

# G E M A Z A M A R R O , P H . D .

(Updated October 2025)

219-B Graduate Education Building  
Department of Education Reform  
University of Arkansas  
Fayetteville, AR 72701

(479)-575-7024 Office

gzamarro@uark.edu

[https://works.bepress.com/gema\\_zamarro/](https://works.bepress.com/gema_zamarro/)

Gema Zamarro (Ph.D. Economics, CEMFI & UNED, Madrid (Spain), 2006) is a Professor in Education Reform and Economics at the University of Arkansas and 21st Century Endowed Chair in Teacher Quality at the Department of Education Reform. Before joining the University of Arkansas, Zamarro was a Senior Economist at the USC Dornsife Center for Economic and Social Research (CESR) (2013-2014), an Economist at the RAND Corporation (2007-2013; Adjunct Economist 2013-2016) and Professor of Econometrics at the Pardee RAND Graduate School of Public Policy (2007-2013), as well as assistant professor in the Department of Econometrics at Tilburg University in the Netherlands and a junior research fellow at NETSPAR (Network for Studies on Pensions, Aging, and Retirement) (2005-2007). Dr. Zamarro's research is motivated by policy-relevant questions and the use of rigorous methods to help inform policy, with a focus on education policy. A second strand of her research focuses on methodological challenges to answer policy-relevant questions and the innovative uses of data to measure difficult concepts. Dr. Zamarro has performed research in the areas of education and labor economics. She has completed studies on heterogeneity in returns to education, the relationship between teacher quality and student performance, the effect of school closing policies on student outcomes, the properties of value-added methods for estimating teacher quality, the effect of dual-language immersion programs on student outcomes, and on the causal effect of retirement on health, among others. Her current research focuses on the study of teacher labor markets including the effects of the Arkansas LEARNS Act, teacher recruitment and retention, teacher quality and teacher pensions issues, measurement and development of socio-emotional skills, determinants of gender gaps in STEM, and gender and education impacts of the COVID-19 pandemic. Dr. Zamarro's work has been featured numerous times in the media, including Washington Post, Wall Street Journal, New York Times, USA Today, Los Angeles Times, Huffington Post of Chicago, Chalkbeat, NPR, Scientific American, CBS news, 4029News, Telemundo, KUAF radio, KTLA news, Kqed, EL Pais, El Mundo, and Arkansas Democrat Gazette, among others, and has helped inform policy at the state, national and international levels. For the past three years, she has been ranked by Education Week among the 200 most influential education scholars in the U.S., and in 2025 she was named among the top 2 percent of researchers in the world by the Stanford University/Elsevier list in the category of economics.

## EDUCATION

---

2002-2005 (Graduation in 2006) **Ph.D. in Economics** CEMFI (Central Bank of Spain foundation) & UNED (Madrid, Spain)

*Dissertation:* Heterogeneity in returns to schooling, wages and sequential schooling decisions

*Supervisor:* Manuel Arellano

2000 - 2002 **M.S. in Economics and Finance** CEMFI (Madrid, Spain)

*Master's thesis:* “Evaluación de Políticas Educativas un Análisis Microeconómico”

*Supervisor:* Manuel Arellano

1996 - 2000 **B. A. in Economics**

Universidad Carlos III de Madrid (Madrid, Spain)

## ACADEMIC EXPERIENCE AND PROFESSIONAL ACTIVITIES

---

2019-Present Department of Education Reform, College of Education and Health Professions, University of Arkansas

**Professor & 21<sup>st</sup> Century Endowed Chair in Teacher Quality**

2014-Present Department of Economics, Walton College of Business, University of Arkansas

**Adjunct Professor, Courtesy Appointment**

2021-2024 **Director of Graduate Studies** at the Department of Education Reform, University of Arkansas

2021 **Interim Vice-Head** at the Department of Education Reform, University of Arkansas

2014-2024 USC Dornsife Center for Economic and Social Research, University of Southern California

**Adjunct Senior Economist**

2014-2019 Department of Education Reform, College of Education and Health Professions, University of Arkansas

**Associate Professor (tenured) & 21<sup>st</sup> Century Endowed Chair in Teacher Quality**

2013-2014 USC Dornsife Center for Economic and Social Research, University of Southern California

**Senior Economist**

2013-2014 USC Rossier School of Education, University of Southern California

**Adjunct Assistant Professor, Courtesy Appointment**

2013 –2016 RAND Corporation

**Adjunct Economist, Santa Monica office.**

2011 – 2013 RAND Corporation

**Economist, Santa Monica office.**

2011 – 2013 Pardee RAND Graduate School of Public Policy

**Professor of Economics**

2007 – 2011 RAND Corporation

**Associate Economist, Santa Monica office.**

2005 – 2007 University of Tilburg, Department of Econometrics and O. R

**Assistant Professor**

2005 – 2007 Netspar and CentER

**Junior Research Fellow**

Summer 2001 **Research Assistant**, Prof. Samuel Bentolila and Prof. Ana Fernandes, CEMFI

## TEACHING & ADVISING EXPERIENCE

---

Spring 2025-Education Reform for Arkansas and the World, Honors College, University of Arkansas (co-taught with other faculty from the Department of Education Reform)

Spring 2023-Machine Learning and Data Science for Education Policy (Independent Study), PhD Education Policy, University of Arkansas

2014-Present Econometric Methods in Education Policy, PhD in Education Policy, University of Arkansas

2015- Present Seminar in Teacher Quality and Public Policy, PhD in Education Policy, University of Arkansas

2017-Present Advanced Econometric Methods in Education Policy, PhD in Education Policy, University of Arkansas

2014-2016 Summer Advanced Econometrics Workshop, PhD in Education Policy, University of Arkansas

2011-2013 Advanced Econometrics II (PhD level), Pardee RAND Graduate School

Fall 2006, 2005 Microeconometrics (Master's level), Tilburg University

Fall 2006, 2005 Empirical Research in Economics (Master's level), Tilburg University

Fall 2006 Empirical Research in Pensions and Retirement Economics (Master's level), Tilburg University

Spring 2006, 2007 Microeconometrics (PhD level), Tilburg University

Spring 2006 Multivariate Statistics (PhD level), Tilburg University

Spring 2003 Topics in Empirical Economics (Master's level), Teaching assistantship for *Prof. Josep Pijoan*, CEMFI

*Non-credit instruction*

Intro to Ph.D. life. (2021-Present)- Professional development workshop for incoming first-year Ph.D. students.

