across the country](#)
Wired: [Teachers are going all in on generative AI](#)
Northern Express: [Back to school...for most](#)
CNN: [How schools are dealing with the ongoing teacher shortage](#)
DCReport: [What about teacher shortages?](#)
Hechinger Report: [In an era of teacher shortages](#)
The Week: [An alleged teacher shortage in the Sunshine State](#)
Washington Examiner: [Students head back to schools with dearth of teachers and staff](#)
The Hill: [Back to school brings teacher shortages, student loans](#)
K12 Dive: [Teacher vacancies jump by 51%](#)
Immigrant Magazine: [Navigating Education's New Normal](#)
Orlando Sentinel: [How bad is the teacher shortage in Florida?](#)
Warning Bell: [One Researcher Reveals the True Extent of the Teacher Shortage](#)
The 74million: [Plagued by Teacher Shortages, States Turn to Fast-Track Credentialing](#)
Washington Post: [Teacher shortages have gotten worse.](#)
Fortune.com: [Intensifying bus driver and teacher shortages](#)
Ethnic Media Services: [Back to School: Going Beyond the ABCs](#)
Ethnic Media Services: [Teacher Shortages, Polarization and Learning Gaps](#)
Axios: [America's empty classrooms](#)
KAKE TV: [As kids prepare for back-to-school, districts face teacher shortages](#)
Axios: [Why schools across America are building teacher housing](#)

Blavity: [Schools Are Turning To 4-Day Weeks Amid A National Teacher Shortage](#)
National News Desk (9:19 mark): [Teacher shortage and salary](#)
NBC Wesh 2: [Central Florida districts look to fill teacher vacancies](#)
Hechinger Report: [To fight teacher shortages, schools turn to custodians & aides](#)
USA Today: [To fight teacher shortages, schools turn to custodians & aides](#)
PBS “I’ve Got Issues”: [Kansas teacher shortage](#)
DivingDeepEdu: [Is there a national teacher shortage?](#)
NAFME: [An education epidemic](#)
EdSurge: [Underqualified teachers stepping in to fill open positions](#)
NPR: [What we do \(and don’t\) know about teacher shortages](#)
Campus Safety: [Teacher Shortages by State and How to Fix the Problem](#)
News Nation: [State-by-state shortage \(and what they’re doing about it\)](#)
Scripps News: [Teacher turnover and shortage](#)
EdSurge: [What does it mean to have a ‘national’ teacher shortage?](#)
NH Business Review: [Business needs good teachers](#)
Washington Post: [Acute teacher shortage in Mississippi](#)
2022 NPR Academic Minute: [Understanding the issue of teacher vacancy](#)
The 74million: [The best education articles of 2022](#)
NYTimes: [Attacking teachers from every angle is not the way to improve schools](#)
NPR: [The culture wars are pushing some teachers to leave the classroom](#)
National Association of Independent Schools: [Examining education workforce trends](#)
Education Writers Association: [What reporters should know about teacher shortages](#)
Insight into diversity: [National teacher shortage](#)
New America: [Taking aim at teacher shortages with better data](#)
Time: [There's No Point in Going if I Have No Teachers.](#)
The 74million: [U.S. schools now employing 160,000 underqualified teachers](#)
Education Trust: [Is there really a teacher shortage? Some perspective and a challenge](#)
The Center Square: [Better data needed to research claims of teacher shortages](#)
NCTQ: [Eight ways states can act now to retain an effective, diverse teacher workforce](#)
NEPC: [Teacher shortages interview with Tuan Nguyen and Richard Ingersoll](#)
The Conversation: [Why teachers are leaving the classroom](#)
The 74million: [Yes, there is a shortage of special education teachers.](#)
University of Washington Tacoma: [Teachers for the community](#)
AP News: [Teacher shortages in Alabama are real](#)
NPR: [The teacher shortage is testing America’s schools](#)
Two Pint PLC: [Teacher shortage and homework inequality](#)
AAAS Sciline: [Teacher turnover and teacher shortage](#)
Education Week: [How bad is the teacher shortage? What two new studies say](#)
NPR Illinois: [Schools struggle to fill positions, but is there a teacher shortage?](#)
Education Week: [Here’s how the White House is tackling teacher shortages](#)
Illinois Newsroom (starts at 1:47): [Teacher shortage](#)
EdSource: [Teacher shortage? Depends on where you look](#)
Bloomberg: [When pay hikes and bonuses can’t ease the teacher shortage](#)
USA Today: [Teacher shortage affect these disadvantaged students the most](#)
NBC Today Show: [Are we facing a national teacher shortage?](#)
Newsy Weekend Debrief: [National teacher shortage](#)
Roland Martin Unfiltered (starts at 1:41:00): [National teacher shortage](#)
K12 Dive: [These 4 charts explain emerging shortage data](#)

