

## KATHARINE OMENN STRUNK

---

201D Erickson Hall  
620 Farm Lane  
College of Education  
Michigan State University  
East Lansing, MI 48824

---

[kstrunk@msu.edu](mailto:kstrunk@msu.edu)  
(517) 884-6289 (o)

### ACADEMIC POSITIONS

- 2017 – Present      **Professor of Education Policy and, by courtesy, Economics  
Clifford E. Erickson Distinguished Chair in Education  
Co-Director, Education Policy Innovation Collaborative  
Michigan State University, College of Education  
East Lansing, MI**
- 2014 – 2017      **Associate Professor of Education and Policy  
University of Southern California, Rossier School of Education & Sol Price  
School of Public Policy  
Los Angeles, CA**
- 2009 –2014      **Assistant Professor of Education and Policy  
University of Southern California, Rossier School of Education & Sol Price  
School of Public Policy  
Los Angeles, CA**
- 2007 – 2009      **Assistant Professor of Education Policy  
University of California, Davis, School of Education, Davis, CA**

### EDUCATION

- 2002 – 2007      **Stanford University**, School of Education, Stanford, CA  
**Ph.D.**, Administration and Policy Analysis
- 2002 – 2005      **Stanford University**, School of Humanities and Sciences, Stanford, CA  
**M.A.**, Economics, Department of Economics
- 1995 – 1999      **Princeton University**, The Woodrow Wilson School of Public and International  
Affairs, Princeton, NJ  
**B.A.**, *Major: Public Policy, cum laude*

### HONORS

- 2012      *Junior Scholar Award*, American Educational Research Association, Division L
- 2011-2013      *Postdoctoral Fellow*, National Education Association/ Spencer Foundation
- 2010-2012      *Emerging Education Policy Scholar*, Fordham Institute, Washington, DC
- 2007      *New Scholar Award*, American Education Finance Association

**PRIMARY RESEARCH GRANTS & CONTRACTS**

- 2017-2018 *Getting Down to Facts II: Teacher Shortages and Staffing*. Stanford University/ Gates Foundation. Co-Principal Investigator with Dan Goldhaber (American Institutes for Research/ University of Washington). \$20,000.
- 2017-2020 *Center for Analysis of Longitudinal Data in Education Research (CALDER)*. The Laura and Jane Arnold Foundation and Smith Richardson Foundations. Co-Principal Investigator. Los Angeles Unified School District share: \$131,345.
- 2016-2018 *The Changing Market for Charter School Teachers: How Have Teacher Policy Reforms to Traditional Public Schools Affected the Charter Sector?* The Walton Family Foundation. Co-Principal Investigator with Dr. Joshua Cowen (Michigan State University). \$189,299.
- 2016-2017 *A Conference to Help Shape the Future of Teacher Policy in California*. The Walton Family Foundation. Co-Principal Investigator with Dr. Julie Marsh (University of Southern California) and Dr. David Plank (Stanford University). \$85,000.
- 2016-2017 *Bargaining for the Future? The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and Student Achievement*. The Smith Richardson Foundation. Co-Principal Investigator with Dr. Josh Cowen (Michigan State University) and Dr. Eric Brunner (University of Connecticut). \$300,402.
- 2015-2017 *The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and School District Performance*. The Laura and Jane Arnold Foundation. Co-Principal Investigator with Dr. Josh Cowen (Michigan State University) and Dr. Eric Brunner (University of Connecticut). \$681,867.
- 2016-2018 *The New "One Best System?": Urban Governance and Educational Practice in the Portfolio Management Model*. The Spencer Foundation. Co-Principal Investigator with Dr. Julie Marsh (University of Southern California), Dr. Katy Bulkley (Montclair State University) and Dr. Doug Harris (Tulane University). \$1,000,000.
- 2013-2017 *A Five Year Evaluation of the Los Angeles Unified School District Teacher Incentive Fund Grant*. Los Angeles Unified School District. Co-Principal Investigator with Dr. Julie Marsh (University of Southern California). \$853,369.
- 2013-2014 *Sending the Right Message? Assessing how Layoff Threat and Policies Affect Teacher Quality*. The Smith Richardson Foundation. Co-Principal Investigator with Dr. Dan Goldhaber (University of Washington). \$153,365.
- 2011-2013 *Changing Collective Bargaining Agreements in California Public Schools: Why do Districts Implement Restrictive Contracts, and How do They Impact Student Achievement?* National Academy of Education/ Spencer Foundation Postdoctoral Fellowship. Principal Investigator. \$55,000.
- 2010-2014 *Evaluation of Los Angeles Unified School District's Investing in Innovation (i3) Project, "Los Angeles' Bold Competition - Turning Around and Operating Its Low-Performing Schools."* U.S. Department of Education. Co-Principal Investigator with Drs. Julie Marsh and Dominic Brewer (University of Southern California). \$851,607.

2009-2012 *Evaluation of No Child Left Behind Program Improvement Year 3 District Interventions.* California Department of Education. Co-Principal Investigator with Dr. Theresa Westover (UC Davis). \$1,000,000.

2004-2005 American Education Research Association Dissertation Grant. \$25,000

## SECONDARY RESEARCH GRANTS

2016-2017 *The New "One Best System?": Urban Governance and Educational Practice in the Portfolio Management Model.* University of Southern California Undergraduate Research Associates Program. Co-Principal Investigator with Julie A. Marsh (University of Southern California).

2015-2016 *The Impact of Teachers' Union Collective Bargaining Agreements on Student Achievement in California.* University of Southern California Undergraduate Research Associates Program. Principal Investigator.

2014-2015 *The Impact of Teachers' Union Collective Bargaining Agreements on Student Achievement in California.* University of Southern California Undergraduate Research Associates Program. Principal Investigator.

