

Bradley D. Marianno

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Academic Positions:

- 2019-Present Co-Director, Director of Education Policy
Center for Research, Evaluation, and Assessment
University of Nevada, Las Vegas, College of Education
Las Vegas, NV
- 2018-Present Assistant Professor, Educational Policy and Leadership
University of Nevada, Las Vegas, College of Education
Las Vegas, NV

Education:

- 2018 Ph.D. Urban Education Policy, University of Southern California
- 2016 M.A. Economics, University of Southern California
- 2013 M.S. Sociology, Brigham Young University-Provo, UT
- 2011 B.S. Sociology, *Cum Laude*, Brigham Young University-Provo, UT

Peer-Reviewed Publications:

- Marianno, Bradley D.** (2019). Compared to What?: Changes in Interest Group Resources and the Proposal and Adoption of State Teacher Policy. *Policy Studies Journal*.
- Strunk, Katharine O., **Marianno, Bradley D.** (2019). Negotiating the Great Recession: How Teacher Collective Bargaining Agreements Change in Times of Financial Duress. *AERA Open*.
- Marianno, Bradley D.**, Strunk, Katharine O. (2018). The Bad End of the Bargain?: Revisiting the Relationship between Collective Bargaining Agreements and Student Achievement. *Economics of Education Review*, 65, 93-106.
- Marianno, Bradley D.** (2018). Down but Not Out: The National Education Association in Federal Politics. *Educational Policy*, 32(2), 234-254.
- Marianno, Bradley D.**, Kilbride, Tara, Theobald, Roddy, Strunk, Katharine O., Cowen, Joshua, & Goldhaber, Dan. (2018). Cut from the Same Cloth? Comparing Urban District CBAs Within States and Across the U.S. *Educational Policy*, 32(2), 334-359.

Strunk, Katharine O., Cowen, Joshua, Goldhaber, Dan, **Marianno, Bradley D**, Kilbride, Tara, & Theobald, Roddy. (2018). It's in the Contract: How the Policies Set in Teachers' Unions Collective Bargaining Agreements Vary Across States and Districts. *Educational Policy*, 32(2), 280-312.

Marianno, Bradley D. (2015). Teachers' Unions on the Defensive?: How Recent Collective Bargaining Laws Reformed the Rights of Teachers, *Journal of School Choice*, 9(4), 551-577.

Non-Peer-Reviewed Publications/Invited Essays:

Marianno, Bradley D., Strunk, Katharine O. (2018). After Janus: A New Era of Teachers' Union Activism. *Education Next*, 18(4): 18-25.

Under Review:

Marianno, Bradley D. (Revise and Resubmit). A Negotiated Disadvantage? California Collective Bargaining Agreements and Within-District Student Achievement Gaps. *Educational Researcher*.

Strunk, Katharine O., Goldhaber, Dan, Cowen, Josh, **Marianno, Bradley D.**, Kilbride, Tara, Theobald, Rodney. (Revise and Resubmit). Collective Bargaining and State-Level Reforms: Assessing Changes to the Restrictiveness of Collective Bargaining Agreements across Three States. *ILR Review*.

Marianno, Bradley D., Bruno, Paul, Strunk, Katharine, O. (Under review). The Efficiency Effects of Public Sector Unions: Longitudinal Evidence from California School Districts. *SAGE Open*.

Woo, David, **Marianno, Bradley D.** (Under Revision). After the Vote: Unionization's impact on Chicago's charter schools," for inclusion in *Walkout: Teacher Militancy, Activism, and School Reform*. IAP.

Working Papers:

Marianno, Bradley D, Relles, Stefani. Tensions from the Collective: Insights on Collective Bargaining Agreements From the Day-to-Day Work of School and District Administrators.

Marianno, Bradley D & Kilbride, Tara. Outside the Scope: The Effect of Michigan Public Act 103 on Teacher Mobility.

Marianno, Bradley D & Kilbride, Tara. When Working Conditions Change: Collective Bargaining Agreements and Teacher Retention in Michigan.

Papers in Progress

Marianno, Bradley D, Jacobsen, Rebecca, Lyon, Melissa, A., Hemphill, Annie. Do I have your Support?: Teacher Candidacy and Teachers' Unions in the 2018 Midterm Elections.

Bush-Mecenas, Susan, **Marianno, Bradley D**. Negotiating "A More Perfect Union"? Politics, Power, and Institutional Work of Collective Bargaining in Education.

Jacobsen, Rebecca, Lyon, Melissa A., **Marianno, Bradley D**, Hemphill, Annie. A Run for Their Money?: Teacher Candidates in the 2018 Midterm Elections and the Framing of School Funding

Kennedy, Kate, Woo, David, **Marianno, Bradley D.** The Micropolitics of CMO Charter Teacher Union Organizing.