Kansas Public Radio: [Teacher shortage may not be as bad as expected](#)
 The Mercury: [K-State researchers explore teacher shortage -along with lack of data](#)
 Bloomberg: [Even schools flush with cash can't keep up with teacher shortage](#)
 Hays Post: [USD 489 starts school short of essential support staff](#)
 District Administration: [Which states are hurting the most?](#)
 KSNT News: [Study highlights Kansas teacher shortage](#)
 WIBW Radio Station: [K-State research breaks down teacher shortage by state](#)
 The Topeka-Capital Journal: [Substantial, but not an exodus-Kansas teacher shortage](#)
 Salina Journal: [How Salina schools are coping with the teacher shortage](#)
 The Economist: [America's new "national teacher shortage" is neither new nor national](#)
 The 74million: [A national teacher shortage?](#)
 North Carolina News: [Shortages in North Carolina classrooms](#)
 The Conversation: [Teacher burnout hits record high – 5 essential reads](#)
 Washington Monthly: [How to fix the minority STEM crisis](#)
 The Topeka-Capital Journal: [One in six Kansas teachers say they may leave](#)
 The Conversation: [Why most teachers who say they plan to leave won't anytime soon](#)
 The Chalkbeat: [Uptick but no exodus: Despite stress, most teachers stay put](#)
 Education Week: [Will there really be a mass exodus of teachers?](#)
 Education Week: [Teachers are losing hope that this can be a catch-up year](#)
 2021 Education Week: [The teaching profession in 2021 \(in charts\)](#)
 Wichita Beacon: [First-year teachers are Kansas' future -if schools can keep them](#)
 Center for American Progress: [How to ensure equitable access to great teaching](#)
 WalletHub: [2021's Best and Worst States for Teachers](#)
 Education Week: [Why teachers leave-or don't: A look at the numbers](#)
 National Council on Teacher Quality: [Performance pay programs that pay off](#)
 2020 The 74million: [16 Charts that Changed the Way We Thought About America's Schools](#)
 The Topeka-Capital Journal: [Teacher recruitment and retention in Kansas](#)
 National Council on Teacher Quality: [Why, then, do teachers leave?](#)
 The Kansan/CJ Online: [Want to keep teachers from leaving education?](#)
 Hechinger Report: [Turnaround on school turnarounds](#)
 Manhattan Mercury: [Retaining teachers](#)
 Third Way: [How financial aid is a smart investment in our nation's future](#)
 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](#)
 2019 Manhattan Mercury: [Teacher retention in Kansas](#)
 Inverse: [Pell Grants and Financial Aid](#)
 Texas Public Radio: [Master Teacher Program](#)
 The Associated Press: [Denver teacher strike revealed US divide over bonus pay](#)
 2018 Education Week: [Changes in STEM Teachers](#)
 Peabody: [Trump's First 100 Days and the Impact on Education](#)
 U.S. News & World Report: [Teacher bonuses boost student outcomes slightly](#)
 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: [Merit pay for teachers improves student performance](#)
Wisconsin Public Radio: [Report Shows Benefits to Teacher Merit Pay](#)

