

# Andrew M. Camp

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Distinguished Doctoral Fellow, Department of Education Reform  
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## PROFESSIONAL & RESEARCH EXPERIENCE

<i>Graduate Research Assistant</i>	2020-Present
Department of Education Reform University of Arkansas - Fayetteville, Arkansas	
<i>Research Intern</i>	2022
Northwest Evaluation Association Portland, Oregon	
<i>Mathematics Instructor</i>	2017-2020
Stuttgart High School Stuttgart, Arkansas	
<i>Life Science Instructor</i>	2015-2017
Blytheville High School Blytheville, Arkansas	
<i>Corps Member</i>	2015-2017
Teach for America Arkansas	

## EDUCATION

PhD, Education Policy, <i>University of Arkansas</i>	expected 2024
MS, Educational Leadership, <i>University of Arkansas</i>	2019
BS, Sociology, <i>University of Nebraska</i>	2015

## HONORS AND AWARDS

<i>Outstanding Doctoral Student</i>	2023
Department of Education Reform, University of Arkansas	
<i>Outstanding Policy Product</i>	2022
Education Policy Collaborative	

*Emerging Education Policy Scholar* 2022  
Thomas B. Fordham Institute and American Enterprise Institute

*Best Conference Paper* 2022  
Department of Education Reform, University of Arkansas

## **PUBLICATIONS**

### **Peer Reviewed**

- [1] **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. [doi:10.1080/15582159.2023.2259630](https://doi.org/10.1080/15582159.2023.2259630)
- [2] **Camp, A.**, & Zamarro, G. (2021). Determinants of Ethnic Differences in School Modality Choices During the COVID-19 Crisis. *Educational Researcher*. [doi:10.3102/0013189X211057562](https://doi.org/10.3102/0013189X211057562)

### **Working Papers & Research Briefs**

- [1] Zamarro, G., **Camp, A.**, McGee, J., Wilson, T., & Vernon, M. (2023). *Changes in Teacher Salaries Under The Arkansas LEARNS Act* (EDRE Research Brief 2023-02). Department of Education Reform at the University of Arkansas. [edre.uark.edu/\\_resources/pdf/changes-in-teacher-salaries-under-the-arkansas-learns-act-research-brief\\_nov2\\_final\\_rb2023-02.pdf](https://edre.uark.edu/_resources/pdf/changes-in-teacher-salaries-under-the-arkansas-learns-act-research-brief_nov2_final_rb2023-02.pdf)
- [2] **Camp, A.**, Zamarro, G., & McGee, J. (2023). *Teacher Turnover During the COVID-19 Pandemic* (EdWorkingPaper 23-757). Annenberg Institute at Brown University. [doi:10.26300/akme-z405](https://doi.org/10.26300/akme-z405)
- [3] **Camp, A.**, Zamarro, G., & McGee, J. (2023). *Movers, Switchers, and Exiters: Teacher Turnover During COVID-19* (EDRE Research Brief 2023-01). Department of Education Reform at the University of Arkansas. [learns.ade.arkansas.gov/File/a34xthsv.pdf](https://learns.ade.arkansas.gov/File/a34xthsv.pdf)
- [4] **Camp, A.**, Zamarro, G., & McGee, J. B. (2022). *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. [doi:10.26300/khrg-kf39](https://doi.org/10.26300/khrg-kf39)
- [5] Zamarro, G., **Camp, A.**, Fuchsman, D., & McGee, J. B. (2022). *Understanding how*

*COVID-19 has Changed Teachers' Chances of Remaining in the Classroom* (EdWorkingPaper 22-542). Annenberg Institute at Brown University. [doi:10.26300/2yog-bw09](https://doi.org/10.26300/2yog-bw09)

## Book Chapters

- [1] **Camp, A.**, Zamarro, G., & McGee, J. (Under Review). Educators' Job Burnout and Intentions to Leave During the COVID-19 Pandemic. In J. D. Salisbury-Glennon, C. Wang, & D. Shannon (Eds.), *Examining the Cognitive and Psychological Effects of COVID-19 from Elementary through Post-Secondary Education*. Information Age Publishing.

## Policy Reports

- [1] McKenzie, S. C., McGee, J. B., Zamarro, G., **Camp, A.**, & Wilson, T. (2023). *Teacher Workforce Report* (Arkansas LEARNS Report 3-A.I). University of Arkansas. [learns.ade.arkansas.gov/File/pneizds4.pdf](https://learns.ade.arkansas.gov/File/pneizds4.pdf)
- [2] **Camp, A.**, Zamarro, G., & McGee, J. (2023). *Movers, Switchers, and Exiters: Teacher Turnover During COVID-19* (EDRE Research Brief 2023-01). Department of Education Reform at the University of Arkansas. [learns.ade.arkansas.gov/File/a34xthsv.pdf](https://learns.ade.arkansas.gov/File/a34xthsv.pdf)

