

## Robert D. Shand

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School of Education  
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### EDUCATION

- 2016 Ph.D. in Economics and Education, Columbia University  
Dissertation: *All Together Now? The Effects of a Collaboration Policy on Teacher Productivity*
- 2007 M.S. in Teaching, Pace University
- 2005 B.A. in History with honors and Spanish, summa cum laude, State University of New York at Albany

### ACADEMIC POSITIONS

- 2018 Assistant Professor, School of Education, American University
- 2016-2018 Novice G. Fawcett Postdoctoral Researcher in Educational Studies, The Ohio State University
- 2014-2016 Research Associate and Postdoctoral Researcher, Center for Benefit-Cost Studies of Education, Teachers College, Columbia University

### PUBLICATIONS

#### Peer-Reviewed Journal Articles

- 2018 Brewe, E., Dou, R., & **Shand, R.** Cost of success: Financial implications of implementation of active learning in introductory physics courses for students and administrators. *Physical Review Physics Education Research*.
- 2017 Klapp, A., Belfield, C., Bowden, B., Levin, H., **Shand, R.**, & Zander, S. A benefit-cost analysis of a long-term intervention on social and emotional learning in compulsory school. *International Journal of Emotional Education*, 9(1), 3.
- 2016 Bowden, A. B., **Shand, R.**, Belfield, C. R., Wang, A., & Levin, H. M. Evaluating educational interventions that induce service receipt: A case study application of City Connects. *American Journal of Evaluation*, 38(3), 405-419.
- 2016 Hollands, F., Kieffer, M., **Shand, R.**, Pan, Y., Cheng, H., & Levin, H.M. Cost-effectiveness analysis of early reading programs: A demonstration with recommendations for future research. *Journal of Research on Educational Effectiveness*, 9(1).

- 2015 Belfield, C., Bowden, A.B., Klapp, A., Levin, H., **Shand, R.**, & Zander, S. The economic value of social and emotional learning. *Journal of Benefit-Cost Analysis*, 6(3).
- 2014 Hollands, F., Bowden, A.B., Belfield, C., Levin, H.M., Cheng, H., **Shand, R.**, Pan, Y., & Hanisch-Cerda, B. Cost-effectiveness analysis in practice: Interventions to improve high school completion. *Educational Evaluation and Policy Analysis*, 36(3).
- 2013 Marri, M., Wylie, S., **Shand, R.**, Grolnick, M., Huth, T., & Kuklis, L. Teaching the national debt, federal budget, and budget deficit through high school civics/government courses. *Social Studies Research & Practice*.

### Books

- 2017 Levin, H.M., McEwan, P.J., Belfield, C.R., Bowden, A.B., & **Shand, R.** *Economic Evaluation in Education: Cost-Effectiveness and Benefit-Cost Analysis, 3<sup>rd</sup> Edition*. Thousand Oaks, CA: Sage Publications.

### Working Papers

- 2017 Shand, R. Beyond a number: A regression discontinuity examination of School Quality Review.
- 2017 **Shand, R.** & Bowden, A.B. The Assumptions Education Economists Make
- 2017 **Shand, R.**, Goddard, Y., & Goddard, R. We're All in This Together: The Effect of Instructional Leadership on Widespread Teacher Collaboration
- 2017 Shand, R. The Limits of Mandates: The Effects of Policy on Teacher Inquiry Teams
- 2016 Rebell, M.A., Levin, H.M., **Shand, R.** & Wolff, J. A new constitutional cost methodology for determining the actual cost of a sound basic education.