R-club. (2022 - Present)- A learning community for faculty and students to teach each other R programming.

Alumni Professional Development Sessions (2023-Present)- These sessions serve as a way for students to learn and connect with alumni and to keep alumni connected with the department.

*PhD Dissertation Chair:*

Andrew Camp, Senior Research Associate at the Annenberg Institute, Brown University.

Lina Maria Anaya Beltran, University of Bradford, U.K (Postdoc)

Dillon Fuchsman, St. Louis University (Postdoc)

Elise Swanson, Pullias Center for Higher Education, University of Southern California Rossier School of Education (Postdoc)

Malachi Nichols, Director of Evaluation and Data Quality, ForwARd

Kaitlin Anderson, Education Policy Innovation Collaborative, Michigan State University (Postdoc)

Jonatthan N. Mills, Education Research Alliance for New Orleans, Tulane University (Postdoc)

*PhD Dissertation Committees:*

Arslan Khalid, Department of Education Reform, University of Arkansas (Research Professor)

Ahmad Shah Mobariz, Center for Governance and Markets at the University of Pittsburgh (Postdoc)

Andres Cuadros-Menaca, Business School, Universidad Icesi, Cali-Colombia (Assistant Professor)

Albert Cheng, The Program on Education Policy and Governance, Harvard University (Postdoc)

Collin Hitt, Southern Illinois University School of Medicine (Assistant Professor and Research Director for Continuing Professional Development)

Henu Zhao, University of Southern California (Research Programmer)

*Undergraduate Honors Thesis Director:*

Steicy Lopez, Junior Honors College Fellow at the University of Arkansas, Economics major, “Determinants of Family School Modality Choices During the COVID-19 Pandemic”, defended Spring 2025.

Ryotaro Hiraki, International Studies/French major, “The Effect of Language on Academic Achievement Across Countries”, defended Spring 2025.

## OTHER PROFESSIONAL SERVICE

---

AEFP 2026 Conference program Committee, Chair of the Teacher Labor Markets section, 2025.

IES grants scientific peer review panel member, 2024 and 2025.

AEFP elected member of the Board of Directors, 2024-Present.

AEFP 2025 Conference program Committee, Chair of the Teacher Labor Markets section, 2024.

SREE Women in Quantitative Methods, Board Member, 2021-2024.

SREE Conference program Committee, Chair of Teachers and School Leaders section 2023.

IES expert panel “Setting Priorities for Federal Data Access to Expand the Context for Education Data”, 2021

AEFP 2021 Conference program Committee, member of committee in 2020 and chair of committee on the Methods section in 2021.

Chair of the AERA's Div L Outstanding Policy Report (Short) Award Committee, 2018

Member of the AERA's Div L Outstanding Policy Report (Long) Award Committee, 2017

Executive vice chancellor for academic affairs and provost Search Committee, University of Arkansas, 2016

Expert member of the advisory council of experts for the project by Global Financial Literacy Excellence Center (GFLEC), directed by Annamaria Lusardi at the George Washington University, and Digital Promise, 2016-2017.

**Reviewer for:** What Works Clearinghouse, US Department of Education, Institute of Education Sciences (2008-2014), German Research Foundation and Spanish National Agency for Research Grants (“Agencia Nacional de Evaluación y Prospectiva”)

## EDITORIAL EXPERIENCE

Member of AERA Open Editorial Board, 2023-Present.

Associate Editor for Educational Evaluation and Policy Analysis (EEPA), 2020 to 2022.

Member of Educational Evaluation and Policy Analysis (EEPA) Editorial Board, 2019 to 2020.

**Referee for:** Review of Economics and Statistics, Educational Researcher, Education Finance and Policy, Journal of Research on Educational Effectiveness, AERA Open, The B.E. Journal of Economic Analysis and Policy, Journal of Human Resources, Journal of Human Capital, Journal of Labor Economics, Review of Economic Studies, Labor Economics, Journal of Population Economics, Economics of Education Review, Educational Evaluation and Policy Analysis, PLOS One, Journal of Health Economics, Journal of Policy Analysis and Management, Journal of Public Economics, Economics Letters, American Economic Journal: Applied Economics, Journal of Consumer Affairs, Sociology of Education, Education Economics, Journal of School Choice, Journal of Pension Economics and Finance, European Journal of Ageing, Investigaciones Económicas, Spanish Economic Review.

## HONORS, VISITS, RESEARCH GRANTS AND SCHOLARSHIPS

---

### *HONORS AND AWARDS*

---

- **George Denny S.T.A.R. Award**, University of Arkansas College of Education and Health Professions, 2025.
- **Named among the top 2 percent of researchers in the world** in the Stanford University/Elsevier list (2025): <https://top2percentscientists.com/top-2-percent-scientists-by-stanford/>
- **Ranked among the 200 most influential education scholars** in the EduScholars Public Influence Ranking published in Education Week (2022, 2023, and 2024).
- Education Policy Collaborative (EPC) 2022 **Outstanding Policy Product Award**, 2022
- **Significant Research Award**, University of Arkansas College of Education and Health Professions, 2022.
- **Faculty Applause Award**, University of Arkansas, 2022.
- **Mentoring and Advising Award**, University of Arkansas College of Education and Health Professions, 2019.
- **Extraordinary Women Recognition in the Service Category**, Chancellor's Commission on Women, University of Arkansas, 2019.

