

Alexander J Moran

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ACADEMIC APPOINTMENTS

University of Maryland, Baltimore, Baltimore, MD

2025-Present Postdoctoral Fellow, Institute for Innovation and Implementation

Carnegie Mellon University, Pittsburgh, PA

2026 Adjunct Professor, Heinz College of Information Systems and Public Policy

AFFILIATIONS

University of Maryland, Baltimore County, Baltimore, MD

2025-Present Senior Policy Fellow, School of Public Policy

Michigan State University, East Lansing, MI

2023-Present Collaborator, Education Policy Innovation Collaborative

EDUCATION

2025 Ph.D. **Florida State University**, Tallahassee, FL
Education Policy and Evaluation

2017 M.A.T. **University of Michigan**, Ann Arbor, MI
Educational Studies
Secondary Teacher Certification: Integrated Science, Biology

2016 B.S. **University of Michigan**, Ann Arbor, MI
Biomolecular Science

PUBLICATIONS

PEER-REVIEWED JOURNAL ARTICLES

5. **Moran, A.J.** (In Press). Teacher-colleague race congruence and mobility: Do colleague demographics impact teacher retention? *AERA Open*.
4. Harbatkin, E. & **Moran, A.J.** (In Press). Does Teacher Turnover Disrupt Collaboration in Schools? Evidence from Turnaround Districts. *Journal of Education Human Resources*.
3. Harbatkin, E., Nguyen, T., Strunk, K.O., Burns, J.A., & **Moran, A.J.** (2025). Should I stay, or should I go (later)? Teacher intentions and turnover in low-performing schools. *Education Finance and Policy*, 20(4), 636-673. https://doi.org/10.1162/edfp_a_00447
2. Harbatkin, E., Pham, L., Redding, C., & **Moran, A.J.** (2024). What are the Side Effects of School Turnaround? A Systematic Review. *Review of Research in Education*, 48(1), 58-88. <https://doi.org/10.3102/0091732X241248151>
1. Akiba, M., Byun, S., Jiang, X., Kim, K., & **Moran, A.J.** (2023). Do teachers feel valued in society? Occupational value of the teaching profession in OECD countries. *AERA Open*, 9(1), 1-21. <https://doi.org/10.1177/23328584231179184>

UNDER REVIEW

Moran, A.J. Effects of student loan forgiveness policies on teacher supply. Revise and resubmit at *Educational Evaluation and Policy Analysis*.

RESEARCH IN PROGRESS

“Conditional Teaching Licenses and Student Discipline Disparities: Evidence from Maryland” with Jane A. Lincove, Danielle Barefoot, and Fadel Ugarte

“The effects of the Partnership Model on teacher turnover in Michigan’s lowest performing schools” with Erica Harbatkin

BOOK CHAPTERS, REPORTS, AND POLICY BRIEFS

Harbatkin, E., **Moran, A.J.**, Cullum, S., Singer, J., Strunk, K.O., & Woulfin, S. L. (2025). Round 4 of the Partnership Model: 2023-24 Outcomes Report. East Lansing, MI: Education Policy Innovation Collaborative.

Singer, J., Woulfin, S. L., Lizarraga, L., Strunk, K. O., Harbatkin, E., & **Moran, A.J.** (2024). Round 4 of the Partnership Model: 2023-24 Implementation Report. East Lansing, MI: Education Policy Innovation Collaborative. Available at <https://epicedpolicy.org/round-4-of-the-partnership-model-2023-24-implementation-report/>.

Singer, J., Woulfin, S. L., Strunk, K. O., Watson, C., Bertrand, A, Lizarraga, L., **Moran, A.J.**, & Harbatkin, E. (2023). Human Capital Challenges in Round 4 Partnership Districts. East Lansing, MI: Education Policy Innovation Collaborative. Available at <https://epicedpolicy.org/human-capital-challenges-in-round-4-partnership-districts/>.

Park-Gaghan, T., Mokher, C., Daniels, H., McCoy, K., Henning, H., & **Moran, A.J.** (2022). Exploring Corequisite Developmental Education Models in the Lone Star State: A First Report on Student Success and Corequisite Implementation. Tallahassee, FL: Center for Postsecondary Success. Available at https://purl.lib.fsu.edu/diginole/research_repository_submission-797dc447-dad9-4104-8c52-6bc39040a6a3

Akiba M., **Moran A.J.**, Kim K., & Jiang X. (2022). A cross-national analysis of organizational support for teachers’ professional learning. In I. Menter (ed.), *The Palgrave Handbook of Teacher Education Research*. Palgrave Macmillan.

RESEARCH FUNDING

2025	Principal Investigator, “Effects of Student Loan Forgiveness Policies on Teacher Supply.” American Educational Research Association/National Science Foundation Dissertation Grant Award: \$27,500
2024, 2025	FSU College of Education, Health, and Human Sciences Dissertation Award, \$1,000 annually
2020-2025	Department of Educational Leadership and Policy Studies Fellowship, \$18,000 annually, Florida State University

HONORS AND AWARDS

2025	Florida State University Graduate Student Excellence Award
2025	Emerging Education Policy Scholar (EEPS), Thomas B. Fordham Institute and the American Enterprise Institute (AEI)
2024	UCEA/AERA David L. Clark Scholar in K-12 Educational Administration and Policy

PEER-REVIEWED CONFERENCE PRESENTATIONS

Moran, A.J., Lincove, J., Barefoot, D., & Ugarte, F. (2026, March). Conditionally licensed teachers and student exclusionary discipline in Maryland. Paper accepted to the annual research conference of the Association Education Finance and Policy (AEFP). Chicago, IL.