### Reports

- 2018 **Shand, R.**, Muroga, A., Rodriguez, V., & Levin, H.M. *REACH Cost Analysis Report*. Center for Benefit-Cost Studies of Education, Teachers College, Columbia University.
- 2015 Bowden, A.B., Belfield, C.R., Levin, H.M., **Shand, R.**, Wang, A. & Morales, M. *A Benefit-Cost Analysis of City Connects* Center for Benefit-Cost Studies of Education, Teachers College, Columbia University
- 2015 Belfield, C., Bowden, A.B., Klapp, A., Levin, H., **Shand, R.**, Zander, S. *The Economic Value of Social and Emotional Learning*. Center for

Benefit-Cost Studies of Education, Teachers College, Columbia University

- 2014 Golmohammadi, G., Lewis, K., **Shand, R.**, Tucker, N., Wallenstein, J., Wishman, S., & Zhang, W. *School Culture Case Studies: A Report Prepared for the New York City Department of Education*. Center for Public Research and Leadership.
- 2013 Hollands, F.M., Pan, Y., **Shand, R.**, Cheng, H., Levin, H.M., Belfield, C.R., Kieffer, M., Bowden, A.B., & Hanisch-Cerda, B. *Improving Early Literacy: Cost-Effectiveness Analysis of Effective Reading Programs*. Center for Benefit-Cost Studies of Education, Teachers College, Columbia University
- 2012 Alter, J., Barbosa, G., Reddy, R., Thorpe, R. & **Shand, R.** *School Quality Review: Preliminary Findings and Recommendations*. White paper prepared for the Connecticut State Department of Education, Center for Public Research and Leadership, Columbia University.
- 2012 Levin, H.M., Belfield, C., Hollands, F., Bowden, A.B., Cheng, H., **Shand, R.**, Pan, Y., & Hanisch-Cerda, B. *Cost Effectiveness Analysis of Interventions that Improve High School Completion*. Center for Benefit-Cost Studies of Education, Teachers College, Columbia University
- 2012 Chu, E., Hulden, M., Sabel, S., **Shand, R.**, & Wallenstein, J. *Getting Big to Go Small: Case Studies of Collaborative Inquiry Teams*. Report prepared for the New York City Department of Education.

**GRANT AWARDS AND CONTRACTS**

2018-2020 \$59,848. *Training and Research on Academic Return on Investment*. Principal Investigator on Ohio State University subaward, Roger Goddard, co-PI on *Research-Practice Partnership with Jefferson County Public Schools*, \$400,000, Fiona Hollands, Teachers College, Columbia University, PI. Institute of Education Sciences, United States Department of Education.

**Under Review**

2019-2021 \$320,477. Co-Principal Investigator (Roger Goddard, PI & Yvonne Goddard, Co-PI). *Evaluating the Impacts of Bright New Leaders Principals in High Poverty, Low Performing Schools*. Brady Education Foundation.

**TEACHING**

Teachers College, Columbia University

TC Cowin Financial Literacy Institute, with Anand Marri and Maureen Grolnick (Summer 2013, Summer 2014, Summer 2015, Summer 2016, online Spring 2017)

Institute for Education Sciences Methods Training Program on Cost-Effectiveness and Cost-Benefit Analysis, with Henry Levin, Clive Belfield, and A. Brooks Bowden (Spring 2015, Summer 2015, Summer 2016, Winter 2017, Spring 2017, Spring 2018)

Labor Markets (M.A. level course in Labor Economics – Spring 2014, Spring 2016)

Teaching Assistant, Economics of Education and Resource Allocation in Education, for Henry Levin (Fall 2011, Spring 2012)

### **New York City Department of Education**

Teacher and Social Studies Department Chair, Participation in Government and Economics, Manhattan Bridges High School, New York, New York (2007-2010)

Teacher, United States History, Michelangelo Middle School, Bronx, New York (2005-2007)

### **FELLOWSHIPS AND AWARDS**

2013-2015 Teachers College Scholarship

2010-2011 Zankel Urban Fellowship, Teachers College, Columbia University

### **CONFERENCE PRESENTATIONS AND INVITED TALKS**

#### **Papers Presented**

2018 *The Long Game: Teacher Collaboration as an Investment in Human Capital*. Paper accepted for presentation at American Educational Research Association Annual Conference, New York, New York

2018 *Examining Post-Intervention Effects of a Randomly-Assigned School Leadership Professional Development Intervention*. Paper accepted for presentation at Society for Research on Educational Effectiveness Annual Conference, Washington, D.C.