- **Significant Research Award**, University of Arkansas College of Education and Health Professions, 2016.
- American Educational Research Association and Educational Evaluation and Policy Analysis **Outstanding Reviewer 2016**.
- Ph.D. Economics *cum laude* (2006).
- **Visiting Student at The University of Chicago**, The Division of the Social Sciences, Department of Economics, under the supervision of Professor James J. Heckman. January-May' 2004.
- **Prize to the Best Student** obtaining the degree in Economics at “Universidad Carlos III de Madrid” in the year 2000 (first rank among all students obtaining the degree).

#### *RESEARCH GRANTS AND SCHOLARSHIPS*

---

- **Principal Investigator (University of Arkansas subcontract), Education Research and Development Center on K-12 Teacher Recruitment and Retention Policy grant** (2024-2029) funded by IES. (\$10,000,000 total; \$850,000 University of Arkansas Subcontract)
- **Co-Principal Investigator, Teachers Knowledge and Preferences Around Retirement Compensation** (2019-2021) funded by the Walton Family Foundation. (\$348,827)
- **Co-Principal Investigator, Teachers Knowledge and Preferences Around Retirement Compensation** (2019-2020) funded by Equable Institute. (\$10,000)
- **Co-Investigator (Principal Investigator Ildefonso Mendez), Noncognitive Skills and Student Performance** (09/01/2017-08/31/2020) funded by the Spanish Ministry of Economics and Competitiveness (40,000 Euros).
- **Principal Investigator, Alternative Measures of Character Skills and Their Effect on Retirement Preparation and Financial Capability** (11/1/2016-09/30/2017) funded by the Social Security Administration through the Michigan Retirement Research Center. (\$75,000)
- **Co-Investigator (Principal Investigator Ildefonso Mendez), Noncognitive Skills and Student Performance in the Region of Murcia in Spain** (09/01/2015-08/31/2017) funded by the Seneca Foundation, Agency for Science and Technology in the Region of Murcia (32,000 Euros)
- **Co-Investigator (Principal Investigator Ildefonso Mendez), Noncognitive Skills, Education and Health Related Outcomes in the Adult Life** (15/07/2014-15/07/2016) funded by the Spanish Ministry of Science and Innovation (12,000 Euros)
- **Principal Investigator (joint with Tatiana Melguizo), Defining and Estimating Value-Added Models in Higher Education: Empirical Estimations in Colombia** (07/01/2014-06/30/2015) funded by the Spencer Foundation (\$50,000)

- **Principal Investigator (joint with Arie Kapteyn), Is Working Longer Good for You? A Simultaneous Equations Approach** (09/30/2013-09/29/2014) funded by Michigan Retirement Research Center (\$75,000)
- **Principal Investigator (joint with Arie Kapteyn), Does Retirement Induced through Social Security Pension Eligibility Influence Subjective Wellbeing? A Cross-Country Comparison** (11/1/2012-09/30/2013) funded by Michigan Retirement Research Center. (\$50,000)
- **Co-Investigator (Principal Investigator: Jennifer Steele), The Effect of Dual-Language Immersion on Student Achievement** (07/1/12-06/30/15) funded by Institute of Education Sciences. (\$1,372,803)
- **Principal Investigator, Rand Roybal Center for Financial Decisionmaking** (01/3/13-08/31/14) funded by the National Institute on Aging. Seed grant for research on prevalence and determinants of food insecurity and its links to financial literacy.
- **Principal Investigator (joint with Silvia Barcellos), Rand Roybal Center for Financial Decisionmaking** (01/3/12-08/31/12) funded by the National Institute on Aging. Seed grant for research on understanding characteristics and circumstances of the “under-banked” Hispanics.
- **Principal Investigator (joint with Nicole Maestas), Induced Entry into the SSDI Program Using SGA Changes as a Natural Experiment** for the study of induced entry into the SSDI program (07/1/2011-06/30/2012) funded by Michigan Retirement Research Center. (\$25,000)
- **Principal Investigator (joint with Norma Coe), Health and Retirement: Pathways to Preservation and Improvement** for the study of pathways to better health in retirement (08/15/2010-07/31/2012) (1R03AG035175-01A1) funded by the U.S. National Institute on Aging. (\$45,542)
- **SSA task order** for the Development of Research Designs to Estimate Induced Entry into the SSDI Program Resulting from a Proposed Program Policy Change (Benefit Offset) (09/29/2009-10/30/2010) (SS00-06-60111) funded by the Social Security Administration.
- **Principal Investigator, Rand Roybal Center for Health Policy Simulation** (11/1/07-07/31/08) funded by the National Institute on Aging (5P30 AG024968-02). Seed grant for research on Retirement Effects on Health in Europe.
- **Research Grant** (“Beca de Formación de Personal Investigador”) awarded by the Spanish “Ministerio de Educación y Ciencia”, 2002-2005
- **Master in Economics and Finance Scholarship** at CEMFI, 2000-2002.
- **Junior Research Fellowship** at the Department of Economics of “Universidad Carlos III de Madrid” (Beca de Colaboración), awarded by the Spanish “Ministerio de Educación y Ciencia”, 1999-2000.

