

## MICHAEL S. HAYES

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### FACULTY APPOINTMENTS

Assistant Professor, Department of Public Policy & Administration, Rutgers University (2014-present)  
Affiliated Scholar, Center for Urban Research & Education, Rutgers University (2014-present)

### EDUCATION

PhD in Public Administration & Policy, American University (2014)  
Master of Public Administration, American University (2010)  
BS in Economics and Political Science, Towson University (2008)

### RESEARCH INTERESTS

Public Budgeting and Finance, Education Policy, State and Local Tax Policy, Public Management

### HONORS & AWARDS

Digital Teaching Fellow, Rutgers University-Camden (2017)  
Faculty Fellow, Walter Rand Institute for Public Affairs (2017)  
Emerging Education Policy Scholar, AEI & Thomas B. Fordham Institute (2017)  
Jay A. Sigler Award for DPPA Professor of the Year, Rutgers University-Camden (2016)  
Civic Engagement Faculty Fellow, Rutgers University-Camden (2015)  
Outstanding Graduate Scholarship Award, School of Public Affairs, American University (2014)  
Emerging Scholars Award, National Association of Schools of Public Affairs & Administration (2013)  
Neil and Ann Kerwin Dissertation Fellowship, \$15,000 (2013)  
Runner-up, Best Poster Presentation, Association for Budgeting & Financial Management (2013)  
Charles Levine Doctoral Student Research Award, American University (2012)  
John D. Young Memorial Scholarship, American University (2009)

### PEER-REVIEWED PUBLICATIONS

**Hayes, Michael S.**, & Gershenson, Seth. 2018. Spring or fall annual tests? Implications for value-added models. *Teachers College Record*, September, ID No. 22493.

Gershenson, Seth, & **Hayes, Michael S.** 2018. Police shootings, civil unrest, and student achievement: Evidence from Ferguson. *Journal of Economic Geography*, 18(3): 663-685. DOI: 10.1093/jeg/lbx014

Gershenson, Seth, & **Hayes, Michael S.** 2018. The implications of summer learning loss for value-added estimates of teacher effectiveness. *Educational Policy*, 32(1): 55-85. DOI: 10.1177/0895904815625288

Gershenson, Seth, & **Hayes, Michael S.** 2017. The summer learning of exceptional students. *American Journal of Education*, 123(3): 447-473. DOI: 10.1086/691226.

Brummet, Quentin, Gershenson, Seth, & **Hayes, Michael S.** 2017. Teachers' grade-level reassignments: Evidence from Michigan. *Educational Policy*, 31(2): 249-271. DOI: 10.1177/0895904815586857

**Hayes, Michael S.**, & Gershenson, Seth. 2016. Differences in the Difference a Day Makes: Quantile Regression Estimates of the Distribution of Daily Learning Gains. *Economic Letters*, 141: 48-51. DOI: 10.1016/j.econlet.2016.01.023

**Hayes, Michael S.** 2015. The differential effect of the no child left behind act on states' contributions to education funding in states with binding tax and expenditure limitations. *Public Budgeting & Finance*, 35(1): 49-72. DOI: 10.1111/pbaf.12058

Johnson, Jocelyn, Marlowe, Justin, Matkin, David, & **Hayes, Michael S.** 2011. The impact of local school property tax reductions on city and county revenue decisions: A natural experiment in Kansas. *Public Finance & Management*, 11(2): 181-196.

## MANUSCRIPTS UNDER REVIEW

**Hayes, Michael S.**, & Gershenson, Seth. The estimation of summer learning rates. [Revise and resubmit request, *Economics of Education Review*]

**Hayes, Michael S.**, & Stazyk, Edmund C. Mission congruence: To agree or not to agree, and its implications for employee turnover. [Revise and resubmit request, *Public Personnel Management*]

**Hayes, Michael S.** Do environmental shocks and budgetary constraints on public organizations increase employee turnover. [Revise and resubmit request, *Public Finance & Management*]

**Hayes, Michael S.** Effects of Kansas' tax reform of 2012. Evidence from a synthetic control method.

**Hayes, Michael S.** The No Child Left Behind Act (NCLB) and Tax and Expenditure Limitations (TELS): Examining the Impacts on Disparities in Local School Funding.

## WORKS IN PROGRESS

**Hayes, Michael S.** The effect of the New Jersey superintendent salary cap on superintendent turnover.

**Hayes, Michael S.** The costs and benefits of 4-day school weeks.

**Hayes, Michael S.** The effect of a successful TEL override on property tax revenue: Evidence from Massachusetts.

Nguyen-Hoang, Phuong, & **Hayes, Michael S.** Effects of school district income taxes on property values: An unintended consequence.

## OTHER PUBLICATIONS

**Hayes, Michael S.** 2018. Our piece of the pie: The distribution of state funds to municipalities across N.J. regions. Walter Rand Institute, Rutgers University-Camden.  
[https://rand.camden.rutgers.edu/files/Our-Piece-of-the-Pie\\_Full-Report.pdf](https://rand.camden.rutgers.edu/files/Our-Piece-of-the-Pie_Full-Report.pdf).

Gershenson, Seth, & **Hayes, Michael S.** 2016. Students in Ferguson schools flounder amidst civic unrest. Brookings Brown Center Chalkboard blog posts.