- Moran, A.J.** & Harbatkin, E. (2026, March). The Effects of the Partnership Model on Teacher Turnover in Michigan's Lowest Performing Schools. Paper accepted to the annual research conference of the Association Education Finance and Policy (AEFP). Chicago, IL.
- Moran, A.J.** & Harbatkin, E. (2025, November). The Effects of the Partnership Model on Teacher Turnover in Michigan's Lowest Performing Schools. Paper presented at the annual research conference of the Association for Public Policy Analysis and Management (APPAM). Seattle, WA.
- Moran, A.J.** (2025, April). Effects of student loan forgiveness policies on teacher supply. Invited poster presented at the annual research conference of the American Educational Research Association (AERA). Denver, CO.
- Moran, A.J.** (2025, March). Effects of student loan forgiveness policies on teacher supply. Paper presented at the annual research conference of the Association for Education Finance and Policy (AEFP). Washington, D.C.
- Moran, A.J.** (2024, March). Strengthening the teacher pipeline for hard-to-staff schools: A teacher loan forgiveness policy option. Paper presented at the annual research conference of the Association for Education Finance and Policy (AEFP). Baltimore, MD.
- Moran, A.J.** (2023, November). Colleague racial congruence and teacher turnover. Paper presented at the annual research conference of the Association for Public Policy Analysis and Management (APPAM). Atlanta, GA.
- Harbatkin, E., Nguyen, T., Strunk, K. O., Burns, J. L., & **Moran, A.J.** (2023, November). Should I stay, or should I go (later)? Teacher intentions and turnover in low-performing schools before and during the COVID-19 pandemic. Paper presented at the annual research conference of the Association for Public Policy Analysis and Management (APPAM). Atlanta, GA.
- Moran, A.J.** (2023, March). Relationship between teacher of color retention and colleague race congruence. Paper presented at the annual research conference of the Association for Education Finance and Policy (AEFP). Denver, CO.
- Harbatkin, E., Nguyen, T., Strunk, K. O., Burns, J. L., & **Moran, A.J.** (2023, March). Should I stay, or should I go (later)? Teacher intentions and turnover in low-performing schools before and during the COVID-19 pandemic. Paper presented at the annual research conference of the Association for Education Finance and Policy (AEFP). Denver, CO.
- Moran, A.J.** (2022, November). Allocating state funds to support literacy coaches in Florida. Paper presented at the annual research conference of the Association for Public Policy Analysis and Management (APPAM). Washington, D.C.
- Moran, A.J.**, & Akiba, M. (2022, April). State policy and district implementation of literacy coach allocation and qualifications in Florida. Paper presented at the annual research conference of the American Educational Research Association (AERA). San Diego, CA.
- Akiba, M., Kim, K., & **Moran, A.J.** (2022, April). Teacher Opportunity Gap, Quality Gap, and Student Achievement Gap in 36 Countries. Paper presented at the annual research conference of the American Educational Research Association (AERA). San Diego, CA.
- Moran, A.J.**, & Akiba, M. (2022, March). State policy and district implementation of literacy coach allocation and qualifications in Florida. Paper presented at the annual research conference of the Association for Education Finance and Policy (AEFP). Denver, CO.
- Akiba, M., Byun, S., Kim, K., **Moran, A.J.**, & Kang, S. (2021). Do Teachers Feel Valued and Influential? A Comparative Analysis of Occupational Value of the Teaching Profession. Paper presented virtually at the annual research conference of the Comparative and International Education Society (CIES). Seattle, WA.

TEACHING

CARNEGIE MELLON UNIVERSITY

2026 Education Policy and Reform in the United States

FLORIDA STATE UNIVERSITY

2024 Applied Education Policy Analysis (Teaching Assistant)

2024 Introduction to Large Data Sets (Guest Lecture)

2023 Applied Research Methods in Education (Guest Lecture)

2022 Survey Research Methods (Teaching Assistant)

K-12

2017-2020 High School Science Teacher, Ann Arbor Public Schools, Ann Arbor, MI

2014 Visiting English Teacher, St. Andrews CCAP Mission Secondary School,
Mulanje, Malawi

SERVICE

2023-2025 **Co-Chair**, Association for Education Finance and Policy Doctoral Student Community Group

2023 **Editorial Assistant**, *Educational Research*

2021-2023 **Department Representative**, Student Leadership Council, Florida State University

2021-2022 **Vice President**, Leadership, Education, Activism, & Research Network, Department of Educational Leadership and Policy, Florida State University

Referee **Journals:** Education Economics
Conferences: SREE (2025), AERA (2022), CIES (2021)

MEMBERSHIPS

Association for Education Finance and Policy (AEFP)

Association for Public Policy Analysis and Management (APPAM)

American Educational Research Association (AERA)

Society for Research on Educational Effectiveness (SREE)