

Andrew M. Camp, Ph.D.

Senior Research Associate

The Annenberg Institute at Brown University

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Professional Experience

- 2024 – Present **Senior Research Associate**
The Annenberg Institute at Brown University
- 2020 – 2024 **Graduate Research Assistant**
Department of Education Reform, University of Arkansas
- 2022 **Research Intern**
Northwest Evaluation Association
- 2017 – 2020 **Mathematics Teacher**
Stuttgart High School
- 2015 – 2017 **Corps Member**
Teach for America Arkansas
- Life Science Teacher**
Blytheville High School

Education

- 2024 **Ph.D., Education Policy**, University of Arkansas.
Thesis title: *The Educator Labor Market in Times of Change.*
- 2019 **M.S. Educational Leadership**, University of Arkansas.
- 2015 **B.S. Sociology**, University of Nebraska.

Honors and Awards

- 2025 **Jean Flanigan Outstanding Dissertation Award Honorable Mention**
Association for Education Finance & Policy
- 2023 **Outstanding Doctoral Student**
Department of Education Reform, University of Arkansas
- 2022 **Outstanding Policy Product**
Education Policy Collaborative
- Emerging Education Policy Scholar**
Thomas B. Fordham Institute and American Enterprise Institute
- Best Conference Paper**
Department of Education Reform, University of Arkansas

Research Products

Peer Reviewed Articles

- 1 Camp, A., Zamarro, G., & McGee, J. (2024b). Looking back and moving forward: COVID-19's impact on the teacher labor market and implications for the future. *Educational Evaluation and Policy Analysis*, 01623737241258184. [🔗https://doi.org/10.3102/01623737241258184](https://doi.org/10.3102/01623737241258184)
- 2 Camp, A., Johnson, A., & Zamarro, G. (2023). Revisiting ethnic differences in in-person learning during the 2021-22 school year. *Journal of School Choice*, 1–50. [🔗https://doi.org/10.1080/15582159.2023.2259630](https://doi.org/10.1080/15582159.2023.2259630)
- 3 Camp, A., & Zamarro, G. (2021a). Determinants of ethnic differences in school modality choices during the COVID-19 crisis. *Educational Researcher*. [🔗https://doi.org/10.3102/0013189X211057562](https://doi.org/10.3102/0013189X211057562)

Books & Chapters

- 1 Camp, A., Zamarro, G., & McGee, J. (Forthcoming). *Educators' job burnout and intentions to leave during the COVID-19 pandemic* (J. D. Salisbury-Glennon, C.-h. Wang, & D. Shannon, Eds.). Information Age Publishing.
- 2 Zamarro, G. & Camp, A. (2025). *The COVID-19 pandemic and schools*. Association for Education Finance and Policy.

Working Papers & Briefs

- 1 Camp, A., Anglum, C., Koedel, C., Lee, S., & Nguyen, T. (2025, July). *The effects of the four-day school week on teacher recruitment and retention* (Working Paper) (Publisher: Center for Analysis of Longitudinal Data in Education Research). [🔗https://caldercenter.org/publications/effects-four-day-school-week-teacher-recruitment-and-retention](https://caldercenter.org/publications/effects-four-day-school-week-teacher-recruitment-and-retention)
- 2 Camp, A. (2024, June). *Teacher retention and quality in the four-day school week* (Working Paper No. 24-971) (Publisher: edworkingpapers.com). Retrieved June 29, 2024, from [🔗https://edworkingpapers.com/ai24-971](https://edworkingpapers.com/ai24-971)
- 3 Camp, A., Wilson, T., Liu, Y., Anglum, C., Manion, A., & Nguyen, T. (2024, September). *Teacher retention and the four-day school week in Missouri* (Working Paper) (Publisher: Policy Research in Missouri Education Center). Retrieved September 11, 2024, from [🔗https://www.primecenter.org/education-reports-database/teacher-retention-4dsws](https://www.primecenter.org/education-reports-database/teacher-retention-4dsws)
- 4 Camp, A., Zamarro, G., & McGee, J. (2024, September). *Untapped potential? understanding the paraeducator-to-teacher pipeline and its potential for diversifying the teacher workforce* (Working Paper No. 24-1034) (Publisher: edworkingpapers.com). Retrieved September 1, 2024, from [🔗https://edworkingpapers.com/ai24-1034](https://edworkingpapers.com/ai24-1034)
- 5 Zamarro, G., Camp, A., McGee, J., Wilson, T., & Vernon, M. (2024, June). *Teacher salary raises and turnover: Evidence from the first year of the Arkansas LEARNS Act* (Publisher: edworkingpapers.com). [🔗https://doi.org/10.26300/F56R-2B92](https://doi.org/10.26300/F56R-2B92)