---

## PUBLICATIONS, TALKS AND RESEARCH ACTIVITY

## PEER-REVIEWED PUBLICATIONS AND ENCYCLOPEDIA ENTRIES

---

- Unlocking College Potential: The Role of Student Expectations and Non-Cognitive Skills in College Success, in collaboration with Malachi Nichols, Julie Trivitt, and Rian Djita, *Economics of Education Review*, 2025.
- Teacher Turnover During the COVID-19 Pandemic, in collaboration with Andrew Camp and Josh B. McGee, *Educational Evaluation and Policy Analysis*, 2024.
- Teachers' Knowledge about and Preparedness for Retirement: Results from a Nationally Representative Teacher Survey, in collaboration with Dillon Fuchsman and Josh B. McGee, *AERA Open*, 10, 2024.
- Revisiting Ethnic Differences in In-Person Learning During 2021-2022, in collaboration with Andrew Camp and Alison H. Johnson, *Journal of School Choice*, 2023.
- The Role of Student Effort on Performance in PISA: Revisiting the Gender Gap in Achievement, in collaboration with Lina Anaya. *Oxford Economic Papers*, 2023.
- Teachers' Willingness to Pay For Retirement Benefits: A National Stated Preferences Experiment, in collaboration with Dillon Fuchsman and Josh B. McGee, *Economics of Education Review*, 92, February 2023.
- Teacher-to-Classroom Assignment and Student Achievement, in collaboration with Brian S. Graham, Geert Ridder, and Petra Thiemann, *Journal of Business and Economic Statistics*, 41(4), 1328–1340, 2023.
- Understanding Performance in Test Taking: The Role of Question Difficulty Order, in collaboration with Lina Anaya, Pedro Rey-Biel, and Nagore Iriberrri, *Economics of Education Review*, 90, October 2022.
- Testing, Teacher Turnover and the Distribution of Teachers Across Grades and Schools, in collaboration with Dillon Fuchsman and Tim Sass, *Education Finance and Policy*, April 2022.
- Determinants of Ethnic Differences in School Modality Choices during the COVID-19 Crisis, in collaboration with Andrew Camp, *Educational Researcher*, November 2021.
- Gender Gaps in Math Performance, Perceived Mathematical Ability and College STEM Education: The Role of Parental Occupation, in collaboration with Lina M. Anaya and Frank Stafford, *Education Economics*, 2021.
- Comparing Performance of Methods to Deal with Differential Attrition in Lottery Based Evaluations, in collaboration with Kaitlin P. Anderson, Jennifer L. Steele and Trey Miller, *Evaluation Review*, August 2021.
- An Evaluation of The Educational Impact of College Campus Visits: A Randomized Experiment, in collaboration with Elise Swanson, Katherine Kopotic, Jonathan N. Mills, Jay P. Greene and Gary W. Ritter. *AERA Open*, February 2021.
- Gender Differences in Couples' Division of Childcare, Work and Mental Health During COVID-19, in collaboration with Maria Jose Prados. *Review of Economics of the Household*, 19, 11-40, 2021.

- Validation of Survey Effort Measures of Grit and Self-Control in a Sample of High School Students in collaboration with Malachi Nichols, Angela Duckworth and Sidney D’Mello. *PLOS ONE*, July 2020.
- Family Labor Participation and Childcare Decisions: The Role of Grannies, *SERIEs*, 11, 287–312, 2020.
- When Students Don’t Care: Reexamining International Differences in Achievement and Non-Cognitive Skills, in collaboration with Collin Hitt and Ildefonso Mendez, *Journal of Human Capital*, 13(4), 2019.
- Identifying Naturally Occurring Direct Assessments of Socio-emotional Competencies: The Promise and Limitations of Survey and Assessment Disengagement Metadata, in collaboration with Jim Soland, Albert Cheng and Collin Hitt, *Educational Researcher*, 48(7), 2019.
- Understanding a Vicious Cycle: The Relationship Between Student Discipline and Student Academic Outcomes, in collaboration with Kaitlin P. Anderson and Gary W. Ritter, *Educational Researcher*, 48(5), 2019.
- Unbanked Status and Use of Alternative Financial Services Among Minority Populations, in collaboration with Siliva Barcellos. *Journal of Pension Economics and Finance*, 20, Special Issue 4: New Longitudinal Data for Retirement Analysis and Policy, 468-481, October 2021, published online February 2019.
- Alternative Measures of Noncognitive Skills and Their Effect on Retirement Preparation and Financial Capability. *Journal of Pension Economics and Finance*, 20, Special Issue 4: New Longitudinal Data for Retirement Analysis and Policy, 468-481, October 2021, published online February 2019.
- Dual-Language Education at Scale: An Analysis of Program Costs, Mechanisms and Moderators, in collaboration with Jennifer L. Steele, Robert O. Slater, Trey Miller, Jennifer Li, and Michael Bacon, *Educational Evaluation and Policy Analysis*, 40(3), 420-445, September 2018.
- Measuring Teacher Non-Cognitive Skills and its Impact on Students: Insight from the Measures of Effective Teaching Longitudinal Database, in collaboration with Albert Cheng, *Economics of Education Review*, 64, 251-260, 2018.
- Comparing and Validating Measures of Non-Cognitive Traits: Performance Task Measures and Self-Reports From a Nationally Representative Internet Panel, in collaboration with Albert Cheng, M. Danish Shakeel and Collin Hitt. *Journal of Behavioral and Experimental Economics*, 72, 2018, 51-60, February 2018.
- Personality as a Predictor of Unit Nonresponse in Panel Data: An Analysis of an Internet-Based Survey, in collaboration with Albert Cheng and Bart Orriens. *Sociological Methods and Research*, 1-27, 2018.
- The Intergenerational Transmission of Non-Cognitive Skills and Their Effect on Adult Education and Employment Outcomes, in collaboration with Ildefonso Mendez. *Journal of Population Economics*, 31(2), 521-560, 2018.
- Cross-Country Heterogeneity in Students’ Reporting Behavior: The Use of the Anchoring Vignette Method, in collaboration with Hana Vonkova and Collin Hitt. *Journal of Educational Measurement*, 55(1), 3-31, 2018.
- The Methodological Challenges of Measuring Student Learning, Degree Attainment, and Early Labor Market Outcomes in Higher Education, in

collaboration with Tatiana Melguizo, Fabio J. Sanchez and Tatiana Velasco. *Journal of Research on Educational Effectiveness*, 2(1), 424-448, 2017.

