

# Thomas R. Bailey

## EDUCATION

- 1983 Ph.D. Massachusetts Institute of Technology  
*Economics*
- 1976 B.A. Harvard University  
*Economics, Magna Cum Laude*

## PROFESSIONAL EXPERIENCE

- 2018 – present President, Teachers College, Columbia University
- 2014 – 2018 Director, Center for the Analysis of Postsecondary Readiness, Teachers College, Columbia University
- 2011–2017 Director, Center for Analysis of Postsecondary Education and Employment, Teachers College, Columbia University
- 2001–present George and Abby O’Neill Professor of Economics and Education, Department of Education Policy and Social Analysis, Teachers College, Columbia University
- 1996–2018 Director, Community College Research Center, Teachers College, Columbia University
- 1992–2018 Director, Institute on Education and the Economy, Teachers College, Columbia University (1990–1991 Associate Director for Research)
- 2006–2012 Director, National Center for Postsecondary Research, Teachers College, Columbia University
- 1998–2001 Professor of Economics and Education, Department of International and Transcultural Studies, Teachers College, Columbia University
- 1992–1999 Site Director for Teachers College, Columbia University, National Center for Research in Vocational Education, a U.S. Department of Education Research Center with headquarters at the University of California, Berkeley
- 1993–1995 Site Director for Columbia University, National Center for the Workplace, a U.S. Department of Labor Research Center with headquarters at the University of California, Berkeley
- 1990–1998 Associate Professor of Economics and Education, Department of Philosophy and Social Sciences, Teachers College, Columbia University
- 1980–1991 Associate Research Scholar and Director of Employment and Labor Market Studies, Conservation of Human Resources, Columbia University (1980–1984 Research Associate)
- 1985–1991 Member of the research staff, Institute on Education and the Economy, Teachers College, Columbia University
- 1986–1989 Adjunct Assistant Professor of Economics of Education, Department of Philosophy and Social Sciences, Teachers College, Columbia University

1984–1986 Associate, Grinker, Walker and Associates, New York  
 1984–1985 Adjunct Assistant Professor of Economics, Economics Department,  
 Barnard College, Columbia University

**COMPETITIVE & FOUNDATION GRANT AWARDS**

Principal Investigator for \$75MM in total grants while at Teachers College, Columbia University. Of the three Institute for Education Science-funded higher education centers, the Community College Research Center has been awarded all three. Notable grants below:

July 2014	\$9,989,803 – Center for the Analysis of Postsecondary Readiness, Institute for Education Science
May 2012	\$5,165,970 – Postsecondary Success, The Bill and Melinda Gates Foundation
March 2012	\$5,523,947 – Improve Student Performance, The Bill and Melinda Gates Foundation
March 2012	\$2,502,248 – CCRC Operating Support, The Bill and Melinda Gates Foundation,
July 2011	\$9,951,362 – Center for Analysis of Postsecondary Education and Employment, Institute for Education Science
November 2010	\$3,191,493 – Completion by Design, The Bill and Melinda Gates Foundation
December 2007	\$4,750,000 – Dual Enrollment/CTE, The James Irvine Foundation
July 2006	\$9,813,619 – National Center for Postsecondary Research, Institute for Education Science

**Foundations**

Civitas Foundation  
 Grant (William T.) Foundation  
 Hewlett (William & Flora) Foundation  
 Houston Endowment Inc.  
 Kresge Foundation  
 Loall Foundation  
 Lumina Foundation for Education, Inc.  
 National Academy Foundation  
 National Science Foundation  
 Pew Charitable Trusts  
 Rockefeller Foundation  
 Sloan (Alfred P.) Foundation  
 Spencer Foundation  
 The Bill and Melinda Gates Foundation  
 The Ford Foundation  
 The James Irvine Foundation

**Other Funders**

American Association of Community Colleges  
 American Educational Research Association  
 Arkansas Association of Two Year Colleges  
 Association for Institutional Research  
 Bellevue Community College  
 Cabrillo College  
 Citicorp Behavioral Sciences Research Council  
 City University of New York  
 Complete College America  
 Connecticut Community College  
 Consortium for Mathematics and its Applications (COMAP), Inc  
 Council for Advancement of Adult Literacy (CAAL)  
 Council of Chief State School Officers Inc.  
 Cypress Hills Local Development Corporation  
 DTI Associates  
 Economic Policy Institute  
 Harvard University  
 Northampton Community College

### **Other Funders (cont.)**

Institute for Educational Sciences  
JBL Associates, Inc  
Jobs for the Future, Inc.  
Kentucky Community and Technical College System  
MDRC  
Michigan Department of Education  
MPR Associates, Inc.  
Nashville Area Chamber of Commerce  
New York State, Department of Labor  
North Carolina Community College System

Regional Technologies Strategies, Inc.  
Stanford University  
State University of New York  
Synergy Enterprises, Inc.  
The College Board  
United States Department of Education  
University of Alaska  
University of California  
University of Minnesota  
University of Texas at Austin  
Virginia Community College System

