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EDUCATION

Ph.D., Economics, Harvard University, 2013
B.A., Economics and Mathematics, University of California at Los Angeles, 2006
Summa Cum Laude

RESEARCH FIELDS

Labor Economics, Applied Microeconomics, Labor Relations, Economics of Education

WORK EXPERIENCE

Fall 2016 – Assistant Professor, Department of Economics, University of Utah, US
Fall 2014 – Visiting Professor, Department of Economics, Wellesley College, US
Spring 2016
Fall 2013 – Postdoctoral Research Fellow, National Bureau of Economic Research
Summer 2014 (NBER), Cambridge, US

AFFILIATIONS

Fall 2022 – Academic Advisory Board, Economic Policy Institute (EPI)
Spring 2022 – Fellow, National Educational Policy Center (NEPC)
Spring 2019 – Research Associate, Economic Policy Institute (EPI)
Fall 2015 – Senior Research Associate, The Labor and Worklife Program (LWP) at
Harvard Law School

HONORS AND AWARDS

Fall 2019 Competitive Junior Faculty Research Leave, University of Utah
Spring 2017 Competitive Paper: “Candidates for Free Riding in a Post Agency Shop
Public Sector” with Jeffery Keefe. Labor and Employment Relations
Association (LERA) Annual Conference. Anaheim, US.
Summer 2012 Graduate Research Travel Grant, Harvard University
Fall 2011 Lab for Economic Applications and Policy Grant, Harvard University

PUBLICATIONS

Peer-Reviewed Journal Articles

Han, Eunice S. & Sarah Small. (2024) "Labor Market Experiences of United States Veterans During COVID-19: Women's Relative Advantage." *Eastern Economic Journal*. Accepted.

Han, Eunice S. & Emma Garcia. (2024) "The Effect of Changes in Legal Institutions Weakening Teachers' Unions on District's Spending on Teacher Compensation." *American Journal of Education* 130(2). Online Publication. DOI: <https://doi.org/10.1086/728231>.

Han, Eunice S. (2024) "How did the COVID-19 Pandemic Affect Men's and Women's Returns to Unionization?" *Industrial Relations* 63(2):172-204.
DOI: <https://doi.org/10.1111/irel.12343>

Han, Eunice S. & Jeffrey Keefe. (2023) "What Teachers' Unions Do for Teachers When Collective Bargaining is Prohibited." *Labor Studies Journal* 48(2): 183-212.
DOI: <https://doi.org/10.1177/0160449X2311641>

Han, Eunice S. & Emma Garcia. (2023) "The Effect of Teachers' Unions on Teacher Stress: Evidence from District-Teacher Matched Data." *Labor Studies Journal* 48(1): 35-69.
DOI: <https://doi.org/10.1177/0160449X2211345>

Han, Eunice S. (2022) "What Did Unions Do for Union Workers During the COVID-19 Pandemic?" *British Journal of Industrial Relations* 61(3): 623-652.
DOI: <https://onlinelibrary.wiley.com/doi/10.1111/bjir.12716>

Han, Eunice S. (2022) "The Effect of Changes in Public Sector Bargaining Laws on Teacher Union Membership." *British Journal of Industrial Relations* 61 (1): 33-158.
DOI: <http://doi.org/10.1111/bjir.12700>

Han, Eunice S. (2022) "The Gendered Effects of Teachers' unions on Teacher Attrition: Evidence from the District-Teacher Matched Data." *Feminist Economics* 29 (1): 141-173.
DOI: <https://doi.org/10.1080/13545701.2022.2105375>

Han, Eunice S. & Emma Garcia. (2022) "Teachers' Base Salary and Districts' Academic Performance: Evidence from National Data." *Sage Open* 12 (1).
DOI: <https://doi.org/10.1177/21582440221082138>

Han, Eunice S., Emma Garcia & Elaine Weiss. (2022) "Determinants of Teacher Attrition: Evidence from District-Teacher Matched Data." *Education Policy Analysis Archives* 30 (25).
DOI: <https://doi.org/10.14507/epaa.30.6642>

Han, Eunice S. & Thomas Maloney. (2022) "Teachers Unionization, Socioeconomic Status, and Student Performance in the US." *American Journal of Education* 128 (2): 281-325.
DOI: <https://doi.org/10.1086/717673>

Han, Eunice S. (2021) “The Effect of Teacher Salary Expenditure on District Performance.” *Journal of Education Finance* 47 (2): 199-224.

