

May 2016

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### EDUCATION

Ph.D., Economics, Harvard University, 2013  
Thesis Title: “*Essays on the 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
Fall 2014 – Spring 2016	Visiting Professor, Department of Economics, Wellesley College.
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.
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## 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

“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.

“Does Declining Unionism Reduce 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), NBER Working Paper W21638. 2015 Federal Reserve System’s Community Development Research Conference Publication, Forthcoming. Media Coverage: Featured in *New York Times*, *Washington Post*, *The Atlantic*, and *Newsweek*.

## 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/>). Cited in the court brief for Supreme Court case, *Friedrichs vs. California Teachers Association*, 2015. Media Coverage: Featured in *Washington Post*. Under Review.

“Union Joining of Teachers: What makes teachers to join the unions” with Jeffrey Keefe (Rutgers University). First Draft.

“The Impact of Teachers Unions on Teachers’ Well-being under Different Legal Environments: Evidence from Districts and Teachers Matched Data.” Second Draft.

“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. Under Review.

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

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

## **WORKS IN PROGRESS**

“How parents active unionism raise mobility of children?” 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**

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

## **PROFESSIONAL ACTIVITIES AND SERVICE**

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; Journal of Economics World.