2017 *Does Measuring Quality Increase Quality? A Regression Discontinuity Investigation of School Quality Review*. Paper session at Association for Education Finance and Policy Conference, Washington, D.C.

2016 *The Assumptions Education Economists Make*. Panel session at Association for Public Policy Analysis and Management Fall Research Conference, Washington, D.C.

2016 *Heterogeneity in the Productivity of Teacher Teams*. Roundtable session at American Educational Research Association Annual Conference, Washington, D.C.

- 2016 *Reducing Barriers to Rigorous Evaluation: New Tools for School Districts*. Panel session at Association for Education Finance and Policy Annual Conference, Denver, Colorado.
- 2016 *Evaluating Educational Interventions that Induce Service Receipt: A Case Study Application of City Connects*. Panel session at Association for Education Finance and Policy Annual Conference, Denver, Colorado.
- 2016 *CostOut: Utilizing Technology Tools to Conduct Cost Analysis*. Panel session at Comparative and International Education Society Conference, Vancouver, British Columbia.
- 2015 *Examining the Costs and Benefits of Wrap-Around School-Based Services: A Pilot Study of City Connects*. Panel session at Association for Public Policy Analysis and Management Fall Research Conference, Miami, Florida.
- 2015 *Public Policy Choices and the Federal Budget*. With Anand Marri. Council for Economic Education Annual Conference, St. Petersburg, Florida.
- 2013 *Cost-Effectiveness Analysis of High School Completion Programs*. Panel session at American Educational Research Association Annual Meeting, San Francisco, California.

#### **Posters**

- 2018 *Getting Along or Moving Out: The Effects of Informal Collaboration on Teacher Turnover and Value-Added*. Poster session at Association for Education Finance and Policy Annual Conference, Portland, Oregon.
- 2017 *Minding the Gap: Discrepancies in Perceptions of School Climate as a Predictor of Practice and Achievement*. Poster session at Society for Research on Educational Effectiveness Spring Conference, Washington, D.C.
- 2015 *All Together Now: The Impact of Team-Based Problem-Solving on Teacher Learning and Productivity*. Poster session at Association for Public Policy Analysis and Management Fall Research Conference, Miami, Florida.

#### **Invited Presentations**

- 2015 Professional development workshop on cost analysis methodology for researchers at Houston Independent School District and Rice University, Houston, Texas
- 2015 Professional development workshop on cost analysis methodology. With Fiona Hollands and Amritha Menon. American Educational Research Association Annual Meeting, Chicago, Illinois.
- 2013 Two-day training session on cost analysis methodology for researchers at Jefferson County Public Schools, Louisville, Kentucky.

## **OTHER POSITIONS**

- 2012-2014 Engagement Manager, Center for Public Research and Leadership, Columbia University
- 2010-2014 Research Assistant: Understanding Fiscal Responsibility Project, Cowin Financial Literacy Project, Center for Benefit-Cost Studies of Education, Columbia Law School

## **SERVICE**

### **The Ohio State University**

- Reviewer, Sigma Xi Research Proposals  
Reviewer, Undergraduate Research Conference

### **Teachers College, Columbia University**

Doctoral student, then Postdoctoral representative to Economics and Education Program

Reviewer for *American Educational Research Journal*, *Educational Policy*, *Journal of Benefit-Cost Analysis*, *Leadership and Policy in Schools*, *CBE-Life Sciences Education*, *SAGE Open* and *Teachers College Record*

Reviewer for *American Educational Research Association* 2018 conference proposals

## **LANGUAGES**

Spanish, Fluent

## **PROFESSIONAL ASSOCIATION MEMBERSHIPS**

- American Educational Research Association  
Association for Public Policy Analysis and Management  
Association for Education Finance and Policy  
Society for Research on Educational Effectiveness