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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. 2019. Do environmental shocks and budgetary constraints on public organizations increase employee turnover. Forthcoming at *Public Finance & Management*.

Hayes, Michael S., & Stazyk, Edmund C. 2019. Mission congruence: To agree or not to agree, and its implications for employee turnover. *Public Personnel Management*, 48 (4): 513-534. DOI: <https://doi.org/10.1177/0091026019829847>

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. 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 (TEs): Examining the Impacts on Disparities in Local School Funding.

Hayes, Michael S. Tax and Expenditure Limitations, Salary Reductions, and Employee Turnover.

WORKS IN PROGRESS

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.

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 105th Annual Conference of Taxation*. Washington, D.C.: National Tax Association.

RESEARCH GRANTS

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.

Walter Rand Institute Faculty Fellowship. The distribution of state funds to school districts following the passage of the S-2 bill, 2019-20, \$4,000.

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

2020: Saint Louis University (School of Education)

2019: Walter Rand Institute, University of Alabama (Political Science)

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

“Lawmaker renews push for ending superintendents’ salary cap,” Politico Pro, January 1, 2019

“[Superintendent salary cap is as stupid as we thought](#),” Star-Ledger, December 12, 2018

“[Rutgers researcher finds no evidence N.J. superintendent salary cap saved school districts money](#),” WHYY News, December 8, 2018

“[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

American Society for Public Administration (2019)
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, 2019)

PROFESSIONAL SERVICE & ACTIVITIES

At Rutgers University

Chair: Awards and Events Committee. Department of Public Policy & Administration. (2016-present)
Member: MPA Committee. Department of Public Policy & Administration (2014-2019)
Member: Website Committee. Department of Public Policy & Administration. (2014-2016)
Member: PhD Methods Exam Committee. Department of Public Policy & Administration (2015-2017, 2019)
Member: Faculty Search Committee (Fall 2014, Summer 2018, Fall 2018)
Member: Ad Hoc Committee Reviewing NTT faculty (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; 2019-2020)
PhD Dissertation Committee Member: Jiro Arase-Barham, Alex Cruz, Tom Dahan (2019), Wanda Garcia, Straso Jovanovski (2019), Matthew McCaffrey, and Christopher Wheeler (2017, NJ Department of Community Affairs)

Peer Reviewer: *AERA Open*, *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*, *Journal of Research on Educational Effectiveness*, *Public Administration Review*, *Public Budgeting and Finance*, *Public Finance & Management*, *Public Personnel Management*, *Public Performance & Management*, *Oxford Press*, *Rebus Community*, *Sociology of Education*.

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