

Labor/Public Economics Workshop: <https://economics.yale.edu/events/laborpublic-economics-workshop/2024/dan-goldhaber-center-analysis-longitudinal-data-education-research>

Date: Wednesday, October 9, 2024

Time: 3:00 pm — 4:00 pm

Location: 2210 Allison Classroom, Yale School of Management, 165 Whitney Avenue

Talk Title: Information and Employee Hiring: Evidence from a Randomized Intervention in Public Schools

Description: Professional references are widely used in hiring decisions, yet their effectiveness remains largely understudied. We analyze structured ratings collected from the professional references of teacher applicants and conduct an experiment to see whether the ratings influence assessments of applicants and hiring decisions when provided to hiring managers on a randomized basis. We find little evidence that providing reference ratings to hiring managers influences their evaluations of candidates or hiring choices in productive ways. This appears to be a lost opportunity as reference ratings are found to predict future job performance, and simulations suggest there is significant scope for change that could improve hiring outcomes.

Paper that will be presented: *Improving Hiring Decisions: Experimental Evidence on the Value of Reference Information About Teacher Applicants*, <https://caldercenter.org/publications/improving-hiring-decisions-experimental-evidence-value-reference-information-about>



Dan Goldhaber

Director, Center for Analysis of Longitudinal Data in Education Research (CALDER)

Vice-President

Dr. Dan Goldhaber is the Director of the Center for Analysis of Longitudinal Data in Education Research (CALDER, caldercenter.org) at the American Institutes for Research and the Director of the Center for Education Data & Research (CEDR, cedr.us) at the University of Washington. Both CALDER and CEDR are focused on using state administrative data to do research that informs decisions about policy and practice.

Dan's work focuses on issues of educational productivity and reform at the K-12 level, the broad array of human capital policies that influence the composition, distribution, and quality of teachers in the workforce, and connections between students' K-12 experiences and ^[L]_[SEP]postsecondary outcomes. Topics of published work in this area include studies of the stability of value-added measures of teachers, the effects of teacher qualifications and quality on student achievement, and the impact of teacher pay structure and licensure on the teacher labor market.

Dan's research has been regularly published in leading peer-reviewed economic and education journals such as: *American Economic Review*, *Journal of Human Resources*, *Journal of Policy and Management*, *Economics of Education Review*, *Education Finance and Policy*, and *Educational Evaluation and Policy Analysis*. The findings from these articles have been covered in more widely accessible media outlets such as National Public Radio, the *New York Times*, the *Washington Post*, *USA Today*, and *Education Week*. Dan previously served as president of the Association for Education Finance and Policy (2006-2017), an elected member of the Alexandria City School Board from 1997-2002, and as co-editor of *Education Finance and Policy*.