- 6 Camp, A., Zamarro, G., & McGee, J. (2023a, December). *Arkansas teacher retention entering the 2023-24 school year* (EDRE Research Brief 2023-03). Department of Education Reform at the University of Arkansas. Fayetteville, Arkansas. 🔗 https://edre.uark.edu/_resources/pdf/rb2023-03_teacher_turnover_brief_Dec14_2023_Final.pdf
- 7 Camp, A., Zamarro, G., & McGee, J. (2023b, March 13). *Movers, switchers, and exiters: Teacher turnover during COVID-19* (EDRE Research Brief 2023-01). Department of Education Reform at the University of Arkansas. Fayetteville, Arkansas. 🔗 <https://learns.ade.arkansas.gov/File/a34xthsv.pdf>
- 8 Camp, A., Zamarro, G., & McGee, J. (2023c, April). *Teacher turnover during the COVID-19 pandemic* (EdWorkingPaper 23-757). Annenberg Institute at Brown University. Retrieved May 24, 2023, from 🔗 <https://doi.org/10.26300/akme-z405>
- 9 McKenzie, S. C., McGee, J. B., Zamarro, G., Camp, A., & Wilson, T. (2023b, March 24). *Teacher workforce report* (Arkansas LEARNS Report 3-A.I). University of Arkansas. 🔗 <https://learns.ade.arkansas.gov/File/pne1zds4.pdf>
- 10 Zamarro, G., Camp, A., McGee, J., Wilson, T., & Vernon, M. (2023, November 3). *Changes in teacher salaries under the Arkansas LEARNS Act* (EDRE Research Brief 2023-02). Department of Education Reform at the University of Arkansas. Fayetteville, Arkansas. 🔗 https://edre.uark.edu/_resources/pdf/changes-in-teacher-salaries-under-the-arkansas-learns-act-research-brief_nov2_final_rb2023-02.pdf
- 11 Camp, A., Zamarro, G., & McGee, J. B. (2022, June). *Changes in teachers' mobility and attrition in Arkansas during the first two years of the COVID-19 pandemic* (EdWorkingPaper 22-589). Annenberg Institute at Brown University. Retrieved May 31, 2023, from 🔗 <https://doi.org/10.26300/khrg-kf39>
- 12 Zamarro, G., Camp, A., Fuchsman, D., & McGee, J. B. (2022, February). *Understanding how COVID-19 has changed teachers' chances of remaining in the classroom* (EdWorkingPaper 22-542). Annenberg Institute at Brown University. Retrieved August 23, 2022, from 🔗 <https://doi.org/10.26300/2y0g-bw09>

Blog Posts

- 1 Camp, A., Zamarro, G., & McGee, J. (2024a, January 31). *Arkansas teacher retention for the 2023-24 school year*. Blog - Office for Education Policy. 🔗 <https://oep.uark.edu/arkansas-teacher-retention-for-the-2023-24-school-year/>
- 2 Zamarro, G., Camp, A., McGee, J., Wilson, T., & Vernon, M. (2024, January 17). *Teacher salaries under the Arkansas LEARNS Act*. Blog - Office for Education Policy. 🔗 <https://oep.uark.edu/teacher-salaries-under-the-arkansas-learns-act/>
- 3 Camp, A., Zamarro, G., & McGee, J. B. (2023, March 15). *Three years later: Arkansas teacher turnover during and after COVID-19*. Blog - Office for

