

March 2017

## EUNICE S. HAN

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### EDUCATION

Ph.D., Economics, Harvard University, 2013  
Thesis Title: “*Essays on Teachers’ Labor Market*”  
M.A., Economics, Harvard University, 2010  
B.A., Economics and Mathematics, University of California at Los Angeles, 2006  
*Summa Cum Laude*

### RESEARCH FIELDS

Primary: Labor Economics, Applied Microeconomics  
Secondary: Labor Relations, Economics of Education, Education Policy

### WORK EXPERIENCE

Fall 2016 – Present      Assistant Professor, Department of Economics, University of Utah. US.  
Fall 2014 – Spring 2016      Visiting Professor, Department of Economics, Wellesley College. US.  
Fall 2013 – Summer 2014      Postdoctoral Research Fellow, National Bureau of Economic Research, Cambridge, US.  
Fall 2011 – Fall 2012      Research Assistant to Professor Richard Freeman, National Bureau of Economic Research, Cambridge, US.  
Summer 2008      Research Assistant to Professor Richard Freeman and Professor Sunwoong Kim, National Bureau of Economic Research, Cambridge, US.  
Fall 2005 – Winter 2007      Research Assistant to Professor Kenneth Sokoloff and Professor Naomi Lamoreaux, University of California at Los Angeles, Los Angeles, US.

### AFFILIATIONS

Fall 2015 – Present      Senior Research Associate, The Labor and Worklife Program (LWP) at Harvard Law School.

## HONORS, GRANTS, AND FELLOWSHIPS

|             |   |
|-------------|---|
| Spring 2015 | Research Travel Grant, Center For American Progress.                          |
| 2012 – 2013 | Dissertation Completion Fellowship, Harvard University.                       |
| Summer 2012 | Graduate Research Travel Grant, Harvard University.                           |
| Fall 2011   | Research Grant, Lab for Economic Applications and Policy, Harvard University. |
| 2008 – 2011 | Summer Research Fellowship, Harvard University.                               |
| 2007 – 2011 | University Fellowship, Harvard University.                                    |

## PUBLICATIONS

“How Does Declining Unionism Affect the American Middle Class and Intergenerational Mobility?” with Brendan Duke (Center for American Progress), Richard Freeman (Harvard University), and David Madland (Center for American Progress), *Economic Mobility: Research & Ideas on Strengthening Families, Communities & The Economy*, Federal Reserve System’s Community Development Research Conference Publication, December 2016: 451-480. NBER Working Paper W21638. Media Coverage: Featured in *New York Times*, *Washington Post*, *The Atlantic*, and *Newsweek*.

Review of *Equality on trial: gender and rights in the modern American workplace* by Katherine Turk. *Labor History*, October 2016: 1-3.

“The War Against Public Sector Collective Bargaining in the U.S.” with Richard Freeman (Harvard University). *The Journal of Industrial Relations*, June 2012, 54 (3): 386-408.

## WORKING PAPERS

“The Myth of Unions’ Overprotection of Bad Teachers: Evidence from District-Teacher Matched Panel Data on Teacher Turnover.” Working paper series, Labor and Worklife Program at Harvard Law School (download at <http://www.law.harvard.edu/programs/lwp/>). Under Review. Cited in the court brief for Supreme Court case, Friedrichs vs. California Teachers Association, 2015. Media Coverage: Featured in *Washington Post*. Under Review.

“Candidates for Free Riding in a Post Agency Shop Public Sector” with Jeffrey Keefe (Rutgers University). First Draft. Under Review.

“The Impact of Teachers Unions on Teachers' Well-being under Different Legal Institutions: Evidence from District-Teacher Matched Data.” Second Draft. Under Review.

“The Effect of Public Sector Labor Laws on Teachers Unionization and Collective Bargaining,” with Richard Freeman (Harvard University). First Draft.

“When States Restrict Public Sector Bargaining Rights” with Richard Freeman (Harvard University). First Draft.

“Public Sector Unionism without Collective Bargaining” with Richard Freeman (Harvard University). AEA Meetings. 2013. Second Draft. Cited in the Council of Economic Advisers Issue Brief. October 2015.

“Teacher Wage Penalty and Decrease in Teacher Quality: Evidence from Career Changes in CPS 2001-2010.” Second Draft.