### **PUBLICATIONS**

#### **Journal Articles**

- Bailey, T., & Belfield, C. (2019). The False Dichotomy between Academic Learning & Occupational Skills. *Daedalus*, 148(4), 164-178.
- Bailey, T. (2017, May). Community Colleges and Student Success: Models for Comprehensive Reform. *Educause Review*, May/June, 33-44.
- Belfield, C., & Bailey, T. (2011, January). The benefits of attending community college: A review of the evidence. *Community College Review*, 39(1), 46-68.
- Bailey, T., Jeong, D. W., & Cho, S. W. (2010, March). Referral, enrollment, and completion in developmental education sequences in community colleges. *Economics of Education Review*, 29, 255-270.
- Bailey, T. (2009). Challenge and opportunity: Rethinking the role and function of developmental education in community college. *New Directions for Community Colleges*, 145, 11-30.
- Calcagno, J. C., Bailey, T., Jenkins, D., Kienzl, G., & Leinbach, T. (2008, December). Community college student success: What institutional characteristics make a difference? *Economics of Education Review*, 27(6), 632-645.
- Bailey, T. (2008, May). Transition matters: Community college to bachelor's degree [Panelist testimony] Proceedings report of the Advisory Committee on Student Financial Assistance, 46-49.
- Van Noy, M., Jacobs, J., Korey, S., Bailey, T., & Hughes, K. L. (2008, April/May). The rise of noncredit workforce education. *Community College Journal*, 78(5), 54-59.
- Bailey, T. (2008, February). Beyond traditional college: The role of community colleges, career and technical postsecondary education in preparing a globally competitive work force. *The New Role of Higher Education Attainment in Global Competitiveness and Income Opportunity: Implications for National Policy*, 23(1), 25-30.
- Calcagno, J. C., Crosta, P., Bailey, T., & Jenkins, D. (2007). Does age of entrance affect community college completion probabilities? Evidence from a discrete-time hazard model. *Educational Evaluation and Policy Analysis*, 29(3), 218-235.
- Calcagno, J. C., Crosta, P., Bailey, T., & Jenkins, D. (2007). Stepping stones to a degree: The impact of enrollment pathways and milestones on community college student outcomes. *Research in Higher Education*, 48(7), 775-801.

- Bailey, T., Calcagno, J., Jenkins, D., Leinbach, T., & Kienzl, G. (2006). Is the Student-Right-To-Know all you should know? An analysis of community college graduation rates. *Research in Higher Education*, 47(5), 491–519.
- Scott, M., Bailey, T., & Kienzl, G. (2006, May). Relative success: Determinants of college graduation rates in public and private colleges. *Research in Higher Education*, 47(3), 247–277.
- Alfonso, M., Bailey, T., & Scott, M. (2005). Educational outcomes of occupational sub-baccalaureate students: Evidence from the 1990s. *Economics of Education Review*, 24(2), 197–212.
- Marcotte, D., Bailey, T., Borkoski, C., & Kienzl, G. (2005). The returns of a community college education: Evidence from the National Education Longitudinal Study. *Educational Evaluation and Policy Analysis*, 27(2), 157–175.
- Bailey, T., & Karp, M. M. (2004). Expanding the reach of dual enrollment programs. *Community College Journal*, 75(3), 9–11.
- Berg, P., Appelbaum, A., Bailey, T., & Kalleberg, A. (2004). Contesting time: International comparisons of employee control of working time. *Industrial and Labor Relations Review*, 57(3), 331–349.
- Bailey, T., & Weinger, E. (2002). Performance, graduation, and transfer of immigrants and natives in CUNY community colleges. *Educational Evaluation and Policy Analysis*, 24(4), 359–377.
- Bailey, T., Hughes, K. L., & Karp, M. M. (2002). What role can dual enrollment programs play in easing the transition between high school and postsecondary education? *The Journal for Vocational Special Needs Education*, 24(2), 18–29.
- Bailey, T., Berg, P., & Sandy, C. (2001). The effect of high performance work practices on employee earnings in the steel, apparel, and medical electronics and imaging industries. *Industrial Labor Relations Review*, 54(2A), 525–543.
- Bailey, T., Hughes, K. L., & Barr, T. (2000, Spring). Achieving scale and quality in school-to-work internships: Findings from an employer survey. *Educational Evaluation and Policy Analysis*, 22(1), 41–64.
- Bailey, T., & Merritt, D. (1997, August). Industry skill standards and education reform. *American Journal of Education*, 105(4), 401–436.
- Bailey, T., & Bernhardt, A. (1997, June). In search of the high road in a low-wage industry. *Politics and Society*, 25(2), 179–201.
- Wieler, S., & Bailey, T. (1997) Going to scale: Employer participation in school-to-work programs at LaGuardia Community College. *Educational Evaluation and Policy Analysis*, 19(2), 123–140.
- Berg, P., Appelbaum, E., Bailey, T., & Kalleberg, A. (1996, July). The performance effects of modular production in the apparel industry. *Industrial Relations*, 35(3), 356–372.
- Bailey, T. (1993). The mission of the TECs and private involvement in training: Lessons from private industry councils. *Oxford Studies in Comparative Education*, 3(1), 7–26.
- Bailey, T. (1993, April). Can youth apprenticeship thrive in the United States? *Educational Researcher*, 22(3), 4–10.
- Bailey, T. (1993, Winter). Organizational innovation in the apparel industry. *Industrial Relations*, 32(1), 30–48.
- Waldinger, R., & Bailey, T. (1992, Summer). Re-slicing the big apple: New immigrants and African-Americans in the New York economy. *Policy Studies Review*, 11(2), 87–96.