2012-2014 *LAUSD Educator Growth and Development Cycle Initial Implementation Program Evaluation.* Los Angeles Unified School District. Principal Investigator. \$18,130.

2012-2013 *The Impact of Teachers' Union Collective Bargaining Agreements on Student Achievement in California.* University of Southern California Undergraduate Research Associates Program. Principal Investigator.

2011-2012 *The Impact of Teachers' Union Collective Bargaining Agreements on Student Achievement in California.* University of Southern California Undergraduate Research Associates Program. Principal Investigator.

2010-2011 *The Impact of Teachers' Union Strength on California School District Resource Allocation and Student Performance.* Advancing Scholarship in the Humanities and Social Sciences Initiative, University of Southern California. Principal Investigator. \$17,500.

2010-2011 *Contributors and Impediments to Student Learning.* University of Southern California Undergraduate Research Associates Program. Co-Principal Investigator with Dr. Michelle Riconscente (University of Southern California).

2008, 2009 UC Davis Small Grant in Aid of Research

2006-2007 Spencer Competitive Research and Training Grant

2003-2004 Spencer Research Training Mentoring Grant, "Accountability and Control." With Susanna Loeb.

2002-2003 School of Education Stein Fellowship and Research Award

**PEER-REVIEWED JOURNAL ARTICLES**

**\* indicates publication with graduate students and postdoctoral scholars**

Hashim, A.K.\*, **Strunk, K.O.**, Dhaliwal, T.\* (Forthcoming). "Justice for All? Exploring the differential effects of the Los Angeles Unified School District's restorative justice policy on student suspensions." *Peabody Journal of Education*.

Lincove, J.A., Barrett, N. & **Strunk, K.O.** (Forthcoming). "Lessons from Hurricane Katrina: The Employment Effects of the Mass Dismissal of New Orleans Teachers." *Educational Researcher*.

Hashim, A.\*, **Strunk, K.O.** & Marsh, J.A. (2018). "The New School Advantage? Examining the Effects of New School Openings on Student Achievement" *Economics of Education Review*, 62, 254-266.

Marianno, B.\*, Theobald, R., Kilbride, T.\*, **Strunk, K.O.**, Cowen, J., & Goldhaber, D. (2018). "Cut from the Same Cloth? Comparing Urban CBAs within States and Across the U.S." *Educational Policy*, 32(2), 334-359.

**Strunk, K.O.**, Cowen, J., & Goldhaber, D., Marianno, B.\*, Kilbride, T.\* & Theobald, R. (2018). "It is in the Contract: How the Policies Set in Teachers' Unions' Collective Bargaining Agreements Vary Across States and Districts." *Educational Policy*, 32(3), 280-310.

Marsh, J.A., Bush-Mecenas, S.\*, **Strunk, K.O.**, Lincove, J.A., & Huguet, A.\* (2017). "Evaluating Teachers in the Big Easy: How Organizational Context Shapes Policy Responses in New Orleans." *Educational Evaluation and Policy Analysis*, 39(4), 539-570.

Knight, D. S.\* & **Strunk, K.O.** (2016). "Who Bears the Costs of District Funding Cuts? Reducing Inequality in the Distribution of Teacher Layoffs." *Educational Researcher*, 45(7), 395-406.

Goldhaber, D., **Strunk, K.O.**, Brown, N. & Knight, D. S.\* (2016). "Lessons Learned from the Great Recession: Layoffs and the RIF-Induced Teacher Shuffle." *Educational Evaluation and Policy Analysis*, 38(3), 517-548.

**Strunk, K.O.**, Marsh, J.A., Hashim, A.\* & Bush, S.C.\* (2016). "Innovation and Return to the Status Quo: A Mixed-Methods Study of Reconstitution through the Lens of Organizational Learning." *Educational Evaluation and Policy Analysis*, 38(3), 549-577.

**Strunk, K.O.**, Marsh, J.A., Hashim, A.\*, Bush, S.C.\* & Weinstein, T.\* (2016). "The Impact of Turnaround Reform on Student Outcomes: Evidence and Insights from the Los Angeles Unified School District." *Education Finance & Policy*, 11(3), 251-282.

**Strunk, K.O.**, Marsh, J.A., Bush-Mecenas, S.\*, & Duque, M.\* (2016). "The Best Laid Plans: An Examination of School Plan Quality and Implementation in a School Improvement Initiative." *Educational Administration Quarterly*, 52(2), 259-309.

Marsh, J.A., **Strunk, K.O.**, Huget, A.\*, & Bush-Mecenas, S.C.\* (2015). "Democratic Engagement in District Reform: The Evolving Role of Parents in the Los Angeles Public School Choice Initiative." *Educational Policy*, 29 (1), 51-84.

Cowen, J. & **Strunk, K.O.** (2015). "How do Teachers' Unions Influence Education Policy? What we Know and What we Need to Learn." *Economics of Education Review* (48), 208-223.