PROFESSIONAL PRESENTATIONS

INVITED PRESENTATIONS

- 2023 Nguyen, T.D. (2023) [NSF Noyce Teacher Retention Conference](#). *Montclair State University*. **Keynote Speaker**. Newark, NJ.
Video link: <https://www.youtube.com/watch?v=kgbFWTTfvWA>
- 2023 Nguyen, T.D. (2023) [Charter School Teacher Retention](#). *Charter School Capital*. Invited Speaker. Online Webinar.
Video link: <https://shorturl.at/hitJK>
- 2023 Nguyen, T.D. (2023) *AASPA National Educator Shortage Summit*. Invited Panelist. New Orleans, LA.
- 2022 Nguyen, T.D. (2022) Teacher recruitment and retention. Recruitment, Hiring, and Retention team for the Committee for Diversity & Inclusion. USD-383 Manhattan KS.
- 2022 Nguyen, T.D. (2022) [Teacher shortages](#). *Education Writers Association*. National webinar.
Video link: <https://ewa.org/watch-and-listen/webinar/video-what-reporters-should-know-about-teacher-shortages>
- 2022 Nguyen, T.D. (2022) Teacher supply, turnover, and shortage. *Florida State University: Teacher Policy and Reform Seminar*.
- 2022 Nguyen, T.D. (2022) The Effects of School Finance Reforms on Teacher Salary and Turnover: Evidence from National Data. *Kansas State University Economics Seminar*. Manhattan, KS.
- 2021 Nguyen, T.D. (2021) Research on Recruitment, Reinforcement, and Retention. *Homegrown Solutions: An Online Summit on Rural Education*, **Keynote Speaker**. Manhattan, KS.
- 2019 Nguyen, T.D. (2019) Teacher Attrition and Retention in Rural States: The Case of Kansas. *The Educate Kansas Dialogue Summit*, **Keynote Speaker**. 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

- 2023 Nguyen, T.D., & Doss, C. (2023). Examining the teacher supply and reserve pool: Evidence from national data. Paper presented at the annual meeting of the *American Educational Research Association*. Chicago, IL.

Rogers, L.K., Nguyen, T.D., Timmer, M., & Samson, J. (2023) Principal burnout: A systematic review. Poster presented at the annual meeting of the *American Educational Research Association*. Chicago, IL.

Nguyen, T.D., Bettini, E., Gilmour, A., & Redding C. (2023). Examining the supply of special educators: Variations by institutional characteristics and for-profit status. Paper

presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Rogers, L.K., Nguyen, T.D., Timmer, M., & Samson, J. (2023) Principal burnout: A systematic review. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Harbatkin, E., Nguyen, T.D., Strunk, K.O., Burns, J.L., & Moran, A. (2023). Should I stay, or should I go (later)? Teacher intentions and turnover in low-performing schools before and during the COVID-19 pandemic. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Nguyen, T.D., Lam, C., & Bruno, P. (2023) Is there a national teacher shortage? A systematic examination of reports of teacher shortages in the United States. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Redding, C., & Nguyen, T.D. (2023) The Effects of Race to the Top on Teacher Qualifications, Work Environments, and Job Attitudes. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Bruno, P., Mirakhur, Z., Cerrone, B., & Nguyen, T.D. (2023) K-12 Computer Science Education Policy Across States: Successes and Challenges. Policy panel presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

2022 Nguyen, T.D. & Heiman, N. (2022) District profile of teacher recruitment and retention in Kansas. Presentation at the annual meeting of the *Rural Education Summit*. Manhattan, KS.

Nguyen, T.D., Merritt, N., Meritt, D. Conway, T., & Myers, K. (2022) Examining teachers' instructional practices and student engagement: Students' exposure to higher level tasks and their engagement level. Poster presented at the annual meeting of the *American Educational Research Association*. San Diego, CA.

Nguyen, T.D., Rodriguez, L., Lam, C., & Angeles, C. (2022) Causes and Consequences of Contemporary Teacher Strikes: A Systematic Review of Research on PK-12 Teacher Activism in the United States. Paper presented at the annual meeting of the *American Educational Research Association*. San Diego, CA.

Nguyen, T.D., Redding C., Gilmour, F., & Bettini, E. (2022) Examining the Disparate Policy Impacts of No Child Left Behind and the Individuals with Disabilities Education Act on Special Education Teachers. Paper presented at the annual meeting of the *American Educational Research Association*. San Diego, CA.