- Bailey, T., & Waldinger, R. (1991, January). The continuing significance of race: Racial conflict and racial discrimination in construction. *Politics and Society*, 19(3), 291–323.
- Bailey, T., & Waldinger, R. (1991). Primary, secondary, and enclave labor markets: A training systems approach. *American Sociological Review*, 56(4), 432–445.
- Amacher, R., Bailey, T., Rogers, C., Vaughn, A., Rippey, D., Hunter, O., & Elliott, R. (1991, February). The United States textile industry on the eve of its third century. *Journal of the Textile Institute*, 82(2), 213–222.
- Bailey, T. (1991, March). Jobs of the future and the skills they will require: Evidence from occupational forecasts. *Educational Researcher*, 20(2), 11–20.
- Bailey, T. (1988, Winter) Market forces and private sector processes in government policy: The job training partnership act. *Journal of Policy Analysis and Management*, 7(2), 300–315.
- Bailey, T., & Waldinger, R. (1985, Summer). The youth employment problem in the world city. *Social Policy*, 16(1), 55–58.
- Bailey, T. (1985, Summer). The influence of legal status on the labor market impact of immigration. *International Migration Review*, 19(2), 220–238.
- Bailey, T. (1985, Spring). A case study of immigrants in the restaurant industry. *Industrial Relations*, 24(2), 205–221.
- Bailey, T., & Waldinger, R. (1984, Fall). A skills mismatch in New York's labor market? *New York Affairs*, 8(3), 3–18.
- Bailey, T., & Freedman, M. (1983, December). Immigrant economic mobility in an era of weakening employment relationships: The role of social networks. *Industrial Relations Research Association Series*, 157–165.

## Books

- Bailey, T., Jaggars, S. & Jenkins, D. (2015) *Redesigning America's Community Colleges: A Clearer Path to Student Success*. Cambridge, MA: Harvard University Press.
- Bailey, T., & Morest, V. S. (Eds.). (2006). *Defending the community college equity agenda*. Baltimore, MD: Johns Hopkins University Press.
- Bailey, T., Hughes, K. L., & Moore, D. (2004). *Working knowledge: Work-based learning and education reform*. New York, NY: RoutledgeFalmer.
- Quigley, M., & Bailey, T. (2003). *Community college movement in perspective: Teachers College responds to the Truman Commission*. Lanham, MD: Scarecrow Press, Rowman and Littlefield Publishing Group.
- Appelbaum, E., Bailey, T., Berg, P., & Kalleberg, A. (2000). *Manufacturing advantage: Why high-performance work systems pay off*. Ithaca, NY: Cornell University Press.
- Bailey, T. (Ed.). (1995). *Learning to work: Employer involvement in school-to-work transition programs*. Washington DC: Brookings Institution.
- Berryman, S., & Bailey, T. (1992). *The double helix of education and the economy*. New York, NY: Columbia University, Teachers College, Institute on Education and the Economy.
- Benton, L., Bailey, T., Noyelle, T., & Stanback, T. (1991). *Employee training and U.S. competitiveness: Lessons for the 1990s*. Boulder, CO: Westview Press.
- Bailey, T. (1987). *Immigrant and native workers: Contrasts and competition*. Boulder, CO: Westview Press.