- Education Policy. <https://oep.uark.edu/three-years-later-arkansas-teacher-turnover-during-and-after-covid-19/>
- 4 McKenzie, S. C., McGee, J. B., Zamarro, G., Camp, A., & Wilson, T. (2023a, February 22). *OEP-EDRE conference materials and teacher workforce snapshot*. Blog - Office for Education Policy. <https://oep.uark.edu/oep-edre-conference-materials-and-teacher-workforce-snapshot/>
 - 5 Zamarro, G., McGee, J. B., & Camp, A. (2023, March 3). *Teacher labor market research and the Arkansas LEARNS Act*. Blog - Office for Education Policy. <https://oep.uark.edu/teacher-labor-market-research-and-the-arkansas-learns-act/>
 - 6 Camp, A., & Zamarro, G. (2021b, May 5). *For minority families, returning to in-person learning might be more complex than just re-opening schools*. Education Next. <https://www.educationnext.org/for-minority-families-returning-to-in-person-learning-might-be-more-complex-than-just-re-opening-schools/>
 - 7 Camp, A., & Zamarro, G. (2021c, April 20). *Returning to in-person learning might be more complex than simply re-opening schools for minority families*. The Evidence Base. <https://healthpolicy.usc.edu/evidence-base/returning-to-in-person-learning-might-be-more-complex-than-simply-re-opening-schools-for-minority-families/>
 - 8 Zamarro, G., Camp, A., Fuchsman, D., & McGee, J. B. (2021a, September 8). *How the pandemic has changed teachers' commitment to remaining in the classroom*. Brookings's Brown Center Chalkboard. <https://www.brookings.edu/blog/brown-center-chalkboard/2021/09/08/how-the-pandemic-has-changed-teachers-commitment-to-remaining-in-the-classroom/>
 - 9 Zamarro, G., Camp, A., Fuchsman, D., & McGee, J. B. (2021b, September 16). *Pandemic prompts more teachers to consider early retirement or new career*. The Conversation. <https://theconversation.com/pandemic-prompts-more-teachers-to-consider-early-retirement-or-new-career-166871>

Conference Presentations

- 1 *Camp, A. (2025, November 21–23). *Teacher quality and turnover in the four day school week* (Paper Presentation) [46th Annual Association for Public Policy Analysis and Management Conference]. National Harbor, Maryland.
- 2 *Camp, A. (2024a, March 14–16). *Teacher quality and turnover in the four day school week* (Paper Presentation) [49th Annual Association for Education Finance and Policy Conference]. Baltimore, Maryland.
- 3 *Camp, A. (2024b, March 13–15). *Temporal dynamics in educator labor markets* (Paper Presentation) [50th Annual Association for Education Finance and Policy Conference]. Washington, D.C.
- 4 Camp, A., Zamarro, G., & *McGee, J. (2024, March 14–16). *The paraeducator-to-teacher pipeline: New insights in a moment of active policy*