- Strunk, K.O.** & Zeehandelaar, D.\* (2015). "Added Bonus? The Relationship between California School Districts' Specialized Teacher Staffing Needs and the Use of Economic Incentive Policies." *Educational Policy*, 29(2), 283-315.
- Strunk, K.O.**, Weinstein, T.\* & Makkonen, R.\* (2014). Sorting out the Signal: Do Multiple Measures of Teachers' Effectiveness Provide Consistent Information to Teachers and Principals? *Education Policy Analysis Archives*, 22 (100). Available online at <http://epaa.asu.edu/ojs/article/view/1590/1406>.
- Strunk, K.O.**, & McEachin, A.\* (2014). "More Than Sanctions: Closing Achievement Gaps through California's Use of Intensive Technical Assistance." *Educational Evaluation and Policy Analysis*, 36(3), 281-306.
- Strunk, K.O.**, McEachin, A.\*, & Westover, T.N. (2014). "The Use and Efficacy of Capacity-Building Assistance for Low Performing Districts: The Case of California's District Assistance and Intervention Teams." *Journal of Policy Analysis and Management*, 33(3), 719-751.
- Marsh, J.A., **Strunk, K.O.**, & Bush, S.\* (2013). "Portfolio District Reform Meets School Turnaround: Early Implementation Findings from the Los Angeles Public School Choice Initiative." *Journal of Educational Administration*, 51(4), 498-527.
- Kolbe, T. & **Strunk, K.O.** (2012). "Economic Incentives as a Strategy for Responding to Teacher Staffing Problems: An Organizational Typology." *Educational Administration Quarterly*, 48(5), 779-813.
- Grissom, J.A. & **Strunk, K.O.** (2012). "How Should School Districts Shape Teacher Salary Schedules? Linking Student Performance to Pay Structure in Traditional Salary Schemes." *Educational Policy*, 26(5), 663-695.
- Strunk, K.O.** (2012). "Policy Poison or Promise?: Exploring the Dual Nature of California School District Collective Bargaining Agreements." *Educational Administration Quarterly*, 48(3), 506-547.
- Strunk, K.O.** (2011). "Are Teachers' Unions Really to Blame? Collective Bargaining Agreements and Their Relationships with District Resource Allocation and Student Performance in California." *Education Finance and Policy*, 6(3), 354-398.
- Strunk, K.O.**, & McEachin, A.\* (2011). "Accountability Under Constraint: The Relationship Between Collective Bargaining Agreements and Schools' and Districts' Performance Under *No Child Left Behind*." *American Educational Research Journal*, 48(4), 871-903.
- Strunk, K.O.** & Zeehandelaar, D.\* (2011). "Differentiated Compensation: How California School Districts Use Economic Incentives to Target Teachers." *Journal of Education Finance*, 36(3), 268-293.
- Strunk, K.O.** & Reardon, S. (2010). "Measuring Union Strength: A Partial Independence Item Response Approach to Measuring the Restrictiveness of Teachers' Union Contracts." *Journal of Educational and Behavioral Statistics*, 35(6), 629-670.
- Strunk, K.O.** & Grissom, J.A. (2010). "Do Strong Unions Shape District Policies? Collective Bargaining, Teacher Contract Restrictiveness, and the Political Power of Teachers' Unions." *Educational Evaluation and Policy Analysis*, 32(3), 389-406.
- Loeb, S., Miller, L. & **Strunk, K.O.** (2009). "The State Role in Teacher Professional Development and Education throughout Teachers' Careers." *Education Finance and Policy*, 4(2), 212-228.

- Loeb, S., Miller, L. & **Strunk, K.O.** (2009). "The State Role in Teacher Compensation," *Education Finance and Policy*, 4(1), 89-114.
- Loeb, S. & **Strunk, K.O.** (2007). "Accountability and Local Control: Response to Incentives With and Without Authority Over Resource Generation and Allocation," *Education Finance and Policy*, 2(1), 10-39.
- Strunk, K.O.** & Robinson, J. (2006). "Oh, Won't You Stay?: A Multi-Level HGLM Analysis of Teacher Attrition," *Peabody Journal of Education*, 81(4), 65-94.
- Loeb, S. & **Strunk, K.O.** (2003). "The Contribution of Administrative and Experimental Data to Education Policy Research," *The National Tax Journal*, LVI(2). June, 2003.

### PAPERS UNDER REVIEW

- Marianno, B.D.\* & **Strunk, K.O.** "The Bad End of the Bargain? Revisiting the Relationship between Collective Bargaining Agreements and Student Achievement." *Invited Revise and Resubmit.*
- Strunk, K.O.** & Marianno, B.D. \* "Negotiating the Great Recession: How do Teacher Collective Bargaining Agreements Change in Times of Financial Duress?" *Invited Revise and Resubmit.*
- Strunk, K.O.**, Goldhaber, D., Knight, D. S.\* & Brown, N.\* "Are There Hidden Costs Associated with Conducting Layoffs?: The Impacts of RIFs and Layoffs on Teacher Effectiveness." *Invited Revise and Resubmit.*
- Cowen, J., Brunner, E., **Strunk, K.O.**, & Drake, S.\* "A War on Teachers? Evidence of Labor Market Response to Statewide Reform."

### WORK IN PROGRESS

- Bruno, P.\* & **Strunk, K.O.** "Making the Cut: The Effectiveness of Teacher Screening and Hiring in the Los Angeles Unified School District."
- Bruno, P.\*, Rabovsky, S.\*, & **Strunk, K.O.** "Taking their First Steps: The Distribution of New Teachers in School and Classroom Contexts and Implications for Teacher Effectiveness and Growth."
- Hashim, A.\*, & Bush-Mecenas, S.C.\*, **Strunk, K.O.** & Marsh, J.A. "Does Autonomy Matter? Findings from a District Experiment in Portfolio Management."
- Strunk, K.O.**, Cremata, E.\*, & Marsh, J.A. "Two Birds, One Policy? Estimating the Impact of a Multiple Measure Teacher Evaluation System on Teacher Effectiveness and Mobility in the Los Angeles Unified School District."
- Hashim, A.K.\*, Cremata, E.\*, **Strunk, K.O.**, & Marsh, J.A. "Principals as Evaluators: Examining Principals' Capacity to Assess Teacher Quality and Improve Teacher Practice in a Multiple Measure Teacher Evaluation System."
- Strunk, K.O.**, Goldhaber, D.G., Cowen, J., Marianno, B.\*, Theobald, R., & Kilbride, T.\* "The More Things Change, the More they Stay the Same? Examining the Consistency of Collective Bargaining Agreements Across States and Time."