## Book Chapters

- Bailey, T., Jenkins, D., Belfield, C., & Kopko, E. (2016). *Matching Talents to Careers: From self-Directed to Guided Pathways*. In A.P. Kelly, J.S. Howell, & C. Sattin-Bajaj (Eds.), *Matching Students to Opportunity*. Cambridge: Harvard University Press.
- Bailey, T. & Karp, M. (2015). Bridging the High School-College Divide. In H. Ladd & M. Goertz (Eds.), *Handbook of Research in Education Finance and Policy*. New York: Routledge.
- Bailey, T. (2012). Can community colleges achieve ambitious graduation goals? In M. Schneider & A. Kelly (Eds.), *Getting to graduation: The completion agenda in American higher education*. Washington, DC: American Enterprise Institute.
- Bailey, T. & Belfield, C. (2012). Community college occupational degrees: Are they worth it? In L. Perna (Ed.), *Preparing today's students for tomorrow's jobs in metropolitan America*. Philadelphia, PA: University of Pennsylvania.
- Bailey, T. & Berg, P. (2010). The Vocational Education and Training System in the United States. In G. Bosch & J. Charest (Eds.), *Vocational training: International perspectives*. New York, NY: Routledge.
- Bailey, T. (2009). Challenge and opportunity: Rethinking the role and function of developmental education in community college. In A. C. Bueschel & A. Venezia (Eds.), *New directions for community colleges: Policies and practices to improve student preparation and success* (145, pp. 11-30). San Francisco, CA: Jossey-Bass.
- Bailey, T. (2007). Implications of educational inequality in a global economy. In C. Belfield & H. Levin (Eds.), *The price we pay: Economic and social consequences of inadequate education*. Washington, DC: Brookings Institution Press.
- Orr, M. T., Bailey, T., Hughes, K. L., Kienzl, G., & Karp, M. M. (2007). The national academy foundation's career academies: Shaping postsecondary transitions. In D. Neumark (Ed.), *Improving school-to-work transitions* (pp. 169–209). New York, NY: Russell Sage Foundation.
- Shaw, K. M., & Bailey, T. (2007). Can access to community colleges for low-income adults be improved? Testing a model of the policy change process across six diverse states. In K. M. Shaw & D. E. Heller (Eds.), *State postsecondary education research: New methods to inform policy and practice*. Sterling, VA: Stylus Publishing.
- Bailey, T. (2006). Increasing competition and growth of the for-profits. In T. Bailey & V. S. Morest (Eds.), *Defending the community college equity agenda* (pp. 87–109). Baltimore, MD: Johns Hopkins University Press.
- Appelbaum, E., Bailey, T., Berg, P., & Kalleberg, A. (2005) Organizations and the intersection of work and family, a comparative perspective. In Ackroyd, Batt, Thompson, & Toylbert (Eds.), *The Oxford handbook of work & organization* (pp. 52–73). New York, NY: Oxford University Press.
- Bailey, T. (2003). A researcher's perspective. In A. McCormick & R. Cox (Eds.), *New directions for community colleges: Classification systems for the 21<sup>st</sup> Century*. San Francisco, CA: Jossey Bass.
- Appelbaum, E., Bailey, T., Berg, P., & Kalleberg, A. (2002). Shared work/valued care: New norms for organizing market work and unpaid care work. In H. Monsley, J. O'Reilly & K. Schomann (Eds.), *Labour markets, gender and institutional change*, (pp. 136–165). Northampton, MA: Edward Elgar Publishing.
- Bailey, T. (2002). Community colleges in the 21<sup>st</sup> century: Challenges and opportunities. In P. A.

- Graham & N. Stacey (Eds.), *The knowledge economy and postsecondary education* (pp. 59–76). Washington, DC: National Academy Press.
- Bailey, T. (2002). The evolving community college: The multiple mission debate. In N. Thomas, A. Lorenzo, & M. Milliron (Eds.), *Perspectives on the community college* (pp. 47–50). Washington, DC: League for Innovation.
- Appelbaum, E., Bailey, T., Berg, P., & Kalleberg, A. (2001). Do high performance work systems pay off? In S. Vallas (Ed.), *The transformation of work*. New York, NY: Elsevier.
- Bailey, T. (2000). Multiple missions of community colleges. In S. Rosenfeld (Ed.), *Learning now: Skills for an information economy* (pp. 169–189). Washington, DC: Community College Press.
- Bailey, T. (1999). The workforce development system. In I. Berg & A. Kalleberg (Eds.), *Sourcebook on labor markets: Evolving structures and processes*. New York, NY: Plenum.
- Bailey, T., & Sandy, C. (1999). The characteristics and determinants of organizational innovation in the apparel industry. In P. Cappelli (Ed.), *Employment practices and business strategy* (pp. 43–80). New York, NY: Oxford University Press.
- Bailey, T., & Morest, V. S. (1998). Preparing youth for employment. In S. Halperin (Ed.), *The forgotten half revisited*. Washington, DC: American Youth Policy Forum.
- Bailey, T. (1997). Changes in the nature of work: Implications for skills and assessment. In H. O’Neill (Ed.), *Workforce readiness, competencies and assessment*. Los Angeles, CA: Lawrence Erlbaum Associates.
- Bailey, T. (1997). Integrating vocational and academic education. In *High school mathematics at work: Essays and examples from workplace contexts to strengthen the mathematical education of all students*. Washington, DC: Mathematical Sciences Education Board, Center for Science, Mathematics, and Engineering Education, National Research Council.
- Gallo, C., & Bailey, T. (1996). Social networks and skills-based immigration policy. In H. O. Duleep & P. V. Wunnava (Eds.), *Contemporary Studies in Economic and Financial Analysis: Vol. 79. Immigrants and immigration policy: Individual skills, family ties, and group identities..* Greenwich, CT: JAI Press.
- Bailey, T. (1995). Barriers to employer participation in school-to-work programs. In T. Bailey (Ed.), *Learning to work: Employer involvement in school-to-work transition programs*. Washington, DC: Brookings Institution.
- Bailey, T. (1995). The integration of work and school: Education and the changing workplace. In W. N. Grubb (Ed.), *The workplace in the classroom: Integrating academic and vocational education*. New York, NY: Teachers College Press.
- Bailey, T., & Eicher, T. (1994). Education, technological change, and economic growth. In J. M. Puryear & J. J. Brunner (Eds.), *Education, equity and economic competitiveness in the Americas: An inter-American dialogue project: Vol. I. Key issues*. Washington, DC: Organization of American States.
- Waldinger, R., & Bailey, T. (1994). The new immigrants. In E. Ginzberg (Ed.), *The changing U.S. labor market*. Boulder, CO: Westview Press.
- Bailey, T. (1994). School-to-work: The integration principle. In E. Ginzberg (Ed.), *The changing U.S. labor market*. Boulder, CO: Westview Press.
- Bailey, T., & Waldinger, R. (1991). The changing ethnic/racial division of labor. In M. Castells & J. Mollenkopf (Eds.), *Dual city: The restructuring of New York*. New York, NY: Russell Sage.
- Bailey, T. (1989). Black economic opportunity. In C. Brecher & R. Horton (Eds.), *Setting*