Han, Eunice S. & Thomas Maloney. (2021) “Teacher Unionization and Student Academic Performance: Looking Beyond Collective Bargaining.” *Labor Studies Journal* 46 (1): 43-74. DOI: <https://doi.org/10.1177/0160449X19883373>

Han, Eunice S. (2020) “The Effects of Teachers’ Unions on Gender Pay Gap among U.S. Public School Teachers.” *Industrial Relations* 59 (4): 563-603. DOI: <https://doi.org/10.1111/irel.12268>

Han, Eunice S. (2020) “Teacher Wage Penalty and Decrease in Teacher Quality: Evidence from Career Changes.” *Labor Studies Journal* 46 (3): 251-285. DOI: <https://doi.org/10.1177/0160449X20929083>

Han, Eunice S. (2020) “Collective Bargaining of Charter School Principals and School Performance.” *Leadership and Policy in Schools* 21 (2): 253-280. DOI: <https://doi.org/10.1080/15700763.2020.1759649>

Han, Eunice S. (2020) “The Myth of Unions’ Overprotection of Bad Teachers: Evidence from District-Teacher Matched Panel Data on Teacher Turnover.” *Industrial Relations*, 59 (2): 316-352. DOI: <https://doi.org/10.1111/irel.12256>. Selected Media Coverage: *Washington Post*, *The Atlantic*, and *Huffington Post*.

Han, Eunice S. & Jeffrey Keefe. (2020) “The Impact of Charter School Competition on Student Achievement of Traditional Public Schools after 25 Years: Evidence from National District-level Panel Data.” *Journal of School Choice*, 14 (3): 429-267. DOI: <https://doi.org/10.1080/15582159.2020.1746621>

Han, Eunice S. & Jeffrey Keefe. (2020) “Teachers’ Unions: Engaging Teachers and Improving Student Achievement in States that Prohibit Collective Bargaining.” *Educational Policy*, 36 (2): 407-439. DOI: <https://doi.org/10.1177/0895904820901476>

Han, Eunice S. (2019) “The Impact of Teachers Unions on Teachers’ Well-being under Different Legal Institutions: Evidence from District-Teacher Matched Data.” *AERA Open*, August 2019, 5(3). DOI: <https://doi.org/10.1177/2332858419867291>

Freeman, Richard B., Eunice S. Han, David Madland, & Brendan Duke. (2016) “How Does Declining Unionism Affect the American Middle Class and Intergenerational Mobility?” *Economic Mobility: Research & Ideas on Strengthening Families, Communities & The Economy*, Federal Reserve System’s Community Development Research Conference Publication: 451-480. National Bureau of Economic Research (NBER) Working Paper W21638. Selected Media Coverage: *New York Times*, *Washington Post*, *The Atlantic*, and *Newsweek*.

Freeman, Richard B. & Eunice S. Han. (2013) “Public Sector Unionism without Collective Bargaining.” Presented at the American Economic Association (AEA) Annual Meeting, San Diego, CA, January 6, 2013. Cited in the Council of Economic Advisers Issue Brief. October 2015. <http://www.aeaweb.org/aea/2013conference/program/retrieve.php?pdfid=326>

Freeman, Richard B. & Eunice S. Han. (2012) “The War Against Public Sector Collective Bargaining in the U.S.” *The Journal of Industrial Relations*, 54 (3): 386-408. DOI: <https://doi.org/10.1177/0022185612442279>

Book Chapters

Han, Eunice S. & Thomas Maloney. (2022) “Weaker Teachers’ Unions and Greater Polarization in Public Education,” In Rüdiger von Arnim and Joseph Stiglitz (Eds.), *The Great Polarization*. p.257-274. New York City: Columbia University Press.

Han, Eunice S. & Jeffrey Keefe. (2021) “Candidates for Free Riding in a Post Agency Shop Public Sector,” In David Lewin and Paul J. Gollan (Eds.), *Advances in Industrial and Labor Relations*. Volume 26, p.39-72. Emerald Publishing Limited, U.K.

Book/Report Review

Han, Eunice S. & Yongmei Ni. (2021) [Review of “Ohio’s lost Einsteins: The inequitable outcomes of early high achievers.”](#) Boulder, CO: National Education Policy Center.

Han, Eunice S. & Yongmei Ni. (2020) [Review of “Changes in the Performance of Students in Charter and District Sectors of U.S. Education.”](#) Boulder, CO: National Education Policy Center.