- development* (Paper Presentation) [49th Annual Association for Education Finance and Policy Conference]. Baltimore, Maryland.
- 5 *Sarker, J., McGee, J., Zamarro, G., & Camp, A. (2024, March 14–16). *Assessing the relationship between teacher licensure exam scores and classroom effectiveness* (Paper Presentation) [49th Annual Association for Education Finance and Policy Conference]. Baltimore, Maryland.
 - 6 *Zamarro, G., Camp, A., McGee, J., Wilson, T., & Vernon, M. (2024, March 14–16). *Changes in teacher salaries and turnover under the Arkansas Learns Act* (Paper Presentation) [49th Annual Association for Education Finance and Policy Conference]. Baltimore, Maryland.
 - 7 *Camp, A., Zamarro, G., & McGee, J. (2023a, September 27). *The Career Transitions and Trajectories of Paraeducators* (Invited Paper Presentation) [Society for Research on Educational Effectiveness 2023 Conference]. Washington, D.C.
 - 8 *Camp, A., Zamarro, G., & McGee, J. (2023b, November 11). *Educator turnover during the COVID-19 pandemic* (Paper Presentation) [Association for Public Policy Analysis & Management 2023 Fall Research Conference]. Atlanta, GA.
 - 9 *Camp, A., Zamarro, G., & McGee, J. (2023c, November 9–11). *Looking back and moving forward: COVID-19's impact on the teacher labor market and implications for the future* (Paper Presentation) [2023 Association for Public Policy Analysis and Management Conference]. Atlanta, Georgia.
 - 10 Camp, A., *Zamarro, G., & McGee, J. B. (2023, March 24). *Education sector turnover and retention during COVID* (Paper Presentation) [48th Annual Association for Education Finance and Policy Conference]. Denver, Colorado. Presenting Author: Gema Zamarro.
 - 11 *Prados, M. J., Zamarro, G., & Camp, A. (2023, April 15). *Too little, too late? school re-openings and labor outcomes during covid-19* (Paper Presentation) [Population Association of America 2023 Annual Meeting]. New Orleans, Louisiana. Presenting Author: María Prados.
 - 12 *Wilson, T., Camp, A., & Zamarro, G. (2023, March 23). *Do educator preparation programs differ? self-perception of preparedness among novice K-12 teachers in Arkansas* (Poster Presentation) [48th Annual Association for Education Finance and Policy Conference]. Denver, Colorado. Presenting Author: Taylor Wilson.
 - 13 *Wilson, T., Zamarro, G., Camp, A., & McGee, J. (2023, November 9). *Trajectories into teaching among arkansas preparation programs enrollees* (Paper Presentation) [Association for Public Policy Analysis & Management 2023 Fall Research Conference]. Atlanta, GA.
 - 14 *Camp, A., & Zamarro, G. (2022, March 27–29). *Determinants of ethnic differences in school modality choices during the COVID-19 crisis* (Paper Presentation) [43rd Annual Association for Public Policy Analysis &

Management Conference]. Austin, Texas.
Presenting Author.

- 15 *Camp, A., Zamarro, G., Fuchsman, D., & McGee, J. B. (2022, March 17–19). *The distribution of teachers' cognitive and non-cognitive abilities: Evidence from a nationally representative survey* (Paper Presentation) [47th Annual Association for Education Finance and Policy Conference]. Denver, Colorado.
Presenting Author.
- 16 *Heape, A., Camp, A., & Zamarro, G. (2022, March 17–19). *COVID-19 and parental choice in the 2021-22 school year* (Paper Presentation) [47th Annual Association for Education Finance and Policy Conference]. Denver, Colorado.

** indicates presenting author.*

Teaching

- 2022 – 2023 **Math Boot Camp**, Instructor of Record
Department of Education Reform, University of Arkansas
- 2023 **Issues in Education Policy**, Instructor of Record
Educational Statistics and Research Methods Program, University of Arkansas
- 2022 – 2023 **Intermediate Quantitative Techniques**, Teaching Assistant
Department of Education Reform, University of Arkansas
- 2021 – 2022 **Applied Microeconometrics**, Tutor
Department of Economics, University of Arkansas
- 2017 – 2020 **Algebra & Geometry**, Instructor of Record
Stuttgart High School
- 2015 – 2017 **Biology, Environmental Science, & Forensics**, Instructor of Record
Blytheville High School

Service

- 2025 **Conference Section Reviewer**
Association for Public Policy Analysis & Management
- Conference Section Reviewer**
Society for Research on Educational Effectiveness
- 2024 **Conference Section Reviewer**
Association for Education Finance & Policy
- Conference Session Chair**
Association for Education Finance & Policy
11.08 - Teacher Perceptions, Engagement, and Motivation
- 2023 **Conference Section Reviewer**
Association for Education Finance & Policy

Service (continued)

- 2022 **Conference Proposal Reviewer**
Mid-South Educational Research Association
- Conference Student Volunteer**
Association for Education Finance & Policy
- 2021 – 2022 **Lecture Series Coordinator**
Department of Education Reform, University of Arkansas

Invited Reviewer

Educational Researcher
Educational Evaluation and Policy Analysis
AERA Open
Education Economics
Education Finance & Policy
Education Policy Analysis Archives