- municipal priorities, 1990*. New York, NY: New York University Press.
- Bailey, T. (1988, October). Youth and jobs in the 1990s: The need for a youth employment policy. In G. S. Pasanen (Ed.), *State of the future: Youth employment policy in New York State* (pp. 9–22). New York, NY: New York Urban Coalition.
- Bailey, T. (1988). Employment and training programs in New York City. In C. Brecher & R. Horton (Eds.), *Setting municipal priorities* (pp. 163–196). New York, NY: New York University Press.

### Peer Reviewed Monographs

- Tierny, W. G., Bailey, T., Constantine, J., Finkelstein, N., & Hurd, N. F. (2009). *Helping students navigate the path to college: What high schools can do: A practical guide* (NCEE #2009-4066). Washington, DC: U.S. Department of Education, Institute of Education Sciences, National Center for Education Evaluation and Regional Assistance.
- Bailey, T., Jacobs, J., & Jenkins, D. (2004, January). *Outsourcing of instruction at community colleges*. Stanford, CA: Stanford University, National Center for Postsecondary Improvement.
- Bailey, T., Badway, N., & Gumport, P. (2001, July). *For-profit higher education and community colleges* (Deliverable No. 0400). Stanford, CA: Stanford University, National Center for Postsecondary Improvement.
- Bailey, T., & Gribovskaya, A. (1999, September). *Reassessing a decade of reform: Workforce development and the changing economy*. Berkeley, CA: University of California, National Center for Research in Vocational Education.
- Bailey, T., & Merritt, D. (1998, July). *The standards-setting process in accounting: Lessons for education and workplace reform*. Berkeley, CA: University of California, National Center for Research in Vocational Education.
- Bailey, T., & Averianova, I. (1998). *Multiple missions of community colleges: Conflicting or complementary?* New York, NY: Columbia University, Teachers College, Community College Research Center.
- Urquiola, M., Stern, D., Horn, I., Dornsife, C., Chi, B., Williams, L., Merritt, D., Hughes, K. L., & Bailey, T. (1997). *School-to-work, college and career: A review of policy, practice, and results: 1993–97* (MDS-1144). Berkeley, CA: University of California, National Center for Research in Vocational Education.
- Bailey, T. (1997, November). *Integrating academic and industry skill standards*. Berkeley, CA: University of California, National Center for Research in Vocational Education.
- Bailey, T., & Merritt, D. (1997, February). *School-to-work for the college bound*. Berkeley, CA: University of California, National Center for Research in Vocational Education.
- Bailey, T., & Merritt, D. (1996, December). *School-to-work policy insights from recent international developments* (MDS-950). Berkeley, CA: University of California, National Center for Research in Vocational Education.
- Stern, D., Bailey, T., & Merritt, D. (1995, December). *Making sense of industry-based skill standards*. Berkeley, CA: University of California, National Center for Research in Vocational Education.
- Bailey, T., Koppel, R., & Waldinger, R. (1994, December). *Education for all aspects of the industry: Overcoming barriers to broad-based training*. Berkeley, CA: University of California, National Center for Research in Vocational Education.