Han, Eunice S. (2016) [Review of Equality on Trial: Gender and Rights in the Modern American Workplace](#) by Katherine Turk. *Labor History*, October 2016: 58(2), 242-244. DOI: 10.1080/0023656X.2016.1242717

Policy Reports

Eunice Han. (2022) “[Teachers’ unions reduce teacher stress, and anti-union laws significantly increase it.](#)” Economic Policy Institute.

Eunice Han. (2022) “[Unions Helped Keep Workers in Jobs and Paid During the Pandemic.](#)” Economic Policy Institute.

Emma Garcia and Eunice Han. (2021) “[The Impact of Changes in Public-Sector Bargaining Laws on Districts’ Spending on Teacher Compensation.](#)” Economic Policy Institute.

Emma Garcia and Eunice Han. “Teacher Pay and District Performance.” Economic Policy Institute. Forthcoming.

Richard Freeman, Eunice Han, Brendan Duke, and David Madland. (2016) “[What Do Unions Do for the Middle Class?](#)” Center For American Progress.

Richard Freeman, Eunice Han, Brendan Duke, and David Madland. (2016) “[Bargaining for the American Dream.](#)” Center For American Progress.

WORKING PAPERS

“The Impact of District Spending on Food Service on Student Performance and Educational Inequality in the U.S” with Papungkorn Kitcharoenkarnkul. Under Review.

“What Did Teachers’ Unions Do During the COVID-19 Pandemic? Evidence Based on Returns to Teacher Unionization.” Under Review.

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

“When States Restrict Public Sector Bargaining Rights.” with Richard Freeman. First 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

“The Impact of the COVID-19 Pandemic on Labor Market Experience of Early Childhood Teachers” with Sarah Small.

“The Impact of the COVID-19 Pandemic on Racial Disparity among Early Childhood Teachers” with Sarah Small.

“The Impact of COVID-19 Pandemic on Teacher Stress: Evidence from National Data”

“What Did Unions Do for Teachers During the COVID-19 Pandemic?”

“The Effect of School Competition on Student Performance: Evidence from National Data” with Marshall Steinbaum.

“Does Pay-for-Performance Make Teachers More Productive? Evidence from Students’ Standardized Test Scores.”

“Teacher Stress and Student Achievement: Evidence from National Data.”

“Do Active Parents Affect How Their Kids Do in High School?” with Richard Freeman, Brendan Duke and David Madland.

“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.

TEACHING EXPERIENCE

University of Utah: Principle of Microeconomics (Econ 2010), Labor Economics (Econ 3100), and Intermediate Microeconomics (Econ 4011) for undergraduate students; Econometrics (Econ 7590) for Ph.D. and Master’s students

Wellesley College: Principles of Microeconomics, Principles of Macroeconomics, and Education Policy for undergraduate students

Harvard University: Principles of Microeconomics, Principles of Macroeconomics, and Introduction to Econometrics for undergraduate students

PROFESSIONAL SERVICE

University and College

2019 – 2023 Research Committee, College of Social and Behavioral Science, University of Utah

Department

2018 – 2019 Hiring committee member for a new tenure-track faculty for Department of Economics, University of Utah

Community

February 2018 Invited keynote speaker, Boston Teachers Unions, Winter Conference, Boston, US.

October 2017 Expert witness for *Yohn v. California Teachers Association*, San Francisco, US.

January 2017 Invited keynote speaker, Davis Education Association, Annual Meeting, Salt Lake City, US.

February 2016 Invited lecturer, Harvard Trade Union Program, Harvard Law School, Cambridge, MA, US.

December 2015 Writer of Amicus Brief for *Friedrichs v. California Teachers Association*, Supreme Court, D.C., US.

2011 – Present Mentor, Join Us to Maximize your Potential (JUMP), Seoul, Korea.

Other Profession

Referee *Proceedings of the National Academy of Sciences, Journal of Public Economics, Review of Economics and Statistics, Labour Economics, Industrial and Labor Relations Review, Industrial Relations, Labor Studies Journal, Journal of Labor Research, British Journal of Industrial Relations, Feminist Economics, Applied Economics Letters, Review of Educational Research, American Educational Research Journal, AERA*

Open, American Journal of Education, Forum for Social Economics, American Educational Research Journal: Social and Institutional Analysis, Economics or Education Review, Sage Open, Journal of Economics World, and Health Affairs.