- Effects of Dual-Language Immersion on Students' Academic Performance, in collaboration with Jennifer L. Steele, Robert O. Slater, Trey Miller, Jennifer Li, Susan Burkhauser, and Michael Bacon, *American Educational Research Journal*, 54 (1S), 82S–306S, 2017.
- Does Financial Literacy Contribute to Food Security?, in collaboration with Katherine G. Carman, *International Journal of Food and Agriculture Economics*, 4 (1), Special Issue, 1-19, 2016.
- Disentangling Disadvantage: Can We Distinguish Good Teaching from Classroom Composition?, in collaboration with John Engberg, Juan Saavedra and Jennifer Steele, *Journal of Research on Educational Effectiveness*, 8.1, 84-111, 2015.
- Dimensions of Subjective Wellbeing, in collaboration with A. Kapteyn, J. Lee, C. Tassot, and H. Vonkova, *Social Indicators Research*, 2014.
- Retirement Patterns of Couples in Europe, in collaboration with Laura Hospido, *IZA Journal of European Labor Studies*, 3.12, 2014.
- A Longitudinal Study of Well-being of Older Europeans: Does Retirement Matter?, in collaboration with R. Fonseca, A. Kapteyn, J. Lee and K. Feeney, *Journal of Population Ageing*, 7, 21-41, 2014.
- Desegregation, in *Encyclopedia of Education Economics and Finance*, Dominic J. Brewer and Lawrence O. Picus (eds.), Newbury Park, CA: Sage, 2014.
- Closing Schools in a Shrinking District: Do Student Outcomes Depend on Which Schools are Closed?, in collaboration with J. Engberg, B. Gill and R. Zimmer, *Journal of Urban Economics*, 71, 189-203, 2012.
- What Explains the Gender Gap in Financial Literacy? The Role of Household Decision-Making, in collaboration with R. Fonseca, K. J. Mullen and J. Zissimopoulos, *Journal of Consumer Affairs*, 46(1), 90-106, 2012.
- Retirement Effects on Health in Europe, in collaboration with N. Coe, *Journal of Health Economics*, 30, 77-86, 2011.
- Accounting for Heterogeneous Returns in Sequential Schooling Decisions, *Journal of Econometrics*, 156, 260-276, 2010.
- Teacher qualifications and student achievement in urban elementary schools, in collaboration with R. Buddin, *Journal of Urban Economics*, 66, 103–115, 2009.
- Publishing Performance in Economics: Spanish Rankings (1990-1999), joint work with J. Dolado and García A., *Spanish Economic Review*, 5, 85-100, 2003.

#### RECENT WORKING PAPERS

---

- Untapped Potential? Understanding the Paraeducator-to-Teacher Pipeline and its Potential for Diversifying the Teacher Workforce, in collaboration with Andrew Camp and Josh B. McGee, EdWorkingPaper: 24 -1034, 2024.
- Teacher Salary Raises and Turnover: Evidence from the First Year of the Arkansas LEARNS Act, in collaboration with Andrew Camp, Josh McGee, Taylor Wilson, and Miranda Vernon, EdWorkingPaper: 24 -972, 2024.

## BOOK CHAPTERS

---

- Non-Cognitive Skills, in collaboration with Ildefonso Mendez, *Economics of Education- And Introductory Textbook*, Palgrave McMillan, 2025.
- COVID and Schools, in collaboration with Andrew Camp in *Live Handbook of Education Policy Research*, in Douglas Harris (ed.), Association for Education Finance and Policy, viewed 04/11/2025, <https://livehandbook.org/k-12-education/miscellaneous/covid-and-schools/>.
- Educators' Job Burnout and Intentions to Leave During the COVID-19 Pandemic, in collaboration with Andrew Camp and Josh McGee, *Examining the Cognitive and Psychological Effects of COVID-19 from Elementary through Post-Secondary Education*, Jill D. Salisbury-Glennon, Chih-hsuan Wang and David M. Shannon (Eds.), Information Age Publishing. *Forthcoming*.
- Habilidades No cognitivas, in collaboration with Ildefonso Mendez, *Economía de la Educación Handbook*, Fundacion Ramon Areces, Ed. Ismael Sanz and Antonio Cabrales. 2024.
- Retirement and Cognitive Functioning: International Evidence, in collaboration with Raquel Fonseca and Arie Kapteyn in: *Financial Decision Making and Retirement Security in an Aging World*. Ed. Olivia S. Mitchell, P. Brett Hammond, and Stephen P. Utkus, Oxford University press. 2017.
- Does Retirement Make you Happy? A Simultaneous Equations Approach, in collaboration with R. Fonseca, Arie Kapteyn and Jinkook Lee in: *Insights in the Economics of Aging*. Ed. David A. Wise. NBER Book Series, University of Chicago Press, 2017, 339-372.
- Non-Cognitive Skills: Intergenerational Transmission and Their Effect on Education and Employment Outcomes, in collaboration with Ildefonso Mendez in: *Non-Cognitive Skills and Factors in Educational Attainment*. Ed. Myint Swe Khine and Shaljan Areepattamannil. Sense Publishers, 2016.
- Non-Cognitive Abilities and Spanish Regional Differences in Student Performance in PISA 2009, in collaboration with Ildefonso Mendez, Jose G. Clavel, and Collin Hitt in: *Participación Educativa. SPANISH “CONSEJO ESCOLAR DEL ESTADO”*, SPANISH MINISTRY OF EDUCATION, CULTURE AND SPORTS (2015).
- Financial and Subjective Well-being of Older Europeans, in collaboration with R. Fonseca, Arie Kapteyn, Jinkook Lee and Kevin Feeney in: Börsch-Supan, A., M. Brandt, H. Litwin and G. Weber (Eds). (2013), *Active ageing and solidarity between generations in Europe: First results from SHARE after the economic crisis*. Berlin: De Gruyter, pp. 137-146.
- How Effective Are Middle School Teachers at Improving Student Achievement?, in collaboration with R. Buddin in: R. V. Nata (Eds). (2012), *Progress in Education*. Volume 28. Nova Publishers, pp. 43-80.
- Poverty of the Aging Population: A Cross-Country Analysis, in collaboration with R. Fonseca, J. Lee and J. Zissimopoulos, 2011, in: Fréchet, Guy, Danielle Gauvreau et Jean Poirier in *Social Statistics* (2013), *Poverty and Social Exclusion*:

Perspectives from Quebec, Canada and Abroad. Presses de l'Université de Montréal, pp 60-71.

