Patrick L. Massey

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Education

Ph.D., Economics, Michigan State University — 2022 - 2027 (Expected)

Specialization in Education Policy & Social Sciences

M.A., Economics, The University of Texas at Austin — 2022

B.S., Mathematics, Texas State University — 2019

Fields of Interest

Economics of Education, Labor Economics, Public Economics

Working Papers

Teacher Sorting and Preferences over School Disadvantage: Evidence from Performance Pay in Texas (Job Market Paper)

Abstract: I study how performance-based compensation affects teacher mobility and sorting using the Texas Teacher Incentive Allotment, a statewide program that awards portable quality designations carrying salary supplements that rise with school disadvantage. I combine a staggered difference-in-differences event study with a discrete choice model of school choice. Designation reduces mobility on net, and the moves that do occur tilt toward more advantaged campuses: designated teachers become less likely to leave advantaged schools, while exits from the highest-need campuses do not change. Preference estimates imply an average willingness to pay of roughly $6,940 per standard deviation of school disadvantage, above TIA's salary gradient at all three tiers.

The Contribution of College Majors to Gender and Racial Earnings Differences (with Scott A. Imberman, Michael F. Lovenheim, Kevin Stange, and Rodney J. Andrews)

Abstract: Following Texas public high school graduates for 20 years, we examine the role of college majors in driving gender and racial/ethnic earnings gaps. Women and underrepresented minorities are less likely than men, Whites, and Asians to major in high-earning fields, however they also experience lower returns to these majors. Differences in major-specific returns explain about one quarter of the gender, White-Black, and White-Hispanic (but not White-Asian) earnings gaps among four-year college students and become more important as workers age. We find suggestive evidence that differences in occupational sorting within field are a key driver of cross-group differences in returns.

Works in Progress (titles are placeholders)

Who Benefits from Teacher Performance Pay? Evidence from Texas

The Effect of Lansing SAVE on Student Outcomes

The Short- and Long-term Effects of School Shootings on the Labor Supply of Texas Teachers (With Kuma Okoro)

The Contribution of College Majors to Intergenerational Mobility (with Scott A. Imberman, Michael F. Lovenheim, Kevin Stange, and Rodney J. Andrews)

Honors and Awards

National Academy of Education/Spencer Dissertation Fellowship 2026

Michigan State Interdisciplinary Training in Education and Social Science Fellowship 2023 - 2026

Presentations

2026: MSU Empirical Micro Lunch, MSU Grand River Conference, Midwest Economics of Education Conference (Flash Talk) (upcoming), Association for Public Policy Analysis & Management Annual Meeting (upcoming), Southern Economic Association Annual Meeting (upcoming)

2025: Red Cedar Conference, Midwest Economic Association Annual Meeting, Association for Education Finance & Policy Annual Meeting, Southern Economic Association Annual Meeting

Research Experience

Research Assistant for Prof. Scott Imberman, Michigan State University 2023 - 2025
Research Assistant for Prof. Li Feng, Texas State University 2021 - 2022

Teaching Experience

Teaching Assistant, Michigan State University

EC 360: Private Enterprise and Public Policy Fall 2026

EC 301: Intermediate Microeconomics Fall 2022, Spring 2023

Service

Referee Service

Economics of Education Review

University Service

Department of Economics First-year Graduate Student Mentor 2023 - Current

Skills

Software: Stata, R, SQL, LaTeX