Conference Presentations:

Upcoming Presentations

2020. **Marianno, Bradley D.** & Kilbride, Tara. “When Working Conditions Change: How Changes to Collective Bargaining Agreements Affect Teacher Hiring, Mobility, and Exit in Michigan.” Paper to be presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
2020. Bush-Mecenas, Susan, **Marianno, Bradley D.** Negotiating “A More Perfect Union”? Politics, Power, and Institutional Work of Collective Bargaining in Education. Paper to be presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
2020. **Marianno, Bradley D.**, Jacobsen, Rebecca, Lyon, Melissa, A., Hemphill, Annie. Do I have your Support?: Teacher Candidacy and Teachers’ Unions in the 2018 Midterm Elections. Paper to be presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
2020. Kennedy, Kate, Woo, David, **Marianno, Bradley D.** The Micropolitics of CMO Charter Teacher Union Organizing. Paper to be presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

Past Presentations

2019. **Marianno, Bradley D.** Informative Change and Impact through Research. 5th Annual Summit on Nevada Education, Las Vegas, NV.
2019. **Marianno, Bradley D.** & Kilbride, Tara. “Outside the Scope: The Effect of Michigan Public Act 103 and Seniority-Based Transfer Provisions on Teacher Mobility.” Paper presented at the annual meeting of the Association for Public Policy and Management, Denver, CO.
2019. **Marianno, Bradley D.** & Kilbride, Tara. “When Working Conditions Change: How Changes to Collective Bargaining Agreements Affect Teacher Hiring, Mobility, and Exit in Michigan.” Paper presented at the annual meeting of the Association for Public Policy and Management, Denver, CO.
2019. Jacobsen, Rebecca, **Marianno, Bradley D.**, Lyons, Melissa, Hemphill, Annie. “Teacher Political Engagement: Year of the Teacher?.” Invited presentation at the annual meeting of the American Educational Research Association, Toronto, ON, CA.
2019. **Marianno, Bradley D.** “A Negotiated Disadvantage? California Collective Bargaining Agreements and Within-District Student Achievement Gaps.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Kansas City, MO.
2019. **Marianno, Bradley D.** & Kilbride, Tara. “Outside the Scope: The Effect of Michigan Public Act 103 on Teacher Mobility.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Kansas City, MO.

2018. **Marianno, Bradley D.** “The Duty to Bargain: A Case Study on the Micropolitics of School District Collective Bargaining Negotiations in California.” Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
2018. Strunk, Katharine O., Goldhaber, Dan, Cowen, Josh, **Marianno, Bradley D.**, Kilbride, Tara, Theobald, Rodney. “The More Things Change, the More They Stay the Same? Examining the consistency of collective bargaining provisions across states and time.” Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
2018. **Marianno, Bradley D.**, Bruno, Paul, Strunk, Katharine, O. “Teacher CBAs and the Productive Efficiency of School Districts: Evidence from California.” Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
2018. Strunk, Katharine O., Goldhaber, Dan, Cowen, Josh, **Marianno, Bradley D.**, Kilbride, Tara, Theobald, Rodney. “The More Things Change, the More They Stay the Same? Examining the consistency of collective bargaining provisions across states and time.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.
2018. **Marianno, Bradley D.**, Bruno, Paul, Strunk, Katharine, O. “Teacher CBAs and the Productive Efficiency of School Districts: Evidence from California.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Portland, OR.
2017. **Marianno, Bradley D.**, Bruno, Paul, Strunk, Katharine, O. “Teacher CBAs and the Productive Efficiency of School Districts: Evidence from California.” Paper presented at the annual meeting of the Association for Public Policy Analysis and Management, Chicago, IL.
2017. **Marianno, Bradley D.**, Strunk, Katharine O. “Where Have All the Senior Teachers Gone?: Seniority-based transfer provisions and gaps in teacher experience and student achievement.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Washington, D.C.
2017. Strunk, Katharine O., Goldhaber, Dan, **Marianno, Bradley D.**, Theobald, Rodney. “The More Things Change, the More They Stay the Same? Examining the consistency of collective bargaining provisions across states and time.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Washington, D.C.
2016. **Marianno, Bradley D.** “Preserving the Status Quo in Teacher Policy: The Relationship Between Teachers' Union Strength and State Legislation.” Paper presented at the annual meeting of the Association for Public Policy Analysis and Management, Washington, D.C.
2016. Strunk, Katharine O., **Marianno, Bradley D.** “Negotiating the Great Recession: How Teacher Collective Bargaining Agreements Change in Times of Financial Duress.” Paper presented at the annual meeting of the American Educational Research Association, Washington, D.C.
2016. **Marianno, Bradley D.** “Making Sense of the Teacher Collective Bargaining Agreement: A Case Study of Contract Implementation in an Urban School District.” Paper presented at the annual meeting of the American Educational Research Association, Washington, D.C.
2016. Strunk, Katharine O., **Marianno, Bradley D.** “Negotiating the Great Recession: How Teacher Collective Bargaining Agreements Change in Times of Financial Duress.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Denver, CO.