“Multiple Equilibria in the Educational System: Case Studies on the U.S. and South Korea.” Second Draft.

“The Impact of Teachers Unions on Teacher Pay Structure and School Districts’ Financial Status.” Second Draft.

## **WORKS IN PROGRESS**

“Who Becomes a Teacher or Principal at Charter Schools?” with Jeffrey Keefe (Rutgers University)

“The Impact of Public School Finance on Economic Mobility”

“Do Active Parents Affect How Their Kids Do in High School?” with Richard Freeman (Harvard University), Brendan Duke (Center for American Progress), and David Madland (Center for American Progress)

“Who Will Become a Better Teacher? Teacher Hiring Standards and Student Performance.”

“The Impact of Right-to-Work Laws: The Role of Free-riders,” with Richard Freeman (Harvard University)

## **TEACHING EXPERIENCE**

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|-------------|---|
| Fall 2014 – | Education Policy, Principles of Microeconomics, and Principles of |
| Spring 2016 | Macroeconomics. Wellesley College.                                |
| Fall 2009 – | Principles of Microeconomics, Principles of Macroeconomics, and   |
| Spring 2014 | Introduction to Econometrics. Harvard University.                 |

## **PROFESSIONAL ACTIVITIES AND SERVICE**

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|-------------------------|---|
| February, 2017          | Invited talk, Colorado State University, Fort Collins, US.                        |
| January, 2017           | Invited talk, Davis Education Association, Salt Lake City, US.                    |
| November, 2016          | Invited talk, Brigham Young University, Provo, US.                                |
| November, 2016          | Paper presenter, SEA (Southern Economic Association) Annual Conference, D.C., US. |
| October, 2016 – Present | Program Evaluator for Pay for Success project, Utah, US.                          |
| February 2016           | Paper presenter, NBER Labor Studies Program Meeting, San Francisco,               |

- CA, US.
- February 2016 Invited lecturer, 2016 Harvard Trade Union Program, Harvard Law School, Cambridge, MA, US.
- December, 2015 Writer of Amicus Brief for Friedrichs vs. California Teachers Association, Supreme Court, D.C., US.
- November 2015 Paper presenter, SEA (Southern Economic Association) Annual Conference, New Orleans, GA, US.
- April 2015 Paper presenter, The 2015 Federal Reserve System Community Development Research Conference on Economic Mobility, D.C., US.
- October 2014 Paper presenter, SEA (Southern Economic Association) Annual Conference, Atlanta, GA, US.
- August 2014 Paper presenter, KEA (Korean Economic Association) – Korean American Economic Association (KAEA) Conference, Seoul, Korea.
- January 2014 Paper presenter, Korean American Economic Association (KAEA) – American Economic Association (AEA) Joint Annual Meeting, Philadelphia, US.
- September 2013 – May 2014 Vice President, Korean Post-doctoral Society, Harvard University, US.
- July 2013 Paper presenter, Western Economics Association International (WEAI) Annual Conference, Seattle, US.
- January 2013 Paper presenter, American Economic Association (AEA) Meetings, San Diego, US.
- September 2011 – Present Mentor, Join Us to Maximize your Potential (JUMP), Non-profit, Seoul, Korea.
- July 2011 Participant, The Family and the Market Conference, The Witherspoon Institute, Princeton University, Princeton, US.
- August 2011 Fellow, Family and Economics Conference, Ruth Institute, San Diego, US.
- August 2009 Fellow, Young Leaders Program of Northeast Asian Economic Forum (NAEF), Pusan, Korea.
- September 2008 – May 2009 General Manager, Harvard Korean Society, Harvard University, US.

## **OTHER PROFESSIONAL ACTIVITIES**

Referee for *American Educational Research Journal: Social and Institutional Analysis*, *Economics or Education Review*, and *Journal of Economics World*.

Book Reviewer for *Labor History*

## **STUDENT ADVISING**

Thesis committee member for Ph.D. students at University of Utah: Sakshi Anderson, Jacqueline Strenio, Keren Sun, Crystal Miller, Ari Fenn

## **GRANT INITIATIVES**

- February, 2017 Russel Sage Foundation, Intergenerational Mobility in the United States proposal
- January, 2017 Washington Center for Equitable Growth, Human capital and labor market proposal
- November, 2016 Robert Wood Johnson Foundation, Pioneer Ad Hoc proposal