

DILLON FUCHSMAN, PH.D.

Senior Research Associate, Urban Education Research Center
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(Updated: April 2025)

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RESEARCH FIELDS

Teacher Retirement Policy • Teacher Labor Markets • Higher Education

EDUCATION

- 2016-2020 **Ph.D. Education Policy**, University of Arkansas, Fayetteville, AR.
Dissertation: Teacher Turnover and Teacher Retirement.
Committee: Gema Zamarro (director), Robert M. Costrell, Josh B. McGee.
- 2013-2016 **B.S. Economics and Statistics** with University Honors, University of Missouri, Columbia, MO.

PROFESSIONAL ACTIVITIES

- 2023- **Senior Research Associate**, Urban Education Research Center, University of Missouri – Kansas City.
- 2020-2023 **Postdoctoral Fellow**, Sinquefeld Center for Applied Economic Research, Saint Louis University.
- 2016-2020 **Graduate Assistant**, Dr. Gema Zamarro, Department of Education Reform, University of Arkansas.
- 2015-2016 **Research Assistant**, Dr. Jeffrey Milyo and Dr. David Kaplan, Department of Economics, University of Missouri.

PEER REVIEWED PUBLICATIONS

- “The Actuarial Sources of the Rise in Unfunded Liabilities in America’s Defined Benefit Plans in the 21st Century.” With David Hengerer, Jonathan Moody, and Anthony Randazzo. *Journal of Pension Economics and Finance*, 2025. <https://doi.org/10.1017/S1474747224000064>.
- “Teachers’ Knowledge and Preparedness for Retirement: Results from a Nationally Representative Teacher Survey.” With Josh B. McGee and Gema Zamarro. *AERA Open*, 2024. <https://doi.org/10.1177/23328584241253819>.
- “Teachers’ Willingness to Pay for Retirement Benefits: A National Stated Preferences Experiment.” With Josh B. McGee and Gema Zamarro. *Economics of Education Review*, 2023. <https://doi.org/10.1016/j.econedurev.2022.102349>

“Testing, Teacher Turnover and the Distribution of Teachers Across Grades and Schools.” With Tim R. Sass and Gema Zamarro. *Education Finance and Policy*, 2023. https://doi.org/10.1162/edfp_a_00376

TEACHING EXPERIENCE

- 2023, Spring **Economics of Education**, Instructor, School of Education, Saint Louis University
- 2019, Fall **Quantitative Analytical Techniques for Education Policy**, Teaching Assistant, Department of Education Reform, University of Arkansas.
- 2018, Fall **Quantitative Analytical Techniques for Education Policy**, Teaching Assistant, Department of Education Reform, University of Arkansas.
- 2018, August **Math Boot Camp** for incoming Ph.D. students in the Department of Education Reform, Lead Instructor, University of Arkansas.
- 2018, Spring **Advanced Quantitative Analytical Techniques for Education Policy**, Teaching Assistant, Department of Education Reform, University of Arkansas.
- 2017, August **Math Boot Camp** for incoming Ph.D. students in the Department of Education Reform, Co-Instructor, University of Arkansas.
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WORKING PAPERS

- “Understanding how COVID-19 has Changed Teachers’ Chances of Remaining in the Classroom.” With Gema Zamarro, Andrew Camp, and Josh B. McGee. Annenberg EdWorkingPaper No. 22-542. Available at: <https://www.edworkingpapers.com/ai22-542>
- “Local Labor Market Conditions, Principals’ Leadership, Conscientiousness, and Beginning Teacher Turnover: A Study During the Great Recession.” With Gema Zamarro. EDRE Working Paper No. 2019-01. Available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3322023
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POLICY BRIEFS

- “Understanding how COVID-19 had Changed Teachers’ Chances of Remaining in the Classroom.” With Gema Zamarro, Andrew Camp, and Josh McGee. August 2021. Available at: https://edre.uark.edu/_resources/pdf/teacher_turnover_covid.pdf
- “Distribution of teacher pension benefits in Massachusetts: An idiosyncratic system of cross-subsidies.” With Robert M. Costrell. February 2018. Available at: https://edre.uark.edu/_resources/pdf/distofpensionbenefitsmass.pdf
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BLOG POSTS & OP-EDS

- “Pandemic prompts more teachers to consider early retirement or new career.” With Gema Zamarro, Andrew Camp, and Josh B. McGee. *The Conversation*.