- Mental Health and Cognitive Ability, in collaboration with M. Fernandes and E. Meijer, 2008, in: Börsch-Supan et al., eds., First Results from the Survey of Health, Ageing and Retirement in Europe (2004-2007): Starting the Longitudinal Dimension, Mannheim, Germany: Mannheim Research Institute for the Economics of Aging (MEA) pp. 40-47.
- Labor Force Participation and Retirement, in collaboration with M. Fernandes and E. Meijer, 2008, in: Börsch-Supan et al., eds., First Results from the Survey of Health, Ageing and Retirement in Europe (2004-2007): Starting the Longitudinal Dimension, Mannheim, Germany: Mannheim Research Institute for the Economics of Aging (MEA) pp. 48-55.
- Overview of Available Aging Datasets, in collaboration with M. Fernandes and E. Meijer, 2008, in: Börsch-Supan et al., eds., First Results from the Survey of Health, Ageing and Retirement in Europe (2004-2007): Starting the Longitudinal Dimension, Mannheim, Germany: Mannheim Research Institute for the Economics of Aging (MEA) pp. 24-29.
- Health Comparisons, in collaboration with M. Fernandes and E. Meijer, 2008, in: Börsch-Supan et al., eds., First Results from the Survey of Health, Ageing and Retirement in Europe (2004-2007): Starting the Longitudinal Dimension, Mannheim, Germany: Mannheim Research Institute for the Economics of Aging (MEA) pp. 30-39.
- Income and Replacement Rates, in collaboration with M. Fernandes and E. Meijer, 2008, in: Börsch-Supan et al., eds., First Results from the Survey of Health, Ageing and Retirement in Europe (2004-2007): Starting the Longitudinal Dimension, Mannheim, Germany: Mannheim Research Institute for the Economics of Aging (MEA) pp. 56-65.

#### RESEARCH BRIEFS & BLOG POSTS

---

- What Happened When Arkansas Let Districts Raise the Minimum Pay for Teachers, Opinion Piece, The 74, 2024.
- Wellbeing and Working Conditions in the Arkansas Teacher Workforce, in collaboration with Josh McGee, J. and Meredith Schellhase, EDRE Research Brief 2024-02.
- Administrators' Views of Teacher Salary Changes Under the Arkansas LEARNS Act, in collaboration with Andrew Camp, Josh McGee, and Miranda Vernon. EDRE Research Brief 2024-01.
- Arkansas Teacher Retention for the 2023-24 School Year, in collaboration with Andrew Camp and Josh McGee. OEP Blog, 2024. <https://oep.uark.edu/arkansas-teacher-retention-for-the-2023-24-school-year/>
- Teacher Salaries Under the Arkansas LEARNS Act, in collaboration with Andrew Camp and Josh McGee. OEP Blog, 2024. <https://oep.uark.edu/teacher-salaries-under-the-arkansas-learns-act/>

- Arkansas Teacher Retention Entering the 2023-24 School Year, in collaboration with Andrew Camp and Josh B. McGee, EDRE Research Brief: 23-03.
- Changes in Teacher Salaries Under the Arkansas LEARNS Act, in collaboration with Andrew Camp, Josh B. McGee Taylor Wilson, and Miranda Vernon, EDRE Research Brief: 23-02.
- Movers, Switchers, and Exiters: Teacher Turnover During COVID-19, in collaboration with Andrew Camp and Josh B. McGee, EDRE Research Brief: 23-01.
- Three Years Later: Arkansas Teacher Turnover During and After COVID-19, in collaboration with Andrew Camp and Josh McGee. OEP Blog, 2023. <https://oep.uark.edu/three-years-later-arkansas-teacher-turnover-during-and-after-covid-19/>
- Teacher Labor Market Research and The Arkansas LEARNS Act, in collaboration with Josh McGee and Andrew Camp. OEP Blog, 2023. <https://oep.uark.edu/teacher-labor-market-research-and-the-arkansas-learns-act/>
- OEP-EDRE Conference Materials and Teacher Workforce Snapshot, in collaboration with Sarah McKenzie, Josh McGee, Andrew Camp and Taylor Wilson. OEP Blog. 2023. <https://oep.uark.edu/oep-edre-conference-materials-and-teacher-workforce-snapshot/>
- Pandemic Prompts More Teachers to Consider Early Retirement or New Career, in collaboration with Andrew Camp, Dillon Fuchsman, and Josh McGee. The Conversation, 2021. <https://theconversation.com/pandemic-prompts-more-teachers-to-consider-early-retirement-or-new-career-166871>
- How the Pandemic Has Changed Teachers' Commitment to Remaining in the Classroom, in collaboration with Andrew Camp and Josh McGee. Brookings. 2021. <https://www.brookings.edu/blog/brown-center-chalkboard/2021/09/08/how-the-pandemic-has-changed-teachers-commitment-to-remaining-in-the-classroom/>
- Returning to In-Person Learning Might be More Complex than Simply Re-opening Schools for Minority Families, in collaboration with Andrew Camp. The Evidence Based Blog at USC. 2021. <https://healthpolicy.usc.edu/evidence-base/returning-to-in-person-learning-might-be-more-complex-than-simply-re-opening-schools-for-minority-families/>
- For Minority Families, Returning to In-Person Learning Might be More Complex than Just Re-Opening Schools, in collaboration with Andrew Camp, Education Next. 2021. <https://www.educationnext.org/for-minority-families-returning-to-in-person-learning-might-be-more-complex-than-just-re-opening-schools/>
- Working Mothers' Careers, Mental Health Suffer During COVID-19 Pandemic. USC Evidence Based Blog, 2020. <https://healthpolicy.usc.edu/evidence-base/working-mothers-careers-mental-health-suffer-during-covid-19-pandemic/>
- Update on Gender Differences on the Impact of COVID-19, in collaboration with Maria J. Prados, Research Brief, 2020. [https://dornsife.usc.edu/news/stories/3374/covid-19-pandemic-gender-disparity-study-revisited/?fbclid=IwAR3m7M4pEbNWNHWUN1A0CRdOV5ypgj6deBZaZgzM4tbGQYW7sxBcraDIJ\\_E](https://dornsife.usc.edu/news/stories/3374/covid-19-pandemic-gender-disparity-study-revisited/?fbclid=IwAR3m7M4pEbNWNHWUN1A0CRdOV5ypgj6deBZaZgzM4tbGQYW7sxBcraDIJ_E)