- Bailey, T. (1992, August). *School/work: Economic change and educational reform*. Berkeley, CA: University of California, National Center for Research in Vocational Education.
- Bailey, T. (1990, January). *Changes in the nature and structure of work: Implications for skills and skill formation* (Technical Paper No. 9). New York, NY: Columbia University, Teachers College, Community College Research Center.
- Bailey, T. (1989, November). *Technology, skills, and education in the apparel industry* (Technical Paper No. 8). New York, NY: Columbia University, Teachers College, National Center on Education and Employment.
- Bailey, T. (1988, May). *Education and the transformation of markets and technology in the textile industry* (Technical Paper No. 2). New York, NY: Columbia University, Teachers College, National Center on Education and Employment.

### Popular Journals and Magazines

- Bailey, T. (2018, October 16). Responding to Divergent Trends: Vocational and Transfer Education at Community Colleges. *Change: The Magazine of Higher Learning*, 50(3-4), 113-116.
- Bailey, T. (2012, July) Equity and community colleges. *The Chronicle Review*, p. B10.
- Bailey, T., & Leinbach, T. (2005, April). Redefining Latino diversity. *Community College Week*, pp. 4–5.
- Bailey, T., & Averianova, I. (2001 Summer). Multiple missions of community colleges: Conflicting or complementary. *The Catalyst*, 30(2), 5–12.
- Bernhardt, A., & Bailey, T. (1998). Protecting worker welfare in the age of flexibility. *Challenge: The Magazine of Economic Affairs*, 41(5), 16–44.
- Bernhardt, A., & Bailey, T. (1998). Making careers out of jobs: Policies to address the new employment relationship. *Workforce Investment Quarterly*, 5(3), 23–33.
- Bernhardt, A., & Bailey, T. (1998, September–October). New institutions in a flexible age. *Challenge: The Magazine of Economic Affairs*, 16–44.
- Bailey, T., & Merritt, D. (1997, October 29). School-to-work for the college bound: Partnerships for academic achievement as well as job preparation. *Education Week*.
- Bailey, T. (1994, April). The spread of quick response and human resource innovation in the apparel industry. *Apparel Industry Magazine*.
- Bailey, T. (1993, February). Can youth apprenticeship thrive in the United States? *Educational Researcher* [Excerpted in *Congressional Quarterly Researcher* 2 (1992, October)], 921.
- Bailey, T. (1990, Spring). Jobs of the future and the skills they will require: New thinking on an old debate. *American Educator*, 10–15, 40–44. Reprinted in *Annual Editions: Human Resource* 92/93 (1992), 60–68. Guilford, CT: Dushkin Publishing Group.
- Bailey, T. (1990, June). Facing the labor shortage crisis. *Bobbin Magazine*, 82–88.
- Hughes, K. L., Bailey, T., & Karp, M. M. (2002). School-to-work: Making a difference in education. *Phi Delta Kappan*, 84(4), 272–279.

## Book Reviews

- Bailey, T. (2005). The community college baccalaureate: Emerging trends and policy issues [Review of the book *The community college baccalaureate: Emerging trends and policy issues*]. *Review of Higher Education*, 29(1), 122–123.
- Bailey, T. (2002). [Review of the book *R&D, education, and productivity: A retrospective*]. *Journal of Curriculum Studies*, 34(2), 235–253.
- Bailey, T. (1997, December). [Review of the book *Education, training and the global economy*]. *Journal of Economic Literature*, 31–33.
- Bailey, T. (1997, March). [Review of the book *Assessing educational practice: The contribution of economics*]. *Journal of Economic Literature*, 146–148.
- Bailey, T. (1994, Summer). [Review of the books *Education and work for the year 2000* and *Thinking for a living: Education and the wealth of nations*]. *Teachers College Record*.
- Bailey, T. (1991, Summer) [Review of the book *Apprenticeship for adulthood: Preparing youth for the future*]. *Teachers College Record*, 92, 632–636.
- Bailey, T. (1990, Spring). [Review of the book *Illegal aliens: Their employment and employers*]. *International Migration Review*, 24, 161–162.
- Bailey, T. (1989, Summer). [Review of the book *Capitalism and unfree labour*]. *International Migration Review*, 23, 333–335.
- Bailey, T. (1987, October). [Review of the book *Managing employment and training programs*]. *Industrial and Labor Relations Review*, 41, 158–159.
- Bailey, T. (1987, Spring). [Review of the book *Citizenship without consent: Illegal aliens in the American polity*]. *International Migration Review*, 21, 169–170.
- Bailey, T. (1986, June). [Review of the book *Immigration policy and the American labor force*]. *Journal of Economic Literature*, 24, 728–730.
- Bailey, T. (1985, Winter). [Review of the book *International labour migration: Historical perspectives*]. *International Migration Review*, 18, 1315–1316.