## Other Publications

- [1] **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. [oep.uark.edu/three-years-later-arkansas-teacher-turnover-during-and-after-covid-19/](https://oep.uark.edu/three-years-later-arkansas-teacher-turnover-during-and-after-covid-19/)
- [2] Zamarro, G., McGee, J. B., & **Camp, A.** (2023, March 3). *Teacher Labor Market Research and the Arkansas LEARNS Act*. Blog - Office for Education Policy. [oep.uark.edu/teacher-labor-market-research-and-the-arkansas-learns-act/](https://oep.uark.edu/teacher-labor-market-research-and-the-arkansas-learns-act/)
- [3] McKenzie, S. C., McGee, J. B., Zamarro, G., **Camp, A.**, & Wilson, T. (2023, February 22). *OEP-EDRE Conference Materials and Teacher Workforce Snapshot*. Blog - Office for Education Policy. [oep.uark.edu/oep-edre-conference-materials-and-teacher-workforce-snapshot/](https://oep.uark.edu/oep-edre-conference-materials-and-teacher-workforce-snapshot/)
- [4] Zamarro, G., **Camp, A.**, Fuchsman, D., & McGee, J. B. (2021, September 16). *Pandemic prompts more teachers to consider early retirement or new career*. The Conversation. [theconversation.com/pandemic-prompts-more-teachers-to-consider-](https://theconversation.com/pandemic-prompts-more-teachers-to-consider-early-retirement-or-new-career)

[early-retirement-or-new-career-166871](#)

- [5] Zamarro, G., **Camp, A.**, Fuchsman, D., & McGee, J. B. (2021, September 8). *How the pandemic has changed teachers' commitment to remaining in the classroom*. Brookings's Brown Center Chalkboard. [www.brookings.edu/blog/brown-center-chalkboard/2021/09/08/how-the-pandemic-has-changed-teachers-commitment-to-remaining-in-the-classroom/](http://www.brookings.edu/blog/brown-center-chalkboard/2021/09/08/how-the-pandemic-has-changed-teachers-commitment-to-remaining-in-the-classroom/)
- [6] **Camp, A.**, & Zamarro, G. (2021, May 5). *For Minority Families, Returning to In-Person Learning Might Be More Complex than Just Re-Opening Schools*. Education Next. [www.educationnext.org/for-minority-families-returning-to-in-person-learning-might-be-more-complex-than-just-re-opening-schools/](http://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. (2021, April 20). *Returning to In-Person Learning Might be More Complex than Simply Re-Opening Schools for Minority Families*. The Evidence Base. [healthpolicy.usc.edu/evidence-base/returning-to-in-person-learning-might-be-more-complex-than-simply-re-opening-schools-for-minority-families/](http://healthpolicy.usc.edu/evidence-base/returning-to-in-person-learning-might-be-more-complex-than-simply-re-opening-schools-for-minority-families/)

## CONFERENCE PRESENTATIONS

Note: \* indicates presenting author.

- [1] \***Camp, A.**, Zamarro, G., & McGee, J. (2023, November 11). *Educator Turnover during the COVID-19 Pandemic* [Paper Presentation]. Association for Public Policy Analysis & Management 2023 Fall Research Conference, Atlanta, GA. [www.appam.org/conference-events/fall-research-conference/2023appam-policy-that-matters/](http://www.appam.org/conference-events/fall-research-conference/2023appam-policy-that-matters/)
- [2] \*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. [www.appam.org/conference-events/fall-research-conference/2023appam-policy-that-matters/](http://www.appam.org/conference-events/fall-research-conference/2023appam-policy-that-matters/)
- [3] \***Camp, A.**, Zamarro, G., & McGee, J. (2023, September 27). *The Career Transitions and Trajectories of Paraeducators* [Invited Paper Presentation]. Society for Research on Educational Effectiveness 2023 Conference, Washington, D.C. [www.sree.org/2023-conference](http://www.sree.org/2023-conference)

- [4] \*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.
- [5] **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, Denver, Colorado.
- [6] \*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, Denver, Colorado.
- [7] \***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, Austin, Texas.
- [8] \***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, Denver, Colorado.
- [9] \*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, Denver, Colorado.

## TEACHING EXPERIENCE

### Instructor

<i>Mathematics Bootcamp</i>	2022-2023
PhD in Education Policy, University of Arkansas	
<i>Issues in Educational Policy</i>	2023
PhD in Educational Statistics and Research Methods, University of Arkansas	

### Teaching Assistant or Tutor

<i>Intermediate Quantitative Analytical Techniques for Education Policy</i>	2022-2023
PhD in Education Policy, University of Arkansas	

*Applied Microeconometrics* 2021-2022  
MS in Economic Analytics, University of Arkansas

### **K-12 Teaching**

*Algebra III & Geometry* 2017-2020  
Stuttgart High School

*Biology, Forensics, & Environmental Science* 2015-2017  
Stuttgart High School

### **SERVICE**

*Conference Section Reviewer* 2023  
Association for Education Finance & Policy  
49th Annual Conference

*Conference Proposal Reviewer* 2022  
Mid-South Educational Research Association  
2022 Annual Meeting

*Conference Student Volunteer* 2022  
Association for Education Finance and Policy  
47th Annual Conference

*Lecture Series Coordinator* 2021-2022  
Department of Education Reform  
University of Arkansas - Fayetteville, Arkansas

### **Invited Reviewer**

Education Economics  
Educational Evaluation and Policy Analysis  
Educational Finance and Policy  
Education Policy Analysis Archives  
Educational Researcher