Book reviewer *Labor History*

Report reviewer National Education Policy Center, Boulder, CO.

PROFESSIONAL ACTIVITIES

- November 2023 Paper presenter, Association for Public Policy Analysis and Management (APPAM) Annual Research Conference. Atlanta, US.
- July 2023 Paper presenter, Western Economics Association International (WEAI) Annual Conference, San Diego, US.
- June 2023 Project Presenter, U-Power Seminar Series: Total Worker Health
- November 2022 Paper presenter, Southern Economic Association (SEA) Annual Conference, Fort Lauderdale, US.
- March 2022 Paper presenter, Association for Public Policy Analysis and Management (APPAM) Annual Research Conference. Austin, US.
- June 2021 Paper presenter, Labor and Employment Relations Association (LERA), Virtual Conference. US.
- February 2021 Invited talk, Auburn University, Auburn, US.
- November 2020 Paper presenter, Southern Economic Association (SEA) Annual Conference, Virtual Conference. New Orleans, US.
- June 2020 Paper presenter, Labor and Employment Relations Association (LERA), Virtual Conference. Cleveland, US.
- October 2018 Paper presenter, International Atlantic Economics Conference (IAES), New York City, US.
- June 2017 Paper presenter, Annual Meeting, Labor and Employment Relations Association (LERA), Anaheim, US.
- February 2017 Invited talk, Colorado State University, Fort Collins, US.
- January 2017 Invited keynote speaker, Davis Education Association, Annual Meeting, Salt Lake City, US.
- November 2016 Invited talk, Brigham Young University, Provo, US.
- November 2016 Invited panel, Southern Economic Association (SEA) Annual Conference, D.C., US.
- 2016 – 2017 Program Evaluator for Pay for Success, Salt Lake City, US.
- February 2016 Paper presenter, National Bureau of Economic Research (NBER) Labor Studies Program Meeting, San Francisco, US.
- November 2015 Paper presenter, Southern Economic Association (SEA) Annual Conference, New Orleans, US.
- April 2015 Paper presenter, The 2015 Federal Reserve System Community Development Research Conference on Economic Mobility, D.C., US.
- October 2014 Paper presenter, Southern Economic Association (SEA) Annual Conference, Atlanta, US.
- August 2014 Paper presenter, Korean Economic Association (KEA) – 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.
- 2013 – 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.

STUDENT ADVISING

Thesis committee for Ph.D. students at University of Utah: Sakshi Anderson, Jacqueline Strenio, Ari Fenn, Porjai Chalermsook, Crystal Miller, Kevin Conner, Kelsey Carlston, and Papungkorn Kitcharoenkarnkul (Chair)

Thesis committee member for Master’s students at University of Utah: Estefanie Aguilar, Yuhong Lin, Enas Farag, and Rushitha Munirajuboghineni

GRANTS

- August 2023 PI, Robert Noyce Teacher Scholarship Program, Track 4 (NSF 21-578). CO-PI: Yongmei Ni, Laura Rogers, Akil Narayan, and Tracy Dobie. Unfunded.
- May 2023 PI, U-POWER Pilot Project, University of Utah. Funded. \$11,750.
- September 2021 Investigator, National Defense Authorization Act (NDAA) Study of Unemployment Among Female Post-9/11 Veterans, 2021-2022. US Department of Veterans Affairs. PI: Thomas Maloney. Co-Investigator: Norm Waitzman and Catherine Ruetschlin. Funded. \$231,858.
- May 2020 Investigator, NEXUS Pilot Grant Expedition Proposal. University of Utah. Co-PIs: Yongmei Ni and Andrea K. Rorrer. Co-Investigator: Laura Rogers. Unfunded.
- January 2020 PI, Russell Sage Foundation, Improving Education and Reducing Inequality in the United States proposal. Unfunded.
- January 2019 PI, Washington Center for Equitable Growth, Inequality, Economic Growth and Stability proposal, Area of Human Capital. Unfunded.
- February 2018 PI, Russell Sage Foundation, Improving Education and Reducing Inequality in the United States proposal. Unfunded.
- February 2017 PI, Russell Sage Foundation, Intergenerational Mobility in the United States proposal. Unfunded.
- January 2017 PI, Washington Center for Equitable Growth, Human Capital and Labor Market Proposal. Unfunded.
- November 2016 PI, Robert Wood Johnson Foundation, Pioneer Ad Hoc proposal. Unfunded.