- Gender Differences in the Impact of COVID-19, in collaboration with Francisco Perez Arce and Maria J. Prados, Research Brief, 2020. <https://tinyurl.com/CESRGenderDiffs>

## POLICY IMPACT

---

Zamarro & Prados (2021) cited in the report "Flexible working arrangements and gender equality in Europe," from the Publication Office of the **European Union**.

Zamarro & Prados (2021) cited in the report "2024 ALZHEIMER'S DISEASE FACTS AND FIGURES," from the **State of Texas** (March 14, 2024).

Camp, Zamarro & McGee (2023) Research Brief "Movers, Switchers, and Exiters: Teacher Turnover During COVID-19" used in responding to **Arkansas LEARNS** Reporting requirement under 3-A Conducting a review and publishing a report, to be completed in no more than ninety (90) days, on Arkansas' educator workforce.

"An analysis of teacher pipeline and retention metrics, including considerations for teacher training pathways.," Arkansas LEARNS Reports (April 12, 2023). <https://learns.ade.arkansas.gov/Action-Items/Report>.

Mc. Kenzie, McGee, Zamarro, Camp, and Wilson (2023) "Teacher Workforce Report" used in responding to **Arkansas LEARNS** Reporting requirement under 3-A Conducting a review and publishing a report, to be completed in no more than ninety (90) days, on Arkansas' educator workforce. The report should include: An analysis of teacher shortage areas by geographic region, subject area, and student demographics groups, including consideration for teacher certification status. Arkansas LEARNS Reports (April 12, 2023). <https://learns.ade.arkansas.gov/File/0l1xkwt1.pdf>. and "Arkansas LEARNS A Review of Arkansas' Educator Workforce," Arkansas LEARNS Reports (April 12, 2023). <https://learns.ade.arkansas.gov/File/4vrrowfp.pdf>.

Zamarro & Prados (2021) cited in "Lifetime Employment-Related Costs to Women of Providing Family Care," **US Department of Labor Report** (May 11, 2023). <https://www.dol.gov/newsroom/releases/wb/wb20230511>.

**The U.S. Department of the Treasury** (2021). <https://home.treasury.gov/system/files/136/FRF-Interim-Final-Rule.pdf>. The

Department of the Treasury mentioned my research on the Gender effects of COVID-19 in a ruling implementing the Coronavirus State Fiscal Recovery Fund and the Coronavirus Local Fiscal Recovery Fund established under the American Rescue Plan Act.

**The county of Kaua'i in Hawaii** (April 2021).

[https://kauai.gov/Portals/0/Boards\\_Commissions/StatusOfWomen/Resolution%20No.%202021-04%20CSW.pdf?ver=2021-02-02-160545-563](https://kauai.gov/Portals/0/Boards_Commissions/StatusOfWomen/Resolution%20No.%202021-04%20CSW.pdf?ver=2021-02-02-160545-563). The county of Kaua'i in Hawaii cited my findings in a resolution about urging equity, inclusion, and social and economic justice principles in COVID-related recovery initiatives.

## INVITED TALKS

---

- AEFPP, March 2025.
- APPAM, November 2024.
- "The COVID-19 Pandemic and K-12 Education," Texas A&M Program in Education Policy research workshop, September 2024.
- SREE, September 2024.
- Changes in Teacher Salaries and Turnover Under the Arkansas Learns Act, EdPolicyWorks at University of Virginia, April 2024.
- AEFPP 2024, March 2024.
- Insights on Learning During and After the Pandemic, Montana State University, February 2024.
- APPAM 2024, November 2023.
- "Education Sector Turnover and Retention During COVID," University of Texas- Dallas, UT Dallas, Dallas, TX, United States. April 2023.
- AERA 2023, April 2023.
- NPR Education Symposium 2023, NPR, Virtual. March 2023.
- AEFPP 2023, Denver, CO, United States. March 2023.
- "An Introduction to Teacher Labor Markets," Colorado College, Virtual. February 2023.
- "School Re-openings, Educational Arrangements, and Labor Outcomes During Covid-19," Universidad Autonoma de Madrid, Virtual invited lecture, Madrid, Spain. January 2023
- APPAM 2022, November 2022.

- Mid-South Educational Research Association Annual Meeting, November 2022.
- Boston University Wheelock College of Education & Human Development Seminar series, October 2022.
- Workshop on the Economic Challenges of Demographic Inequalities, "School Re-openings, Educational Arrangements, and Labor Outcomes During COVID-19," Cirano, Montreal, Canada. (October 13, 2022).
- Conference in honor of Manuel Arellano, Bank of Spain, Madrid, Spain, July 2022.
- AEFP 47th Annual Conference, Denver, Colorado, March 2022.
- Conference in honor of Juan J. Dolado, Carlos III University in Madrid, Spain, December 2021
- Southern Economic Association Meetings, Houston, Texas, November 2021
- SREE 2021 Conference, online presentation due to COVID-19
- NBER, The Economics of Caregiving Conference, online presentation due to COVID-19, June 2021
- European Society of Population Economics, online presentation due to COVID-19, June 2021
- Society of Economics of the Household Annual Meeting, online presentation due to COVID-19, May 2021
- Society of Labor Economists (SOLE) Annual Conference, online presentation due to COVID-19, May 2021
- AEFP 46th Annual Conference, online presentation due to COVID-19, March 2021
- CIPHER Conference, online presentation due to COVID-19, March 2021
- XL Jornadas de Economía de la Salud, Online presentation due to COVID-19, January 2021
- 2020 APPAM Fall Conference, Online presentation due to COVID-19, November 2020.
- COVID-19 Work in Progress Conference, University of Southern California, Online due to COVID-19, October 2020.
- AEFP 45th Annual Conference, Online presentation due to COVID-19, March 2020.
- SREE Spring 2020 Conference, Online presentation due to COVID-19, March 2020.
- CIPHER Conference, Washington DC, February 2020.
- Vanderbilt University Education Policy Seminar, February 2020.
- Association for Women in Science, University of Arkansas, November 2019.
- NC State University Microeconomics Workshop, October 2019.

