

## Paul Bruno

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Rossier School of Education  
University of Southern California

### Education

- University of Southern California** – Ph.D. in Urban Education Policy exp. 2020  
Dissertation: *Loaded Questions: The Measurement, Causes, and Consequences of Teacher Salary Schedule Frontloading & Backloading*  
Committee: Katharine O. Strunk (co-chair, Michigan State University);  
Morgan S. Polikoff (co-chair, University of Southern California);  
T.J. McCarthy (University of Southern California);  
Dan Goldhaber (University of Washington)
- University of Southern California** – M.A. in Economics 2018
- University of California, Berkeley** – M.A. in Science and Math Education & Single Subject Teaching Credential (Biology) 2009
- University of California, Berkeley** – B.A. in Molecular and Cell Biology & B.A. in Philosophy 2004

### Honors and Awards

- Rossier/Graduate School Ph.D. Fellow *University of Southern California (2015-2019)*
- New Scholar Grant *Association for Education Finance and Policy (2018)*
- David L. Clark Scholar *University Council for Educational Administration (2018)*
- California Flanders Fellow *University of California, Berkeley (2007-2009)*
- Teaching Effectiveness Award *University of California, Berkeley (2009)*
- Outstanding Graduate Student Instructor *University of California, Berkeley (2009)*
- Distinction in General Scholarship *University of California, Berkeley (2004)*

### Peer-Reviewed Publications

- Bruno, P.** (*forthcoming*) Charter Competition and District Finances: Evidence from California. *Journal of Education Finance*.

### Policy Briefs and Technical Reports

- Bruno, P.** (2019). *The Challenges of Health and Welfare Benefit Costs for California Districts*. Policy Analysis for California Education (PACE). Stanford, CA.
- Bruno, P.** (2018). *District Dollars 2: California School District Finances, 2004-5 through 2016-17*. Getting Down to Facts II. Stanford, CA.
- Strunk, K. O., Marsh, J., & **Bruno, P.** (2017). *An Effective Teacher for Every Student: Developing a Research Agenda to Further Policy Change*. Policy Analysis for California Education (PACE). Stanford, CA.

## Manuscripts Under Review

Mann, B. A. & **Bruno, P.** (*under review*) A Rising Tide or Hazardous Flood? The Effects of Traditional and Online Charter School Enrollment Losses and Reimbursement Policy on Public School Districts

Marianno, B., **Bruno, P.**, & Strunk, K. O. (*under review*). Teachers' Union Contracts and the Productive Efficiency of School Districts: Longitudinal Evidence from California.

**Bruno, P.**, Rabovsky, S. J., & Strunk, K. O. (*revise & resubmit*) Taking Their First Steps: The Distribution of new Teachers into Classroom and School Contexts and Implications for Teacher Effectiveness.

**Bruno, P.** & Strunk, K. O. (*revise & resubmit*) Making the Cut: The Effectiveness of Teacher Screening and Hiring in the Los Angeles Unified School District.

## Invited Presentations

**Bruno, P.** (2019, June). *The Challenges of Health and Welfare Benefit Costs for California Districts*. Presentation at the Policy Analysis for California Education (PACE) seminar on school district health benefit costs, Sacramento, CA.

**Bruno, P.** (2019, March). *Research Perspectives on School District Fiscal Pressures*. Presentation to the California Senate Budget and Fiscal Review Subcommittee No. 1 on Education, Sacramento, CA.

**Bruno, P.** (2018, October). *District Dollars 2: California School District Finances, 2004-5 through 2016-17*. Presentation at the Getting Down to Facts II conference session on school finance adequacy, Sacramento, CA.

## Conference Presentations

**Bruno, P.** (2019, March). *Loaded Questions: The Measurement and Consequences of Teacher Salary Schedule Frontloading*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Kansas City, MO.

Mann, B. A. & **Bruno, P.** (2018, November). *The Effects of Charter Schools on Traditional Public Schools with and without Tuition Reimbursements*. Paper presented at the annual meeting of the University Council for Educational Administration, Houston, TX.

**Bruno, P.** & Strunk, K. O. (2018, March). *Making the Cut: The Effectiveness of Teacher Screening and Hiring in the Los Angeles Unified School District*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

**Bruno, P.**, Rabovsky, S. J., & Strunk, K. O. (2018, March). *Taking Their First Steps: The Distribution of new Teachers into Classroom and School Contexts and Implications for Teacher Effectiveness and Growth*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

Korn, S. A., Dhaliwal, T. K., & **Bruno, P.** (2018, March) *Off the Beaten Track: The Effect of Metro Line Expansions on the Teacher Labor Market in the Los Angeles Unified School District*. Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.

Marianno, B., **Bruno, P.**, & Strunk, K. O. (2017, November). *Teachers' Union Contracts and the Productive Efficiency of School Districts: Longitudinal Evidence from California*. Paper presented at the annual meeting of the Association for Public Policy and Management, Chicago, IL.

Dhaliwal, T. K. & **Bruno, P.** (2017, November). *Break from the Past or More of the Same? Exploring the Impact of California's Local Control Funding Formula on School Districts*. Paper presented at the annual meeting of the Association for Public Policy and Management, Chicago, IL.

**Bruno, P.** (2017, March). *Charter Competition and District Finances: Evidence from California*. Paper presented at the annual meeting of the American Education Research Association, San Antonio, TX.

## Commentaries

**Bruno, P.** (2019, May 6). School districts must do more to manage costs of health benefits. *EdSource*.

## Research Employment

**Research Assistant, University of Southern California**      Los Angeles, CA      2015-present

- Rossier School of Education

**Program Evaluator, MyCS**      Claremont, CA      2014-2015

- NSF Award #1240939

## Teaching Assistantships

**University of Southern California**      Los Angeles, CA

- Organizations and Policy (Education 630, 2018)
- Multiple Regression (Educational Psychology & Technology 652, 2017)

**University of California, Berkeley**      Berkeley, CA

- Descriptive Introduction to Physics (Physics C10, 4 offerings, 2007-2009)

## Professional Service

Reviewer:

- *Educational Evaluation and Policy Analysis*
- *Education Finance and Policy*
- *AERA Open*
- *Educational Policy*
- *Journal of Teacher Education*
- *American Journal of Education*

## Other Education-Related Work Experience

**Deans for Impact** Austin, TX 2014-2015

- Advisor on *The Science of Learning* (2015) report.

**Middle School Science Teacher** Oakland & Los Angeles, CA 2009-2014

- Courses taught: Life Science; Physical Science; Computer Science; Philosophy

**Making Waves Education Program** Richmond, CA 2001-2007

- Administrative coordinator, school liaison, and tutor for an after-school program.

## Professional Memberships

Association for Public Policy and Management 2017-present

American Educational Research Association, Division L 2016-present

Association for Education Finance and Policy 2016-present