Nguyen, T.D., Rodriguez, L., Lam, C., & Angeles, C. (2022) Causes and Consequences of Contemporary Teacher Strikes: A Systematic Review of Research on PK-12 Teacher Activism in the United States. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Nguyen, T.D., Bettini, E., Redding C., & Gilmour, A. (2022). Comparing Teacher Turnover Intentions to Actual Turnover: Cautions and Lessons for the Field. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Nguyen, T.D., Redding C., Gilmour, F., & Bettini, E. (2022) Examining the Disparate Policy Impacts of No Child Left Behind and the Individuals with Disabilities Education Act on Special Education Teachers. Paper presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

Nguyen, T.D., Merritt, N., Meritt, D. Conway, T., & Myers, K. (2022) Examining teachers' instructional practices and student engagement: Students' exposure to higher level tasks and their engagement level. Poster presented at the annual meeting of the *Association for Education, Finance, and Policy*. Denver, Colorado.

2021 Nguyen, T.D. (2021) Examining the Teacher Labor Market in Different Rural Contexts: Variations by Urbanicity and Rural Studies. Presented at the annual meeting of the *American Educational Research Association*. Virtual conference due to COVID-19.

Anglum, C., Crouch, M., & Nguyen, T.D. (2021) The Effects of School Finance Reforms on Teacher Turnover: Evidence from National Data. Presented at the annual meeting of the *American Educational Research Association*. Virtual conference due to COVID-19.

Gilmour, A.F., Nguyen, T.D., Redding, C., & Bettini, E.A. (2021) The Shifting Context of Special Education Teachers' Work and Its Relationship with Retention. Presented at the annual meeting of the *American Educational Research Association*. Virtual conference due to COVID-19.

Rodriguez, L.A., Nguyen, T.D., & Springer, M.G. (2021) Revisiting Teacher Quality Gaps: Geographic Disparities in Access to Highly Effective Teachers Across Tennessee. Presented at the annual meeting of the *American Educational Research Association*. Virtual conference due to COVID-19.

Nguyen, T.D. & Rodriguez, L.A. (2021) Examining the Causes and Consequences of Contemporary Teacher Strikes: Twenty Years of Teacher Activism. Presented at the annual meeting of the *Association for Education Finance and Policy*. Virtual conference due to COVID-19.

Springer, M., Brooks, Chris, Pham, L.D., & Nguyen, T.D. (2021) Money, Money, Money: A Systematic Review and Meta-Analysis of the Effects of School Spending on Student Outcomes. Presented at the annual meeting of the *Association for Education Finance and Policy*. Virtual conference due to COVID-19.

Anglum, C., Crouch, M., & Nguyen, T.D. (2021) The Effects of School Finance Reforms on Teacher Turnover: Evidence from National Data. Presented at the annual meeting of the *Association for Education Finance and Policy*. Virtual conference due to COVID-19.

- Kramer, J., Rosinger, K., Nguyen, T.D., & Doss, C. (2021) A Systematic Review and Meta-Analysis of Nudge Interventions in Postsecondary Education. Presented at the annual meeting of the *Association for Education Finance and Policy*. Virtual conference due to COVID-19.
- 2020 Anglum, C., Crouch, M., & Nguyen, T.D. (2020) The Effects of School Finance Reforms on Teacher Turnover: Evidence from National Data. Presented at the annual meeting of the *Association for Public Policy Analysis and Management*.
- 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, Apr 17 - 21) *Too Tired to Teach? The Relationship Between Stress and Burnout and Teacher Attrition Behavior* [Symposium]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/r5bmffj> (Conference Canceled)
- Redding, C. & Nguyen, T. D. (2020, Apr 17 - 21) *The Relationship Between School Turnaround and Student Outcomes: A Meta-Analysis* [Paper Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/wprqaeg> (Conference Canceled)
- 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.

