**Andrew Roscoe Roland**

Ph.D. Student & CIRCLE Fellow [andrew.r.roland@ttu.edu](mailto:andrew.r.roland@ttu.edu)

College of Education - Texas Tech University [linkedin.com/in/andrew-roland-ttu](https://www.linkedin.com/in/andrew-roland-ttu/)

**Professional Studies:**

Texas Tech University *May 2026 (Expected)*

Doctor of Philosophy, Educational Leadership Policy

Arizona State University  *December 2021*  
Master of Education  
Emphasis on Learning Design and Technologies  
Honors: GPA: 4.0

Arizona State University  *June 2020*Bachelor of Arts in Philosophy  
Emphasis in Morality, Politics, and Law  
Honors: Dean’s List, Summa Cum Laude; GPA: 4.0

**Research Experience:**

Graduate Student Research Assistant for Dr. Jacob Kirksey *January 2023 – Present*

**Fellowships and Honors:**

* Center of Innovative Research in Change, Leadership, & Education Fellowship *August 2023*
* Meritorious Service Medal *December 2021*
* Master Explosive Ordnance Disposal (EOD) *March 2021*
* Senior Instructor Badge *May 2019*
* Meritorious Service Medal *January 2019*

**Working Papers:**

* Kirksey, J. J., Crevar, A. R., Lansford, T., **Roland, A. R.**, Varney, N., & Reyna, M. (2024). Incentivizing achievement: Results from the Texas Teacher Incentive Allotment.
* Kirksey, J. J., **Roland, A. R.**, & Varney, N. (2024). Pay grade: Evaluating the impact of teacher incentive pay on student performance.
* **Roland, A. R.**, Kirksey, J.J. (2024). All about that Bayes: Empirical Bayes adjustments for value added modeling.

**Presentations:**

* **Roland, A. R.** (2024). Pay grade: Evaluating the impact of teacher incentive pay on student performance. *Paper presentation for CIRCLE ExpandED series,* Lubbock, TX.
* Kirksey, J. J., Crevar, A. R., Lansford, T., **Roland, A. R.**, Varney, N., & Reyna, M. (2024). Incentivizing achievement: Results from the Texas Teacher Incentive Allotment. *Paper presentation at the annual conference of the Association for Education Finance and Policy,* Baltimore, MD.
* **Kirksey, J. J.,** **Roland, A. R.,** Varney, N., Robison, E., Reyna, M., Nagawekar, S., Mansell, K. E., Crevar, A. R., & Lansford, T. (2024). Teacher turnover and student achievement under the Texas Teacher Incentive Allotment: Insights from an urban school district. *Paper presentation at the annual conference of the IAFOR International Conference on Education,*Hawaii, HI.

**Higher Education Teaching:**

Texas Tech University – College of Education

Data Management (Fall 2023)

Causal Inference (Spring 2024)

**Professional Affiliations:**

Association for Education Finance and Policy *August 2023 – Present*

International Association of Bomb Technicians and Investigators *February 2015 – Present*

United Nations Mine Action Service – Mine Technician *June 2015 – January 2017*

**Professional Experience:**

United States Army

Guest Scientist – Los Alamos National Laboratory *August 2023 - Present*

Platoon Sergeant  *January 2022 – July 2023*

Senior Operations Non-Commissioned Officer *June 2019 – December 2021*

Course Developer/Instructor *January 2019 – January 2022*

EOD Team Leader *June 2016 - December 2018*

EOD Team Sergeant *February 2014 – May 2016*

**Service:**

American Red Cross *January 2021 – Present*

Habitat for Humanity *May 2014 – January 2019*

Chris Stark Memorial 5K *May 2014 – January 2019*

Pulaski County Food Pantry *December 2015 – December 2018*

Relay for Life *June 2008 – June 2011*