- Marianno, B.\*, Bruno, P.\*, & **Strunk, K.O.** “Teachers’ Union Contracts and the Productive Efficiency of School Districts: Longitudinal Evidence from California.”
- Cowen, J., **Strunk, K.O.**, Brunner, E., & Drake, S.\* “Did Policy Change Block the Teacher Pipeline? Evidence on the Impact of Labor Market Reforms in Michigan.”
- Strunk, K.O.**, Cowen, J., Anderson, K.\*, & Sanderson, D.\* “Teacher Compensation Responses to Teacher Labor Market Reforms: Comparing Across Traditional Public Schools and Charter Schools in Michigan.”
- Cowen, J., **Strunk, K.O.**, Anderson, K.\*, & Nagel, J.\* “Crossing Over? The Implications of Reform to the Traditional Public School Labor Market for Charter School Teachers.”
- Anderson, K.\*, Brunner, E., Cowen, J., & **Strunk, K.O.** “Is the ‘War on Teachers’ a Victory for Students? Estimating the Impact of Teacher Labor Market Reforms on Student Achievement and the Distribution of Effective Teaching.”
- Barrett, N., **Strunk, K.O.**, & Lincove, J.A. “Does Tenure Reform Induce Effective Teachers to Leave Teaching?: Evidence from Supply-Side Responses in Louisiana.”
- Lincove, J.A., Barrett, N. & **Strunk, K.O.** “Revisiting the Hedonic Wage Function: Evidence from Non-Unionized Charter Schools.”
- Lincove, J.A., Barrett, N., & **Strunk, K.O.** “Overworked or Overpaid? A Longitudinal Analysis of Principal Compensation in a Context of Increasing School Autonomy.”
- Strunk, K.O.** & Zeehandelaar, D.B.\* “Understanding the School Board-Teachers’ Union Relationship and its Effect on Collective Bargaining.”

## BOOK CHAPTERS AND REVIEWS

- Bush, S.\*, Marsh, J., & **Strunk, K.O.** (2016). Portfolio reform in Los Angeles: District implementation successes and challenges. In Daly & Finnigan (Eds.), *Thinking systemically: Improving districts under pressure*. American Educational Research Association. pp. 123-150.
- Strunk, K.O.** (April 13, 2015). Review of *The Infrastructure of Accountability: Data Use and the Transformation of American Education*. Teachers College Record.  
Available at: <http://www.tcrecord.org/Content.asp?ContentId=17927>
- Strunk, K.O.** (2014). “Teachers Unions and Collective Bargaining,” in Brewer, D.J. & Picus, L. (Eds.) *Encyclopedia of Education Economics and Finance*. Sage Publications.
- Strunk, K.O.** (2014). “The Role of Collective Bargaining Agreements in the Implementation of Teacher Quality Reforms: Perils and Possibilities,” in Hess, R. & McShane, M. (Eds.) *Teacher Quality 2.0: Will Today’s Reforms Hold Back Tomorrow’s Schools?* Harvard Education Press.
- Strunk, K.O.** (2010). “The Economics of Teachers’ Unions in the United States,” in Brewer, D.J. & McEwan, P.J. (Eds.) *Economics of Education*. Amsterdam: Elsevier.
- Strunk, K.O.** (2010). “The Economics of Teachers’ Unions in the United States,” in Baker, E., McGaw, B. & Peterson, P. (Eds.) *The International Encyclopedia of Education, 3<sup>rd</sup> Edition*. Amsterdam: Elsevier.

**OTHER PUBLICATIONS**

- Strunk, K.O., Goldhaber, D., & Cowen, J. (March 13, 2018). "Please, Let Research Inform the Union Debate." Rick Hess Straight Up Blog, EdWeek.
- Strunk, K.O., Goldhaber, D., & Cowen, J. (March 13, 2018). "Please, Let Research Inform the Union Debate." *Education Next*.
- Bruno, P.\* & **Strunk, K.O.** (February, 2018). "Making the Cut: The Effectiveness of Teacher Screening and Hiring in the Los Angeles Unified School District." CALDER Working Paper 184. Available at: <https://caldercenter.org/sites/default/files/WP%20184.pdf>
- Lincove, J.A., Barrett, N., and **Strunk, K.O.** (May, 2017). "Did Teachers Dismissed After Hurricane Katrina Return to Public Education?" Education Research Alliance for New Orleans Policy Brief.
- Marsh, J.A., Bush, S.M., **Strunk, K.O.**, Lincove, J.A., and Huguet, A. (April, 2017). "How Do Schools Respond to State Policies on Teacher Evaluation?" Education Research Alliance for New Orleans Policy Brief.
- Strunk, K.O.**, Barrett, N., and Lincove, J.A. (February, 2017). "When Tenure Ends: Teacher Turnover in Response to Policy Changes in Louisiana." Education Research Alliance for New Orleans Policy Brief.
- Strunk, K.O.**, Marsh, J.A., and Bruno, P. (January, 2017). "An Effective Teacher for Every Student: Developing a Research Agenda to Further Policy Change." PACE Policy Brief
- Strunk, K.O.**, Goldhaber, D., and Cowen, J. (April 28, 2016). "Despite Ruling, Tenure Laws are Bad for Students." Op-Ed, The Sacramento Bee.
- Strunk, K.O.** & Marsh, J.A. (November 20, 2015). "If Turning Around a School Were Easy..." Rick Hess Straight Up Blog, EdWeek.
- Strunk, K.O.** & Goldhaber, D. (November 19, 2015). "The Hidden Costs of Teacher Layoffs." Rick Hess Straight Up Blog, EdWeek.
- Strunk, K.O.** & Marianno, B.\* (November 17, 2015). "Beyond the Headlines: Are Teachers' Unions Really Under Attack?" Rick Hess Straight Up Blog, EdWeek.
- Strunk, K.O.** & Cowen, J. (November 16, 2015). "Teachers' Unions: Shades of Grey." Rick Hess Straight Up Blog, EdWeek.
- Strunk, K.O.**, Goldhaber, D., Knight, D. S.\* & Brown, N.\* (November, 2015) "Are There Hidden Costs Associated with Conducting Layoffs?: The Impacts of RIFs and Layoffs on Teacher Effectiveness." CALDER Working Paper 140. Available at: <http://www.caldercenter.org/publications/are-there-hidden-costs-associated-conducting-layoffs-impact-rifs-and-layoffs-teacher>
- Goldhaber, D., **Strunk, K.O.**, Brown, N.\* & Knight, D. S.\* (July, 2015). "Lessons Learned from the Great Recession: Layoffs and the RIF-Induced Teacher Shuffle." CALDER Working Paper 129. Available at: <http://www.caldercenter.org/publications/lessons-learned-great-recession-layoffs-rif-induced-teacher-shuffle>