- XXVIII Meeting of the Economics of Education Association, Las Palmas de Gran Canaria, June 2019.
- American Educational Research Association, 2019 AERA Annual Meeting, Toronto, Canada, April 2019.
- AEFPP 44th Annual Conference, Kansas City, MO, March 2019.
- Current Innovations in Probability-based Household Internet Panel Research (CIPHER), Washington, DC, February 2019.
- APPAM 2018 Fall Research Conference, Washington, DC, November 2018
- AEFPP 43rd Annual Conference, Washington, DC, March 2018
- Special issue of the Journal of Pension Economics and Finance Workshop: “New Longitudinal Data for Retirement Analysis and Policy”, Washington, DC, March 2018
- The Future of School Choice: Helping Students Succeed, Harvard University, September 2017.
- APPAM International Conference, Brussels (Belgium), July 2017.
- Universidad Carlos III de Madrid, Madrid, Spain, June 2017
- XXVI Meeting of the Economics of Education Association, Murcia, Spain, June 2017
- 10th COSME Gender Economics Workshop, Madrid, Spain, May 2017.
- IES-PIRT Proseminar Series, New York University (NYU), April 2017.
- Annual University of Michigan Retirement Research Center (MRRC) Research Workshop, April 2017.
- AEFPP 42nd Annual Conference, Washington, DC, March 2017
- Conference on Measuring and Assessing Skills 2017, University of Chicago, Research Network on the Determinants of Life Course Capabilities and Outcomes, Chicago, March 3-4, 2017.
- Society for Research on Educational Effectiveness (SREE), Spring 2017 Conference, Washington, DC, March, 2017
- APPAM 39th Annual Conference, Chicago, IL, November 2017.
- Society of Labor Economists 21st Annual Meetings, Seattle, WA, May 2016.
- AEFPP 41st Annual Conference, Denver, CO, March 2016.
- Society for Research on Educational Effectiveness (SREE), Spring 2016 Conference, Washington, DC, March, 2016
- RAND Corporation Applied Micro Seminar Series, Santa Monica, CA, October, 2016.
- 85th Annual Meetings of the Southern Economic Association, New Orleans, LA, November 2015.

- APPAM 37th Annual Fall Research Conference, Miami, FL, November 2015.
- 2015 World Congress of the Econometric Society, Montreal, Canada, August 2015.
- AEF40th Annual Conference, Washington, DC, February 2015.
- APPAM 36th Annual Fall Research Conference, Albuquerque, NM, November 2014.
- University of Arkansas, Department of Economics, Fayetteville, AR, USA, October 2014
- APPAM International Conference, Segovia, Spain, September 2014.
- University of Arkansas, Department of Education Reform, Fayetteville, AR, USA, February 2014.
- Universidad Carlos III de Madrid, Madrid, Spain, December 2013.
- CEMFI (Bank of Spain Foundation), Madrid, Spain, December 2013.
- USC Schaeffer Center, Los Angeles, CA, USA, November 2013.
- IES funded Conference “Using Student Test Scores to Measure Teacher Performance: The State of the Art in Research and Practice”, Michigan State University, MI, USA, October 2013.
- University of Southern California, Rossier School of Education, Los Angeles, CA, USA, September 2013.
- ASHEcon 4th Biennial Conference, Minneapolis, MN, USA, June 2012.
- SOLE 17th Annual Meetings, Chicago, IL, USA, May 2012.
- AEF 37th Annual Conference, Boston, MA, USA, March 2012.
- California State University, Fullerton, CA, USA, October 2010.
- 2010 IES research conference, National Harbor, MD, USA, June 2010.
- University of Southern California, Department of Economics, CA, USA, April 2010.
- University of Nevada, Las Vegas, NV, USA, March 2010.
- Annual University of Michigan Retirement Research Center (MRRC) Research Workshop, April 2009.
- 34th Annual Conference of the American Education Finance Association, March 2009.
- 61st Annual Scientific Meeting of the Gerontological Society of America, November 2008
- Workshop on the Economics of Aging, Torino, Italy, May 2007
- University of Southampton, England, Feb. 2007
- XXI Simposio de Analisis Economico, Oviedo, Spain, Dec. 2006

- St. Gallen University, Switzerland, Nov. 2006
- 2 Workshop in Policy Evaluation, Seville, Spain. Oct. 2006
- European University Institute, Florence, Italy. June. 2006
- Netspar seminar, Tilburg, The Netherlands. April. 2006
- Workshop in Policy Evaluation, Seville, Spain. Dec. 2005
- Econometric Evaluation of Public Policies: Methods and Applications. Paris, France. Dec. 2005
- Education Quality: Outcomes, Policies and Channels, Madrid, Spain. Nov. 2005
- World Congress of the Econometric Society, London, U.K, Aug. 2005
- Policy Evaluation Workshop day conference, Madrid, Spain. 2004.
- XXIX Simposio de Analisis Economico, Pamplona, Spain, Dec. 2004
- FEDEEA Seminar, Madrid, Spain. 2004
- The Evaluation of European Labour Market Programs conference, Amsterdam, Oct. 2004.
- European Winter Meeting of the Econometric Society, Stockholm, Sweden. Oct. 2004
- University of Chicago, Chicago, IL, USA, Jan 2004.