

HUI HUANG

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EDUCATION

University of California, Los Angeles (UCLA)

Los Angeles, CA

Ph.D. Candidate, Social Science and Comparative Education

Expected June 2025

Dissertation Title: Informal Workplace Learning and Professional Identity Development of Early-Career Tech Workers in High-Tech Industries in China

Zhejiang University

Hangzhou, China

M.A., Comparative Education

June 2019

Central South University

Changsha, China

B.A., English and Linguistics

June 2017

HONORS & AWARDS

Gordon & Olga Smith Fellowship (\$6000)

UCLA Department of Education, 2022

Summer Mentoring Research Fellowship (\$6000)

UCLA Graduate Division, 2021

PUBLICATIONS

Peer-reviewed Journal Articles

Huang, H. (2024). A tale of two time zones: Exploring emergency remote learning and stress coping during COVID-19 pandemic. *Current Psychology*. <https://doi.org/10.1007/s12144-024-07047-5>

Huang, H., Yo, J., Ely, B., & Schiavone, V. STEM identity development of underrepresented minority adolescents in summer STEM programs. *Journal of Research in Science Teaching*. (under revision)

Huang, H., Mathews, K., & Bishop, J.P. Retaining teachers of color and indigenous teachers post-pandemic: Examining structural factors influencing teacher turnover intentions in California's k-12 public schools. *Educational Evaluation and Policy Analysis*. (under review)

Book Chapters

Desjardins, R., & **Huang, H.** (in press). Lifelong learning and skill formation over the life course. In E. Saar and P. Robert (eds), *Handbook on Education and Labor Market*. Edward Elgar.

Research Briefs

Mathews, K., **Huang, H.**, Yagi, E., Balfe, C., Bishop, J.P. (2024). *California's teacher education program (TEP) deserts: An overlooked & growing equity challenge*. Center for the Transformation of Schools, School of Education & Information Studies, University of California, Los Angeles.

Mathews, K., **Huang, H.**, Yagi, E., Balfe, C., Mauerman, C., Edwards, E. (2024). *Barriers to racial equity for Teachers of Color and Indigenous Teachers in California's teaching pipeline & profession*. Los Angeles, CA: Civil Rights Project/Proyecto Derechos Civiles and Center for the Transformation of Schools, UCLA. <http://files.eric.ed.gov/fulltext/ED650987.pdf>

Cazares-Minero, M., **Huang, H.**, Bishop, J. P. (in press) *Often Overlooked but Not Unseen: An Overview of Highly Mobile Youth in the U.S.* Center for the Transformation of Schools, School of Education & Information Studies, University of California, Los Angeles.

Book Reviews

- Huang, H., & Kan, Y.** (2020). Alexander W. Wiseman: the impact of the OECD on education worldwide, *Asia Pacific Journal of Education*, 40(3), 422-424. <https://doi.org/10.1080/02188791.2020.1712057>
- Huang, H., & Kan, Y.** (2019). Joseph E. Aoun: robot-proof higher education in the age of artificial intelligence, *High Educ*, 78, 187-188. <https://doi.org/10.1007/s10734-018-0326-2>

CONFERENCE PRESENTATIONS

Huang, H. Retaining Teachers of Color and Indigenous Teachers: exploring factors influencing attrition and turnover intention in K–12 public schools in California. American Educational Research Association (AERA). Paper presentation delivered at AERA 2024 Annual Conference, Philadelphia, April 2024.

Mathews, K., **Huang, H.**, Yagi, E., & Balfe, C. TEP deserts: the link between teacher shortages and the location of teacher education programs. Paper presentation delivered at AERA 2024 Annual Conference, Philadelphia, April 2024.

Huang, H. “Involution” or “Lie down flat”? The neo-normative control and social resistance in the corporate learning context. Comparative and International Education Society (CIES). Paper presentation delivered at CIES 2024 Annual Conference, Miami, March 2024.

Huang, H. A tale of two time zones: exploring emergency remote learning experience of Chinese international students during COVID-19. Paper presentation delivered at AERA 2023 Annual Conference, Chicago, April 2023.

Huang, H. Exploring informal workplace learning and identity development of early-career tech workers in China. AERA. Paper presentation delivered at AERA 2023 Annual Conference, Chicago, April 2023.

Huang, H. and Yo, J. STEM identity development of underrepresented minority adolescents in out-of-school summer programs. Paper presentation delivered at CIES 2023 Annual Conference, Washington. D.C., February 2023.

TEACHING EXPERIENCE

UCLA, Dept. of Psychiatry and Biobehavioral Sciences (in person) 2021- 2023
Teaching Fellow, Psychiatry 79 Skills for Improving Productivity and Wellbeing
Leading two in-person discussion sections; grading weekly assignments and final papers; holding office hours

UCLA, Dept. of Psychology (online) Winter, 2022
Teaching Associate, Psychology 135 Social Psychology
Leading three online discussion sections; grading essays, midterm, and final exams; holding office hours

UCLA, Dept. of Education (online) Spring, 2020
Teaching Assistant, Education 130 Race, Class, Gender, and School Inequality in the United States
Leading two online discussion sections; grading essays, midterm, and final papers; holding office hours

RESEARCH EXPERIENCE

UCLA Center for Transformation of Schools

Los Angeles, CA

Doctoral Researcher, Supervisor: Dr. Kai Mathews & Dr. Joseph Bishop

2022 - Present

Main Responsibilities:

- Led and supported multiple education research projects that required conceptualizing, designing, and analyzing both quantitative and qualitative data to answer complex research questions.
- Managed complex data processes by compiling, merging, and cleaning datasets from diverse sources, ensuring data integrity and consistency to enable accurate analysis and reporting.
- Applied a variety of analytical techniques, including statistical approaches, predictive modeling, visualization, and forecasting to large, complex data sets.
- Engaged in developing interview and focus group protocols, conducting in-depth thematic analysis, and coding qualitative data to uncover insights that complement quantitative findings.
- Synthesized information and disseminated results in actionable formats such as written reports, maps, charts, graphs, presentations, etc. for a variety of audiences.