- Goldhaber, D. & **Strunk, K.O.** (August, 2015). "Research versus Conventional Wisdom II: Teacher Job Losses During the Great Recession." Rick Hess Straight Up Blog, EdWeek.
- Strunk, K.O.** (July, 2014). "The Vergara ruling is a victory for California public school students, but further reforms are still needed to protect students' rights to a high quality education." USApp blog. The London School of Economics and Political Science.
- Strunk, K.O.**, Weinstein, T.\*, Makkonen, R.\*, & Furedi, D. (2012). "Lessons Learned: Three Lessons from the Initial Implementation of a Multiple Measure Teacher Evaluation and Support System in the Los Angeles Unified School District." *Phi Delta Kappan*, 94(3), 47-51.
- Westover, T. & **Strunk, K.O.** (June 2012). "AB 519 Evaluation Final Report: Year Three." For the California Department of Education and the California State Board of Education. Rossier School of Education, University of Southern California and Center for Education and Evaluation Services, University of California, Davis.
- Westover, T. & **Strunk, K.O.** (October 2010). "AB 519 Evaluation Preliminary Progress Report: Year Two." For the California Department of Education and the California State Board of Education. Rossier School of Education, University of Southern California and Center for Education and Evaluation Services, University of California, Davis.
- Westover, T. & **Strunk, K.O.** (October 2009). "AB 519 Evaluation Preliminary Progress Report." For the California Department of Education and the California State Board of Education. Rossier School of Education, University of Southern California and Center for Education and Evaluation Services, University of California, Davis.
- Strunk, K.O.** (2009). "California Teachers' Union Contracts and Negotiations: Moving Beyond the Stereotype." PACE Policy Brief.
- Loeb, S., Grissom, J., **Strunk, K.O.** (2007). "District Dollars: Painting a Picture of Revenues and Expenditures in California's School Districts," for the *Getting Down To Facts* Project. Institute for Research on Education Policy and Practice, Stanford, CA and Policy Analysis for California Education, Sacramento, CA.
- Gates, S., Zimmer, R., **Strunk, K.O.**, & Bailey, A. (2006). "K-12 Educational Options for Military Families," RAND Documented Briefing. Santa Monica, CA: The RAND Corporation.
- INVITED PRESENTATIONS**
- Bruno, P.\* & **Strunk, K.O.** (February, 2018). "Making the Cut: The Effectiveness of Teacher Screening and Hiring in the Los Angeles Unified School District," presented to the Los Angeles Unified School District, Los Angeles, CA.
- Strunk, K.O. (February, 2018). "School District Turnarounds: Lessons from California and Implications for Michigan," presented at the Michigan State University President's Education Forum, Lansing, MI.
- Cowen, J., Brunner, E., **Strunk, K.O.**, & Drake, S.\* (June, 2017). "A War on Teachers? Evidence of Labor Market Response to Statewide Reform," presented at the Federal Reserve Bank of New York Education Seminar Series, New York, NY.
- Strunk, K.O.** (January, 2017). "The Future of Education in California: Quality Teachers for all Students," presented at the PACE Future of Education in California Conference, Sacramento, CA.

- Strunk, K.O.**, Barrett, N., & Lincove, J.A. (December, 2016). "When Tenure Ends: The Short-run Effects of the Elimination of Louisiana's Teacher Employment Protections on Teacher Exit and Retirement," presented at the Center for Education Policy Analysis, Stanford University, Palo Alto, CA.
- Strunk, K.O.**, Goldhaber, D., Brown, N. & Knight, D. S.\* (April, 2016). "The Impact of the Layoff Process on Teacher Mobility and Effectiveness: Evidence from the Los Angeles Unified School District," presented at the PACE Policy Research Seminar, Sacramento, CA
- Strunk, K.O.**, Marsh, J.A., Hashim, A.\*& Bush, S.C.\* (February, 2016). "Innovation and Return to the Status Quo: A Mixed-Methods Study of Reconstitution through the Lens of Organizational Learning," presented at the Michigan State University Economics of Education Speaker Series, East Lansing, MI.
- Strunk, K.O.** (January, 2016). "California's Emerging Teacher Shortage: New Evidence and Policy Responses." Panelist at the Policy Analysis for California Education/American Institutes for Research symposium, Sacramento, CA.
- Strunk, K.O.**, Marsh, J.A., Hashim, A.\*& Bush, S.C.\* (September, 2015). "Innovation and Return to the Status Quo: A Mixed-Methods Study of Reconstitution through the Lens of Organizational Learning." Presented at the New York University Steinhardt School of Culture, Education and Human Development, New York, NY.
- Strunk, K.O.**, Goldhaber, D., Brown, N. & Knight, D. S.\* (April, 2015). "Lessons Learned from the Great Recession: The Hidden Costs Associated with Conducting Teacher Layoffs." Presented at the Policy Research Panel, Policy Analysis for California Education, Davis, CA.
- Strunk, K.O.** (January, 2015). "Education Research for the Public Good." Presentation to the Teach Plus Fellows, Los Angeles, CA.
- Strunk, K.O.** (October, 2014). "Vergara vs. California: Will it Make a Difference?" Panel presentation at the University of California, Berkeley. Berkeley, CA.
- Strunk, K.O.** (August, 2014). "Necessary but not Sufficient? The Vergara Ruling and Where we go from Here." California Charter School Association. Los Angeles, CA.
- Strunk, K.O.** (July, 2014). "Teacher Effectiveness: What we Know and Implications for California Policy." EdVoice Education Policy Forum for Candidates. Squaw Valley, CA.
- Strunk, K.O.** (July, 2014). "Necessary but not Sufficient? The Vergara Ruling and Where we go from Here." Keynote at the Rossier School of Education Alumni Conference. Los Angeles, CA.
- Strunk, K.O.** (June, 2014). "Vergara vs. California – Overview and Implications." Panel presentation to Leaders for Educational Equity. Los Angeles, CA.
- Strunk, K.O.**, Marsh, J.A., & Bush, S.\* (April, 2014). "Los Angeles Public School Choice Initiative: Highlights of Research Findings," presented at the PACE Policy Research Seminar, Sacramento, CA.
- Strunk, K.O.** (March, 2014). "Rights, Writs & Rulings: Where Does a Student go for Redress?" Panel Moderator. Panel included: Dr. John Deasy, Superintendent, Los Angeles Unified School District; Dr. Julie A. Marsh, Associate Professor of Education, University of Southern California; Susan Estrich, Professor of Law, University of Southern California.