## Selected Reports and Papers

- Bailey, T. & Belfield, C. (2017). *Stackable credentials: Awards for the future?* (CCRC Working Paper No. 92). New York, NY: Columbia University, Teachers College, Community College Research Center.
- Belfield, C. & Bailey, T. (2017). *Model specifications for estimating labor market returns to associate degrees: How robust are fixed effects estimates?* (CAPSEE Working Paper). New York, NY: Columbia University, Teachers College, Community College Research Center.
- Belfield, C. & Bailey, T. (2017). *The labor market returns to sub-baccalaureate college: A review* (CAPSEE Working Paper). New York, NY: Columbia University, Teachers College, Community College Research Center.
- Jenkins, D. & Bailey, T. (2017). *Early momentum metrics: Why they matter for college improvement* (CCRC Research Brief). New York, NY: Columbia University, Teachers College, Community College Research Center.
- Bailey, T., Jenkins, D., Fink, J., Cullinane, J., & Schudde, L. (2017). *Policy levers to strengthen community college transfer student success in Texas*. New York, NY: Columbia University, Teachers College, Community College Research Center.

- Bailey, T., Bashford, J., Boatman, A., Squires, J., Weiss, M., Doyle, W., Valentine, J. C., LaSota, R., Polanin, J. R., Spinney, E., Wilson, W., Yeide, M., & Young, S. H. (2016). *Strategies for postsecondary students in developmental education – A practice guide for college and university administrators, advisors, and faculty*. Washington, DC: Institute of Education Sciences, What Works Clearinghouse.
- Bailey, T. (2011). *Developing input-adjusted metrics of community college performance*. Paper presented at Context for Success meeting, Washington, DC.
- Bailey, T., & Xu, D. (2011). *Input-adjusted graduation rates and college accountability: What is known from twenty years of research?* New York, NY: Columbia University, Teachers College, Community College Research Center.
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## Editorials and Commentaries

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- Bailey, T. (2023, February 17). [Teaching Is In Crisis. Graduate Schools of Education Can Help](#). *Forbes*.
- Bailey, T., & Jenkins, D. (2022, February 16). [College Now, reimagined: Adams and Banks should bolster a program that lets high school kids earn college credit](#). *New York Daily News*.
- Bailey, T., & Brock, T. (2021, October 27). [Biden's free community college plan is dead. But there are other ways for Congress to help students](#). *The Washington Post*.
- Bailey, T. (2015, May 11). [Rethinking the 'cafeteria' approach to community college](#). *The Washington Post*.
- Bailey, T. (2013, October 29). [P-Tech Shows Lessons to Be Learned](#). *The New York Times*.

## Recent Awards and Honors

- |      |   |
|------|---|
| 2023 | Doctor of Humane Letters, honoris causa, from Holy Family University  |
| 2016 | Community College Research Center 20 <sup>th</sup> Anniversary Event, with Keynote Speaker and community college professor Jill Biden |
| 2013 | AERA Fellows, American Educational Research Association   |
| 2013 | Terry O'Banion Prize for Teaching and Learning, League for Innovation in the Community College  |
| 2012 | Exemplary Research Award, American Educational Research Association, Division J   |

## Recent Appointments and Professional Service

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|----------------|---|
| 2024 – present | Institute of Education, Tsinghua University, Advisory Board   |
| 2022-2024      | Commission on Independent Colleges and Universities, Board of Trustees  |
| 2016           | Advisory Board, American Association of Colleges and Universities   |
| 2015           | Co-Chair, Symposium on the Supply Chain for Middle-Skill Jobs: Education, Training and Certification Pathways, National Academy of Sciences |
| 2014 – 2016    | Chair, What Works Clearinghouse Practice Guide Panel  |
| 2014 – 2020    | National Student Clearinghouse Research Center  |
| 2014 – 2017    | National Academy of Education Research Committee  |
| 2012 – present | National Academy of Education   |
| 2012           | Remediation Task Force, State University of New York  |
| 2011 – 2018    | Advisory & Research Council, Guttman Community College, CUNY  |
| 2011 – 2013    | Pell Grant Reform Working Group, College Board  |



2010 – 2011	Chair, Committee on Measures of Student Success (United States Department of Education)
2011	Organizing Committee for the Summit on Community Colleges, National Academies of Science
2008 – 2012	Networked Improvement Steering Committee, Carnegie Foundation for the Advancement of Teaching
2010 – 2011	Steering Committee, Voluntary Framework of Accountability (American Association of Community Colleges)
2009 – 2012	Advisory Panel, Domain-Specific Assessment Project (SRI International)
2010 – 2011	Data/Metrics Advisory Panel, Aspen Prize for Community Colleges (Aspen Institute)

### **Presentations (selected)**

From April 2015 to the present, Bailey has given over 40 talks and presentations about *Redesigning America's Community Colleges* (2015). Host organizations included: American Association of Community Colleges, Teachers College, Montana University System, Community College League of California, New England Board of Higher Education, National Council of State Directors of Community Colleges.