Alternative Education in California – Lead Researcher

Funded by Stuart Foundation (Amount: \$75,000)

- Compiled and analyzed large public datasets from state sources (e.g. census enrollment) using R, focusing on student enrollment trends and workforce needs in alternative school settings across California.
- Conducted literature reviews on workforce and leadership development in alternative schools, identifying key research gaps and informing further investigation.
- Developed visualizations and prepared for a conference presentation to showcase data trends and insights for stakeholders at the 2024 Reaching At-Promise Students Association Forum

Highly Mobile Youth Project

Funded by Stuart Foundation (Amount: \$200,000)

- Compiled and managed national and state datasets on highly mobile youth (homeless students, migrant students, juvenile justice-involved youth, youth in foster care), ensuring data accuracy, consistency, and integrity across sources.
- Collaborated with the project team to enhance data tracking tools, optimizing the organization of data for reporting.
- Conducted in-depth analysis of datasets, identifying demographic patterns and educational outcomes of highly mobile youth, addressing data limitations, and providing actionable recommendations.
- Created research briefs and visualizations to effectively communicate findings to policymakers, school leaders, and educators, supporting strategic decision-making for the well-being of highly mobile youth.

Teacher Education Program Dessert in California - Lead Researcher

Funded by the William & Flora Hewlett Foundation and the Bill & Melinda Gates Foundation

- Developed and implemented data collection and analysis methodologies to evaluate the relationship between teacher workforce patterns, K-12 education outcomes, and regional socioeconomic variables across nine California counties.
- Compiled and maintained a comprehensive database, and facilitated the development of online interactive data maps to effectively communicate key research insights and achieve broader impact.
- Produced a research brief profiling nine counties facing teacher education resource scarcity and led a public webinar to present findings, address data requests, and engage with stakeholders. Media report: <https://edsources.org/2024/rural-counties-far-from-universities-struggle-to-recruit-teachers/710566>

Teacher Attrition and Turnover in California K-12 Schools - Lead Researcher

- Performed advanced statistical analyses, including factor analysis and ordinal logistic regression using R, on data from 4,632 California public school teachers to assess key factors influencing teacher turnover and attrition.
- Authored a journal article and presented findings at the annual conference of American Educational Research Association, contributing to both academic research and policy discussions.

Teaching Pathways in Community Colleges

- Conducted focus groups with community college students, faculty, and leadership teams to gather information on student learning experience and outcomes.
- Analyzed qualitative data from institutional policy documents and focus groups to develop research briefs that highlight the opportunities and challenges of teaching pathways in California community colleges

Barriers to Racial Equity in California's Teaching Pipeline

- Utilized a mixed-methods research approach, combining qualitative teacher interviews and quantitative survey data, to uncover barriers to racial equity in California's teacher education programs.
- Contributed to a book chapter on California civil rights movements, developed impactful data visualizations for conference presentations, and effectively communicated research findings to a wide range of stakeholders.

UNESCO Institute for Lifelong Learning

Hamburg, Germany

Research Assistant, Supervisor: Dr. Raúl Valdés-Cotera

January-April 2019

Project: Lifelong Learning Policies and Strategies

- Developed and revised case studies for an international handbook on lifelong learning, ensuring methodological rigor and clarity in presenting global lifelong learning policies.
- Managed and optimized the global lifelong learning policy and strategy database, enhancing data accessibility and integrity for researchers and policymakers.

PROFESSIONAL EXPERIENCE

Program Evaluation Consultant

Bridge to Enter Advanced Mathematics (BEAM)

March 2022 – September 2023

- Provided expert consultancy and conducted comprehensive evaluations, with a focus on program development through in-depth classroom observations, site visits, and stakeholder interviews.
- Led an in-depth evaluation study of the summer stipend program, delivering actionable insights through detailed reports and visual presentations that informed strategic decision-making and drove better organizational outcomes.

Lecturer of Scholar Enrichment Program

Online

January - September 2021

- Facilitated professional development workshops for 40 faculties from Sichuan Conservatory of Music, China, offering customized feedback to improve teacher educators' pedagogical approaches and professional identity development.
- Developed and delivered interactive lectures on qualitative research methods for undergraduate and graduate students, fostering their understanding of education research, data analysis, and critical thinking.
- Utilized statistical and qualitative tools to track learning outcomes and enhance the effectiveness of instructional practices.

SKILLS

Software and Tools: Microsoft Office; SPSS; Tableau; Qualtrics; DeDoose

Programming Languages and Scripting: R; Python; SQL

Language: English: Professional Fluency; Mandarin: Native; Spanish: Beginner

Qualitative Research: interview; focus group; observation

Quantitative Research: inferential statistics and multivariate statistics, including ANOVA, multiple regression, logistic regression, multilevel modeling, structural equation modeling, factor analysis; machine learning (e.g. clustering, decision tree)

LICENSES & CERTIFICATIONS

[Social and Behavioral Researchers and Staff](#), CITI Program, Credential ID 55484255

[Google Data Analytics](#), Coursera