- Strunk, K.O.,** Marsh, J.A., Hashim, A.\*, Bush, S.\*, & Weinstein, T.\* (February, 2014). “The Impact of Turnaround Reform on Student Achievement: Evidence and Insights from the Los Angeles Unified School District,” presented to the University of Michigan Ford School of Public Policy Causal Inference Seminar, Ann Arbor, MI.
- Strunk, K.O.,** Marsh, J.A., Bush, S. (November, 2013). “The Los Angeles Unified School District Public School Choice Initiative: The First Three Years,” presented to LAUSD community and district stakeholders, Los Angeles, CA.
- Strunk, K.O.** & Marsh, J.A. (October, 2013). “The Los Angeles Unified School District Public School Choice Initiative: Highlights of Research Findings,” presented to the Executive Cabinet of the Los Angeles Unified School District, Los Angeles, CA.
- Strunk, K.O.,** Marsh, J.A., Hashim, A.\*, Bush, S.\*, & Weinstein, T.\* (September, 2013). “The Efficacy of the Los Angeles Unified School District Public School Choice Initiative for Student Achievement Outcomes: Early Evidence from the First Year,” presented to the University of California - Berkeley, Berkeley, CA.
- Strunk, K.O.** (September, 2013). “CBAs and Education Reform: Perils and Possibilities,” presented at the American Enterprise Institute conference on Teacher Quality 2.0, Washington, D.C.
- Strunk, K.O.** (April, 2013). “What is the Role of Unions in School District Reform?” Invited coordinator of and panelist on an AERA presidential session, presented at the Annual Conference of the American Educational Research Association, San Francisco, CA.
- Strunk, K.O.** (November, 2012). “Changing Collective Bargaining Agreements in California Public Schools: The Relationship between CBA Restrictiveness, District Characteristics and Student Achievement,” presented at the National Academy of Education/Spencer Foundation Retreat, Washington, DC.
- Strunk, K.O.,** Marsh, J.A., Hashim, A.\*, Bush, S.\*, & Weinstein, T.\* (September, 2012). “The Efficacy of the Los Angeles Unified School District Public School Choice Initiative for Student Achievement Outcomes: Early Evidence from the First Year,” presented to the University of Arkansas Department of Education Reform, Fayetteville, AR.
- Strunk, K.O.** (February, 2011). “What We Know (and What We Don’t Know) About Teacher Evaluation,” presented to the Los Angeles County Office of Education, Division for School Improvement, Los Angeles, CA.
- Strunk, K.O.** (January, 2011). “What We Know (and What We Don’t Know) About Teacher Evaluation,” presented at the Redesigning Evaluation Processes: A Systems Approach to Improving Evaluation and Teacher/ Principal Effectiveness Workshop for California Districts with Federal School Improvement Grants. University of California – Berkeley, Berkeley, CA.
- Strunk, K.O.** (October, 2010). “What We Know (and What We Don’t Know) About Teacher Evaluation,” presented at the Redesigning Evaluation Processes: A Systems Approach to Improving Evaluation and Teacher/ Principal Effectiveness Workshop for California Districts with Federal School Improvement Grants. California Polytechnic University, Pomona, CA.
- Strunk, K.O.** (June, 2010). “Designing New Approaches to Teacher Support and Evaluation,” Los Angeles Unified School District Teacher Effectiveness Task Force Convocation. Los Angeles, CA.

- Strunk, K.O.** (April 2010). "Assessing Teacher Effectiveness." Invited presentation to the Advisory Board of the MAT@USC, Rossier School of Education, University of Southern California.
- Strunk, K.O., & Zeehandelaar, D.B.\*** (April, 2010). "Do Districts Implement the Right Economic Incentives to Attract and Retain the Teachers Districts Want? The Relationship Between California School Districts' Staffing Needs, Economic Incentive Policies and Teacher Recruitment and Retention," The Martin School of Public Policy, University of Kentucky, Lexington, KY.
- Strunk, K.O. & Grissom, J.A.** (February, 2009). "How Should School Districts Shape Teacher Salary Schedules? Linking School Performance to Teacher Pay Structure in Traditional Compensation Schemes," Policy Analysis for California Education Policy Research Panel. Sacramento, CA.
- Strunk, K.O.** (December, 2007). "Teachers' Union Contracts in California? A Closer Look at Teacher Placement, Class Size, and Compensation Provisions." Invited presentation to California Legislative Education Staffers, EdVoice Institute Symposium. Lodi, CA.
- Strunk, K.O.** (June, 2007). "Are Teachers' Union Contracts Really to Blame? A Closer Look at California Teachers' Union Contracts Teacher Placement, Class Size, and Compensation Provisions." Invited presentation to the American Federation of Teachers. Washington, DC.