RESEARCH EXPERIENCE

- 2015-18 Research Assistant to Brent Evans, Vanderbilt University, Nashville, TN
 2013-15 Research Assistant for the National Center on Scaling Up Effective Schools
 Vanderbilt University, Nashville, TN
 2007 Research Assistant to Jere Confrey, Washington University in St. Louis, MO

TEACHING EXPERIENCE

- Kansas State U. Introduction to Ed.D. studies, 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, Secondary Content Field Colloquium I-III
- Vanderbilt U. Teaching assistant, *Economics of Education* (Dr. Carolyn Heinrich)
 Teaching assistant, *Research Design and Data Analysis I* (Dr. Brent Evans)
- 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-PRESENT CHANH LAM, JESSICA POPESCU, ASHLEY RICHARDSON, KAITLYN AMBROSE, SIERRA LOHOEFENDER, ASHLEY UDELL, KRYSTINE PHILLIPS, ANNA KEELEY, TRUNG TRUONG, MAKENZIE GURSS, LISA TORRES-WIGTON, JENNA DELAY, TEGAN NUSSER, DENIS SHEERAN, ANDREW KIP,
 HONORS PROJECT KATIE ANDREWS AND SONORA SHELDON

SELECTED PRE-DOCTORAL PROFESSIONAL LEADERSHIP EXPERIENCES

- 2010-13 Co-Leader, Diversity Subcommittee on Curriculum and Delivery
 John Burroughs School, St. Louis, MO
- 2010-13 Member, Faculty and Staff Diversity Steering Committee
 John Burroughs School, St. Louis, MO

UNIVERSITY AND PROFESSIONAL SERVICE

- 2022-present Editorial Board member of the *Journal of Educational Psychology* (JEP)
 2020-present Associate Editor of the Online Journal of Rural Research and Policy (OJRRP)
 2022-present KSU University Honors Program affiliated faculty

2021-2026	Institute of Education Sciences (IES) Principal Member, Education Systems and Broad Reform Research Peer Review Panel
2021	Co-chair on Teaching Assistant Professor searches in Curriculum and Instruction at KSU
2021	IES Panelist, 2021
2021	National Science Foundation (NSF) Panelist, 2021 (& Ad hoc review)
2020	NSF Panelist, 2020
2020-present	Research & Scholarship Committee for Department of Curriculum and Instruction at KSU
2019-present	Office of Associate Dean for Research and External Funding member
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-present	NCES/IES Secure data room administrator
2014-2017	ExpERT coordinator, Vanderbilt University
2013-2014	Assistant to Ron Zimmer (peer-review process EEPA)

MANUSCRIPT REFEREE

2023: 13 reviews; 2022: 15 reviews; 2021: 13 reviews; 2020: 5 reviews; 2016-2019: 8 reviews

2023-present	Reviewer for Journal of School Choice (JSC)
2023-present	Reviewer for AERA Open
2023-present	Reviewer for Sociology of Education (SOE)
2022-present	Reviewer for Educational Research Review (ERR)
2022-present	Reviewer for Educational Review (CEDR)
2022-present	Reviewer for Review of Educational Research (RER)
2022-present	Reviewer for Educational Researcher (ER)
2022-present	Reviewer for Journal for Educational Change (JEDU)
2021-present	Reviewer for Remedial and Special Education (RASE)
2021-present	Reviewer for Educational Evaluation and Policy Analysis (EEPA)
2021-present	Reviewer for Teacher College Record (TCR)
2021-present	Reviewer for Education Finance and Policy (EFP)
2021-present	Reviewer for Educational Policy (EP)
2020-present	Reviewer for Teaching and Teacher Education (TATE)
2020-present	Reviewer for Journal of Education for Students Placed at Risk (JESPAR)
2020-present	Reviewer for Educational Administration Quarterly (EAQ)
2019-present	Reviewer for Science Education (SciEd)
2019-present	Reviewer for the Journal of Higher Education (JHE)
2019-present	Reviewer for the Rural Educator (RE)
2016-present	Reviewer for American Educational Research Journal (AERJ)
2016-present	Reviewer for Journal of Educational Psychology (JEP); Primary Reviewer since 2021

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

PROFESSIONAL REFERENCES

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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Brent Evans

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Marisa Cannata

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230 Appleton Place
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(615) 322-1746
Email: marisa.cannata@vanderbilt.edu