2015. Strunk, Katharine O., **Marianno, Bradley D.** “Negotiating the Great Recession: How Teacher Collective Bargaining Agreements Change in Times of Financial Duress.” Paper presented at the annual meeting of the Association for Public Policy Analysis and Management, Miami, FL.
2015. **Marianno, Bradley D.** “Protecting the Status Quo in Collective Bargaining: The Role of Teachers’ Unions in State Politics.” Poster presented at the annual meeting of the Association for Public Policy Analysis and Management, Miami, FL.
2015. **Marianno, Bradley D.** “Protecting the Status Quo: The Role of Teachers’ Unions in State Politics.” Paper presented at the annual meeting of the Association for Education Finance and Policy, Washington, D.C.
2014. **Marianno, Bradley D.** “Blocking Collective Bargaining Reform: The Role of Strong Teachers’ Unions.” Poster presented at the annual meeting of the Association for Education Finance and Policy, San Antonio, TX.
2013. Dahlin, Eric, **Marianno, Bradley D.** & Ericsson, Lance. “Seeing Outside the (Organizational) Box: The Impact of Family Context on Employee Motivation and Performance.” Paper presented at the annual meeting of the American Sociological Association, New York.
2013. **Marianno, Bradley D.** “Living on the Edge: Expanding Individual Competencies in Innovative teams by Developing Dynamic Expertise. (Faculty Mentor: Richard E. West) Poster presented at the 2013 Mary Lou Fulton Mentored Research Conference, Brigham Young University, Provo, Utah . First Prize in Sociology.
2013. **Marianno, Bradley D.** “Living on the Edge: Expanding Individual Competencies in Innovative teams by Developing Dynamic Expertise. (Faculty Mentor: Richard E. West) Poster presented at the 2013 McKay School of Education Mentored Research Conference, Brigham Young University, Provo, Utah .
2010. **Marianno, Bradley D.** “Revisiting Middletown: A Look at Functional Solidarity in Middletown Families. (Faculty mentor: Todd Goodsell) Poster presented at the 2010 Fulton Mentored Research Conference, Brigham Young University, Provo, Utah

Grants

Awarded

- 2019 PI. *Developing an Education Policy Center of Excellence Project.* Nevada System of Higher Education. \$90,000.

Submitted

- 2019 PI. *From the High Court to the Classroom: What is the Impact of Janus on State Teacher Policy?*. Russell Sage Foundation. \$29,781.
- 2019 PI. *Improvement or Impediment?: Unionization and Collective Bargaining Agreements in Charter Schools.* Spencer Foundation/National Academy of Education. \$70,000.

- 2019 Co-PI. *Lander County Perkins V Evaluation*. Lander County School District. \$20,682.
- 2019 Co-PI. *Economic Opportunity Through the Enhancement and Diversification of the Principal Pipeline*. Bill and Melinda Gates Foundation. \$97,850.

In Preparation

- 2019 Co-PI. *Enhancing and Diversifying the Principal Pipeline*. Nevada Department of Education. \$77,000.

Not Awarded

- 2019 Co-PI. *Enhancing and Diversifying the Principal Pipeline*. Nevada Department of Education. \$461,462.
- 2019 PI. *Unionization and Collective Bargaining in Charter Schools*. Smith-Richardson Foundation. \$47,630.
- 2018 PI. *Unionization and Collective Bargaining in Charter Schools*. Spencer Foundation. \$47,630.
- 2017 PI. *Semi-Finalist, NAEed/Spencer Dissertation Fellowship*

Research Assistance

- 2016 Lead Research Assistant. *Bargaining for the Future? The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and Student Achievement*. The Smith Richardson Foundation. Principal Investigators, Dr. Katharine Strunk (Michigan State University), Dr. Joshua Cowen (Michigan State University), Dr. Eric Brunner (University of Connecticut). \$300,402.
- 2015 Lead Research Assistant. *The Impact of State and Local Policy Reforms on Teachers' Unions, Teacher Labor Markets and School District Performance*. The Laura and Jane Arnold Foundation. Principal Investigators, Dr. Katharine Strunk (Michigan State University), Dr. Joshua Cowen (Michigan State University), and Dr. Eric Brunner (University of Connecticut). \$681,860