## CONFERENCE PRESENTATIONS

- 2018      American Educational Research Association (AERA), New York, NY  
 Association of Education Finance and Policy (AEFP), Portland, OR  
 CALDER conference, Washington, D.C.
- 2017      Association for Public Policy Analysis and Management (APPAM), Chicago, IL  
 Association of Education Finance and Policy (AEFP), Washington, D.C.
- 2016      Association for Public Policy Analysis and Management (APPAM), Washington, DC  
 American Educational Research Association (AERA), Washington, DC  
 Association of Education Finance and Policy (AEFP), Denver, CO  
 CALDER conference, Washington, D.C.
- 2015      Association for Public Policy Analysis and Management (APPAM), Miami, FL  
 American Educational Research Association (AERA), Chicago, IL  
 Association of Education Finance and Policy (AEFP), Washington, DC
- 2014      Association for Public Policy Analysis and Management (APPAM), Albuquerque, NM  
 American Educational Research Association (AERA), Philadelphia, PA  
 Association of Education Finance and Policy (AEFP), San Antonio, TX
- 2013      Association for Public Policy Analysis and Management (APPAM), Washington, DC  
 American Educational Research Association (AERA), San Francisco, CA  
 Association of Education Finance and Policy (AEFP), New Orleans, LA
- 2012      Association for Public Policy Analysis and Management (APPAM), Baltimore, MD  
 Society for Research on Educational Effectiveness, Washington, DC  
 Association of Education Finance and Policy (AEFP), Boston, MA
- 2011      American Educational Research Association (AERA), New Orleans, LA  
 Association of Education Finance and Policy (AEFP), Seattle, WA

- 2010 Association for Public Policy Analysis and Management (APPAM), Boston, MA  
American Education Finance Association (AEFA), Richmond, VA
- 2009 Association for Public Policy Analysis and Management (APPAM), Washington, DC  
American Educational Research Association (AERA), San Diego, CA  
American Education Finance Association (AEFA), Nashville, TN
- 2008 American Educational Research Association (AERA), New York, NY  
American Education Finance Association (AEFA), Denver, CO
- 2007 Association for Public Policy Analysis and Management (APPAM), Washington, DC  
American Education Finance Association (AEFA), Baltimore, MD
- 2006 Association for Public Policy Analysis and Management (APPAM), Madison, WI  
American Educational Research Association (AERA), San Francisco, CA  
American Education Finance Association (AEFA), Denver, CO
- 2006 Association for Public Policy Analysis and Management (APPAM), Washington, DC
- 2005 American Education Finance Association (AEFA), Salt Lake City, UT  
National Center for Education Statistics Summer Data Conference, Washington, DC

## COURSES TAUGHT

US Education Policy (MPP)  
Educational Access & Opportunity: From Cradle to College (Undergraduate)  
Causal Methods in Education Research (PhD)  
Education Organizations and Policy: Current Issues (PhD)  
The Policies and Politics of Educational Governance (EdD)  
Philosophical and Social Foundations of Education: Foundations of and Current Issues in Education Policy (Undergraduate)  
Advanced Research Design and Writing Workshop (PhD)  
Applications of Hierarchical Linear Models in Behavioral and Social Research (PhD)  
Advanced Topics in the Economics of Education (PhD)

## ADVISEMENT & PHD STUDENT COMMITTEES

### PhD Chair

#### ***Michigan State University College of Education***

Andrea Chambers, PhD expected in 2022

#### ***Rossier School of Education***

Tasminda Dhaliwal, PhD expected in 2020

Sarah Rabovsky, PhD expected in 2020

Paul Bruno, PhD expected in 2019

Edward Cremata, PhD expected in 2018

Bradley Marianno, PhD expected in 2018. *Job Placement:* Assistant Professor, University of Nevada-Los Vegas

Ayesha Hashim, PhD, 2017. *Job Placement:* Assistant Professor, University of North Carolina-Chapel Hill

David Knight, PhD, 2015. *Job placement:* Assistant Professor, University of Texas, El Paso.

Tracey Weinstein, PhD, 2014. *Job placement:* Director of Policy, Students First. *Current:* Senior Director of Data and Research, Deans for Impact.

Dara Zeehandelaar, PhD, 2012. 2013 Dissertation award winner of the American Educational Research Association SIG on District Research and Reform. *Job placement:* Research Manager, The Fordham Institute. *Current:* Executive Director of Research, Assessment and Accountability, Maryland Department of Education.

Andrew McEachin (Co-chair), PhD, 2012. *Job placement:* Assistant Professor, North Carolina State University, School of Education. *Current:* RAND Corporation.