September 16, 2021. Available at: <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.”
With Gema Zamarro, Andrew Camp, and Josh B. McGee. *Brookings Brown Center Chalkboard*. September 8, 2021. Available at:
<https://www.brookings.edu/blog/brown-center-chalkboard/2021/09/08/how-the-pandemic-has-changed-teachers-commitment-to-remaining-in-the-classroom/>

EXTERNAL FUNDING

Principal Investigator, MIT Blue Print Labs, Development of a Study to Assess the Kansas City Charter School Effectiveness, (\$10,000) 2024.
Co-Investigator, Walton Family Foundation, Teachers Knowledge and Preferences Around Retirement Compensation, (\$348,827) 2019.
Co-Investigator, Equable Institute, Teachers Knowledge and Preferences Around Retirement Compensation, (\$10,000) 2019.

FELLOWSHIPS, HONORS, AND AWARDS

2022	Outstanding Policy Product Award, “How the pandemic has changed teachers’ commitment to remaining in the classroom”, Education Policy Collaborative
2022	Emerging Education Policy Scholar, Thomas B. Fordham Institute & American Enterprise Institute.
2020	Dissertation defended with distinction, Department of Education Reform, University of Arkansas.
2019	EdChoice Academy Invited Participant, EdChoice, Indianapolis, IN.
2019	Education Policy Academy Invited Participant, American Enterprise Institute, Washington, D.C.
2019	Best Conference Paper, “Local Labor Market Conditions, Principals’ Leadership, Conscientiousness, and Beginning Teacher Turnover: A Study During the Great Recession,” Department of Education Reform, University of Arkansas.
2016-2020	Doctoral Academy Fellowship, University of Arkansas.

CONFERENCE & INVITED PRESENTATIONS

2024, March	AEFP 49 th Annual Conference, “Expanding Horizons: The Impact of Project Lead the Way on High School Course Offerings and Enrollment, Baltimore, MD.
2023, November	APPAM 2023 Fall Research Conference, “Teachers’ Valuations of Current Versus Deferred Compensation: Evidence from a Discrete Choice Experiment”, Atlanta, GA.

- 2023, March AEFPP 48th Annual Conference, “Project Lead the Way and Post-Secondary STEM Training,” Denver, CO.
- 2022, March APPAM 2021 Fall Research Conference, “Teacher Knowledge and Preparedness for Retirement: Results from a Nationally Representative Teacher Survey,” Austin, TX, postponed due to COVID-19 pandemic.
- 2022, March AEFPP 47th Annual Conference, “Teachers’ Valuations of Current Versus Deferred Compensation: Evidence from a Discrete Choice Experiment”, Denver, CO.
- 2021, November SEA 91st Annual Meeting, “Teachers’ Preferences for Retirement: A National Stated Preferences Experiment,” Houston, TX.
- 2021, September SREE 2021 Conference, “Teachers’ Preferences for Retirement: A National Stated Preferences Experiment,” virtual conference.
- 2021, March AEFPP 46th Annual Conference, “Teacher Knowledge and Preparedness for Retirement: Results from a Nationally Representative Teacher Survey,” virtual conference.
- 2020, November APPAM 2020 Fall Research Conference, “Testing, Teacher Turnover and the Distribution of Teachers Across Grades and Schools,” virtual conference.
- 2020, March AEFPP 45th Annual Conference, “Teachers’ Preferences for Retirement: A National Stated Preferences Experiment,” virtual conference.
- 2020, March SREE Spring 2020 Conference, “Testing, Teacher Turnover and the Distribution of Teachers Across Grades and Schools,” Arlington, VA, canceled due to COVID-19 pandemic.
- 2019, March AEFPP 44th Annual Conference, “Teacher Attrition and Teacher Pension Costs,” Kansas City, MO.
- 2018, April Office for Education Policy Conference, “Quitting Your Day Job: An Analysis of Teacher Retention in Arkansas,” Little Rock, AR.
- 2018, March AEFPP 43rd Annual Conference, “Local Labor Market Conditions, Principals’ Leadership, Conscientiousness, and Beginning Teacher Turnover: A Study During the Great Recession,” Portland, OR.
- 2017, August Charassein Workshop, “Local Labor Market Conditions, Principals’ Leadership, Conscientiousness, and Beginning Teacher Turnover: A Study During the Great Recession,” Fayetteville, AR.
- 2017, March AEFPP 42nd Annual Conference, “Opportunity Wages, Working Conditions, and Teacher Turnover,” Washington, D.C.

REFEREE

Education Finance and Policy
Educational Evaluation and Policy Analysis
Journal of Pension Economics and Finance
Journal of School Choice: International Research and Reform