Op/Eds & Blog Posts

- 2019 The Chicago teachers' strike isn't just about kids – it's about union power too. *The Conversation*
- 2019 Teacher unions say they're fighting for students and schools – what they really want is more members. *The Conversation*
- 2019 From the High Court to the Picket Line — How the Janus Case Emboldened Teachers Unions & Made Strikes Key to Their Survival. *The74*
- 2019 The Los Angeles Teachers' Strike is the Latest Dispute in a National Movement. *American Politics and Policy Blog*.
- 2018 What lies ahead for teachers' unions after Janus? *Education Week*
- 2015 Beyond the headlines: Are teachers' unions really under attack? *Education Week*

Media Mentions/Interviews

- 2019 Teachers' Rally Will Force Schools To Close Across Indiana. *NPR*
- 2019 CCSD administrators discuss possible outcomes of teacher strike. *NBC- Las Vegas*
- 2019 CCSD: Schools will remain open if teachers' strike happens. *CBS- Las Vegas*
- 2019 CCSD's 50-page injunction could prevent teachers from going on strike. *CBS- Las Vegas*
- 2019 A looming teacher strike in Chicago is about far more than just salaries. *NBC*
- 2019 Did Janus Embolden Teachers' Unions? *Nevada Voice*
- 2019 Chicago teacher strike: Same as — and different from — LA's. *Education Dive*
- 2019 'This Is for Our 16,000 Homeless Children.' How the Chicago Teachers' Strike Extends Beyond School Issues. *Time*
- 2019 Teachers' Unions Expected Big Membership Losses. Here's Why Those Haven't Panned Out. *Education Week*
- 2019 As teacher protests escalate, non-union educators express mixed feelings. *Education Dive*
- 2019 Should Teachers Be Able to Negotiate Their Own Contracts? *Education Week*
- 2019 Behind LA teachers strike, a 'battle for the soul' of public education. *CS Monitor*
- 2019 2020 Democrats court teachers galvanized by protest movement. *Politico*
- 2019 This is what the Los Angeles teacher strike means for schools across the country. *ThinkProgress*
- 2019 L.A. teachers are borrowing the #RedForEd hashtag and talking points. Here's how their strike would be different from last year's red state walkouts. *The74*
- 2019 With LAUSD's teachers ready to strike, Southern California school districts are watching. *The Press-Enterprise*
- 2019 Analysis: From the High Court to the Picket Line — How the Janus Case Emboldened Teachers Unions & Made Strikes Key to Their Survival. *The74*
- 2019 The Denver Teachers Union's Swelling Membership Is The Strength Behind The Strike. *CPR News*
- 2018 In Depth: When Will the Strikes End? *KXL-Morning News*
- 2018 Fate of Nevada's Landmark Ed Reforms Could Hinge on Outcome of Four State Senate Races. *The74*

- 2018 These Detroit teachers aren't giving up hope that a union can help bring stability to struggling charter schools. *Chalkbeat-Detroit*.
- 2018 What's Ahead for Teachers' Unions? A Labor Expert Explains 'Janus' Impact. *Education Week*.
- 2018 Is This Supreme Court Decision The End Of Teachers Unions? *NPR*
- 2018 Will Teachers' Strikes Happen More Often in a Post-Janus World? *Education Week*
- 2017 New Study Shows America's Largest Teachers Union Spent Big to Win Republican Allies as Democrats Lost Ground *The74*

Awards/Scholarships

- 2018 USC Student Recognition Award, The Order of the Arête (University service award)
- 2018 Emerging Education Policy Scholar, Fordham and American Enterprise Institute, 7th Cohort
- 2017 Clark Scholar, David L. Clark National Graduate Student Research Seminar in Educational Administration and Policy
- 2013-2018 University of Southern California Dean's Fellowship
- 2010-2011 Edwin S. Hinckley Scholarship
- 2009-2010 Mary Fielding Smith Scholarship
- 2008-2009 BYU General Scholarship
- 2008-2011 College of Family Home and Social Sciences Deans List

Other Conferences/Recognition:

- 2019 Participant, Education Policy Working Group, American Enterprise Institute
- 2015 Participant, Education Policy Academy, American Enterprise Institute

Professional Memberships:

- Current American Education Research Association
- Current Association for Education Finance and Policy
- Current Association for Public Policy Analysis and Management
- 2010-2012 Society for the Scientific Study of Religion

Teaching Experience:

- 2019 EDA 771F- (Doctoral) Research
- 2018-19 (Fall/Spring) EPL 742- (Masters) Leadership Field Experience

- 2015 (Fall) GESM 130- (Undergraduate) Educational Access and Opportunity: From Cradle to College, with Dr. Katharine Strunk
- 2015 (Summer) Educ 651- (PhD) Introduction to Qualitative Research Methods, with Dr. Estela Bensimon
- 2014 (Fall) Educ-658- (PhD) Hierarchical Linear Models, with Dr. Morgan Polikoff