### **Additional Ph.D. Dissertation Committees**

#### ***Michigan State University College of Education***

Amy Auletto, PhD expected in 2019

Steve Drake, PhD expected in 2019

Tara Kilbride, PhD expected in 2019

Jesse Nagel, PhD expected in 2021

Danielle Sanderson, PhD expected in 2021

#### ***University of Southern California***

Soledad deGregorio, *Sol Price School of Public Policy, USC* (Committee member, PhD expected in 2018)

Stephanie Wrabel, *Rossier School of Education, USC* (Committee Member, PhD, 2016, *Job placement:* RAND Corporation)

Richard Welsh, *Rossier School of Education, USC* (Committee Member, PhD, 2015, *Job placement:* University of Georgia)

### **Postdoctoral Scholars**

Kaitlin Anderson, *Michigan State University College of Education, 2017-2019*

### **EDITORIAL SERVICE**

2016 – present	Member, Editorial Board, <i>American Educational Research Journal</i>
2015 - present	Associate Editor, <i>Education Finance and Policy</i>
2013 – present	Member, Editorial Board, <i>Journal of Education Finance</i>
2012 – present	Member, Editorial Board, <i>Educational Evaluation and Policy Analysis</i>
2012 – 2015	Member, Editorial Board, <i>Education Finance and Policy</i>
2013	Outstanding Reviewer, <i>Educational Evaluation and Policy Analysis</i> , American Educational Research Association
2011	Outstanding Reviewer, <i>American Educational Research Journal – Social and Institutional Analysis</i> , American Educational Research Association

### **PROFESSIONAL SERVICE, ACTIVITIES AND AFFILIATIONS**

2017 – present	Co-Director, Education Policy Innovation Collaborative, College of Education, Michigan State University.
2016 – 2017	Reviewer, Spencer Foundation/National Academy of Education Dissertation Fellowship.
2016 – 2017	Panelist, National Academies of Science/Ford Foundation Fellowship Program Education Panel.
2016 – 2017	Member, Annual Conference Program Committee, Association for Education Finance and Policy
2016 - present	Member, CORE School Districts Growth Model Technical Advisory Group, CORE School Districts, CA.
2015 - 2017	Social Innovation Faculty Fellow, Price Center for Social Innovation, University of Southern California, Los Angeles, CA.
2014 - present	National Research Team Member, Education Research Alliance for New Orleans, New Orleans, LA.

2014, 2017	Member, Program Committee, Association for Public Policy Analysis and Management, 2014 Fall Conference
2011 – 2014	Member, Board of Directors, Association for Education Finance and Policy
2009 - present	Research Affiliate, Center on Educational Governance, Los Angeles, CA.
2007 - present	Research Affiliate, Policy Analysis for California Education, Sacramento, CA
2007	Co-chair of Education Finance Program Committee, American Education Research Association 2008 Annual Conference Division L, Section 4
2006-present	Conference Session Chair/ Discussant. <i>American Education Research Association; Association of Education Finance and Policy, Association for Public Policy Analysis and Management</i>
Reviewer	<p><b>Journals:</b> <i>American Education Research Journal, American Journal of Education, Economics of Education Review, Educational Administration Quarterly, Educational Evaluation and Policy Analysis, Education Finance and Policy, Educational Policy, Educational Researcher, Journal of Educational and Behavioral Statistics, Journal of Education Administration, Journal of Education Finance, Journal of Policy Analysis and Management, Journal of Teacher Education, Public Administration Review, Social Science Research, State and Local Government Review.</i></p> <p><b>External Review and Advising:</b> Smith Richardson Foundation, EdVoice Institute, EdSource, The Fordham Institute, Pearson Merrill Prentice Hall publishers Education Policy Texts, Policy Analysis for California Education, Politics of Education Yearbook, The Public Policy Institute of California, Routledge Press, SRI International Research Report, Teach Plus</p> <p><b>Conferences:</b> American Education Research Association, Divisions K and L; Association for Education Finance &amp; Policy; Society for Research on Educational Evaluation; Association for Public Policy Analysis and Management.</p>

## SCHOOL AND UNIVERSITY SERVICE

2016-2017	Member, Public Policy Field Committee, Price School of Public Policy, University of Southern California
2016-2017	Member, University of Southern California Committee on Academic Policies and Procedures
2016-2017	Member, University of Southern California Academic Petition Committee
2016-2017	Member, Rossier School of Education Assistant Dean for Research Search Committee
2015-2016	Member, Rossier School of Education Performance Review Committee
2014-2016	Member, University of Southern California Committee of Academic Review
2014-2016	Member, University of Southern California Research Committee
2014-2015	Member, Rossier School of Education Undergraduate Curriculum Review Working Group
2014-2017	Member, Rossier School of Education Seniority, Promotions and Tenure Committee
2014-2016	Member, Rossier School of Education Ph.D. Tenure-Track Faculty Search Committee
2013-2014	Organizer, K-12 Education Policy Seminar Series
2012-2017	Member, Rossier School of Education Ph.D. Governance Committee
2009-2010	Member, Rossier School of Education Performance Review Committee
2009-2010	Member, Rossier School of Education Ed.D. Admissions Committee
2008	Chair, Ad-Hoc Committee on Graduate Scholarly Writing University of California, Davis, School of Education
2008	Member, Advisory Committee on Undergraduate Studies University of California, Davis, School of Education

**COMMUNITY SERVICE**

- 2016 - 2017 Member, Board of Directors, Larchmont Charter Schools. Los Angeles, CA.  
2015 - 2017 Member, National Accountability Advisory Board, California Charter School Association. CA.  
2015 – 2016 Member, Research Priorities Committee, Los Angeles Unified School District. Los Angeles, CA.  
2010 – 2012 Member, Los Angeles Unified School District Technical Advisory Group on Value-Added Modeling for Teacher Evaluation

**PROFESSIONAL ASSOCIATION MEMBERSHIPS**

- 2004 – Present Association for Public Policy Analysis and Management  
2004 – Present Association for Education Finance and Policy  
2005 – Present American Education Research Association

**OTHER RESEARCH AND PROFESSIONAL EXPERIENCE**

- 2005 - 2007 **Research Consultant**, *California School Finance*, The William and Flora Hewlett Foundation, Menlo Park, CA  
Summer, 2005 **Summer Associate**, *School Choice and Military Families*, The RAND Corporation, Pittsburgh, PA  
2001 – 2002 **Associate Director of Development**, The Low Income Investment Fund, Oakland, CA.  
1999 – 2001 **Associate Business Consultant**, GEN 3 Partners, Boston, MA

*Updated March 2018*