Mullins, Daniel, **Hayes, Michael S.**, Smith, Chad. 2014. The role of local revenue and expenditure limitations in shaping the composition of debt and its implications. *Proceedings of the 105<sup>th</sup> Annual Conference of Taxation*. Washington, D.C.: National Tax Association.

## EXTERNAL FUNDING

The Terner Center for Housing Innovation at UC Berkeley and the Center for California Real Estate (CCRE) Research Grant. *Exclusionary Zoning Policies and School Segregation*, 2018-19, \$8,500. Co-PI: Paul Jargowsky.

## INTERNAL FUNDING

Walter Rand Institute Faculty Fellowship. *Our piece of the pie: The distribution of state funds to municipalities across N.J. regions*, 2017-18, \$4,500.

## INVITED PRESENTATIONS

2018: Towson University (Econ), Rutgers University-Newark (Policy), Walter Rand Institute, New Jersey Health Initiatives, South New Jersey Chamber of Commerce.

## SELECTED PRESS & PUBLIC INTERVIEWS

[“In the ongoing tug-of-war for state aid, South Jersey loses big time,”](#) NJ.com News, April 18, 2018.

[“Poor towns in south jersey get less state aid, Rutgers finds,”](#) NJ 101.5 FM Radio, April 11, 2018.

[“State shortchanges poor towns in south jersey on municipality aid – New report,”](#) NJ Spotlight, April 10, 2018.

[“Study finds state aid weighted against south jersey’s poorest cities,”](#) WHYY News, April 6, 2018.

[“Tax bill: NJ groups try last-minute blitz to defeat it,”](#) Asbury Park Press, December 7, 2017.

[“Business report plus: GOP tax plan dominates headlines,”](#) NJTV News, November 3, 2017.

[“How the trauma of Ferguson hurt student learning and what that might mean for Charlottesville,”](#) Chalkbeat, August 14, 2017.

[“State, local leaders circle wagons to save tax break from Trump,”](#) Politico, May 26, 2017.

[“Special education students boost reading skills more than peers over the summer,”](#) Journalist’s Resource, Harvard Kennedy School’s Shorenstein Center on Media, Politics, and Public Policy, May 2, 2017.

[“Does Civic Unrest Impact Student Achievement?”](#) U.S. News & World Report, August 12, 2016.

[“Atlantic City Inches Closer to Bankruptcy,”](#) The Wall Street Journal, May 5, 2016.

[“Can Your Credit Score Hurt Your Home Town?”](#) Radio Interview, CBS Local KYW-AM, January 29, 2016.

[“Data shows assistance nearly doubled in Atlantic County from 2010-14,”](#) Press of Atlantic City, January 1, 2016.

[“Extra School Days Help High-Flyers More than Struggling Students,”](#) Curriculum Matters Blog, Education Week, October 1, 2015.

[“Impact of Instructional Time Not Equal Across Students,”](#) The Brown Center Chalkboard, The Brookings Institute, September 24, 2015.

[“Impact of Affordable Care Act for Americans,”](#) TV News Interview. NBC 10 Philadelphia, June 25, 2015.

## **TEACHING EXPERIENCE**

### *At Rutgers University*

Foundations of Policy Analysis (MPA), Financial Management of Public Programs (MPA), Quantitative Methods I (PhD), Research Methods (MPA), PhD Math and Statistics Bootcamp: Introduction to Stata (PhD)

### *At American University*

Financing Educational Systems (MA), Math and Economics Boot Camp (MPP & MPA)

## **CONFERENCE PRESENTATIONS**

Association for Budgeting and Financial Management (2013-2018)

Association for Education Finance & Policy (2012-2017)

Association for Public Policy Analysis & Management (2011, 2014-2015, 2017)

National Association of Schools of Public Affairs and Administration (2013)

National Education Finance Conference (2012)

National Tax Association (2012, 2013, 2017)

Public Management Research Conference (2013, 2015)

## PROFESSIONAL SERVICE & ACTIVITIES

### At Rutgers University

Chair: Awards Committee. Department of Public Policy & Administration. (2016-present)

Member: MPA Committee. Department of Public Policy & Administration (2014-present)

Member: Website Committee. Department of Public Policy & Administration. (2014-2016)

Member: PhD Methods Exam Committee. Department of Public Policy & Administration (2015, 2016, and 2017)

Member: Faculty Search Committee (Fall 2014, Summer 2018, Fall 2018)

MPA Student Advising. Department of Public Policy & Administration. (2014-present)

Faculty Adviser, Public Administration Student Association (2016-present)

Faculty Senator, Rutgers University-Camden Faculty Senate (2016 - 2018)

PhD Dissertation Committee Member: Jiro Arase-Barham, Alex Cruz, Tom Dahan, Wanda Garcia, Straso Jovanovski, Matthew McCaffrey, and Christopher Wheeler (2017, NJ Department of Community Affairs)

Peer Reviewer: *Educational Policy, Journal of Policy Analysis and Management, Journal of Public Budgeting, Accounting, & Financial Management, Journal of Public and Nonprofit Affairs, Journal of Public Economics, Public Administration Review, Public Budgeting and Finance, Public Finance & Management, Public Performance & Management, Oxford Press, Rebus Community, Sociology of Education.*

Member: *American Educational Research Association, Association for Budgeting and Financial Management, Association for Education Finance & Policy, Association for Public Policy Analysis & Management, National Tax Association, Public Management Research Association*