March, 2025	Institute of Education, Tsinghua University, Visiting Lecture. "Preparing Students for a Changing World." Beijing, China
November, 2019	Community College Research Center Conference, keynote address. "Reimagining Developmental Education: How can we do better for our students?." New York, NY
November, 2017	Global HR Forum, keynote address. "Education, Employment, Inequality and Artificial Intelligence." Seoul, Korea
August, 2017	Kentucky Faculty Senate, keynote address. "Meta Majors and Comprehensive Reform in Community Colleges." Versailles, KY
July, 2017	California Community Colleges Board of Governors Retreat. "Redesigning America's Community Colleges Through Guided Pathways." Sacramento, CA
December, 2016	Maryland Association of Community Colleges. "Retention Strategies to Enhance Completion." Baltimore, MD
June, 2016	SUNY Community College Chief Student Affairs Council. "Student Success at Scale: Guided Pathways." Hawthorn, NY
January, 2016	Education Scholars Convening on Community College Research, The White House. Panel, "State of Community College Research." Washington, DC
October, 2015	Association of Community College Trustees, keynote address. "Reflecting on the past 10 years – have we moved the needle on student success? What is the evidence?." San Diego, CA
May, 2015	Hostos Community College Faculty Professional Development Day,

keynote address. “Nonacademic Factors and Student Success.”  
Bronx, NY

March, 2015 Mathematical Sciences Research Institute, speaker. “CIME 2015: Mathematics Education 2015: Developmental Mathematics: For whom? Toward what ends?” Berkeley, CA.

March, 2015 League for Innovation in the Community College, presenter. “Innovations.” Boston, MA.

February, 2015 AACC, speaker. “National Summit on the Redesign of Developmental Education.” Washington, DC

February, 2015 National Association for Development Education, speaker. “Leadership Congress.” Greenville, SC.

October, 2014 Kishwaukee Community College, keynote speaker. “Illinois Developmental Education Symposium.” Malta, IL

October, 2014 Northern Illinois University, speaker. “Using Developmental Education Research to Improve Student Outcomes.” DeKalb, IL

September, 2014 CAPSEE Year 3 Conference, The Value of Higher Education—And How to Further Strengthen It, speaker, Washington, DC.

July, 2013 and 2014 Breakthrough Models Academy, speaker. Cambridge, MA.

May, 2013 Xiamen University, speaker, “Strategies and Practices in Collaboration between Higher Vocational & Technical Education and Regional Governments and Businesses: Perspectives Based on Interactions among Education, Business, and Community.” Ningbo, China.

January, 2013 Community College Futures Assembly, speaker, “Developmental Math Summit.” Orlando, FL.

January, 2013 Florida House of Representatives Higher Education and Workforce Subcommittee, speaker, “Developmental Education Workshop.” Tallahassee, FL.

August, 2012 American Sociological Association Annual Meeting, speaker. “Educational and Labor Market Analyses of Administrative Data.” Denver, CO.

August, 2012 Montana Two-Year and Community College Summer 2012 Retreat, speaker. “Developmental Education,” presented via Skype.

May 2012 Mohawk Valley Community College Summer Institute, speaker. “Community College Improvement Efforts: What Research Tells Us and What We Still Need to Learn,” Utica, NY.

April, 2012 Collaborators for Research in Education Sciences Training (CREST), Colloquia Speaker. “Strategies for improving community college student outcomes,” Seattle, WA.

March, 2012 ACCT Governance Leadership Institute, speaker. “What Trustees Need to Know about Outcomes, Quality, and Student Success,” New York, NY.

March, 2012 Society for Research on Educational Effectiveness, Moderator. “Hitting the Ground Running? Strengthening the Initial Experiences of Community College Students.” Washington, DC.

January, 2012 Communities Learning in Partnership (CLIP) Convening, speaker,

November, 2011 “Community College Improvement Efforts: What Research Tells Us and What We Still Need to Learn.” Brooklyn, NY.  
2011 Association for Public Policy Analysis & Management (APPAM) Conference, speaker. “Developing Input Adjusted Metrics of Community College Performance.” Washington, DC.

May 2011 Penn’s Graduate School of Education conference, speaker.  
“Preparing Today’s Students for Tomorrow’s Jobs in Metropolitan America: Community college occupational degrees: Are they worth it?” Presented with Clive Belfield, Philadelphia, PA.

April 2011 Community College Virtual Symposium, Panelist. Silver Spring, MD.

April 2011 AERA convention, panelist. “Measuring Student Success,” New Orleans, LA.

April 2011 AACC convention, moderator. “Strategies for Accelerating Student Success.” New Orleans, LA.

December 2010 Developmental Education Conference Follow-up Webinar, National Center for Postsecondary Research, New York, NY.

November 2010 Encuentro Internacional: Calidad De La Educación Media: Student Progression and Completion and Educational Quality in Community Colleges in the United States. Bogota, Colombia.

October 2010 National Council for Workforce Education, speaker. “Student Success: Research and Promising Practices,” Washington, DC.