

## Minseok Yang

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### EDUCATION

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- May 2021 (expected) **University of Wisconsin-Madison**, Madison, WI  
Ph.D., Educational Leadership & Policy Analysis  
*Minor*, Sociology  
Dissertation: *The impact of teacher union reforms on K-12 school systems in the United States*  
Committee: Peter Goff (chair), Nicholas Hillman, Carolyn Kelley
- February 2015 **Seoul National University**, Seoul, South Korea  
M.A., Educational Administration  
Thesis: *Analysis on the characteristics of schools and principals under the implementation of open recruitment system for principals*
- February 2009 **Daegu National University of Education**, Daegu, South Korea  
B.A., Elementary Education

### RESEARCH INTERESTS

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K-12 Education Policy and Leadership, Quantitative Methods for Program Evaluation, Educator Labor Markets, Teachers' Unions, Data-driven Decision Making, Education Finance

### PUBLICATIONS

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#### PEER-REVIEWED JOURNAL ARTICLES

**Yang, M.**, Lee, S., & Goff, P. (*accepted*). Labor dynamics of school principals in rural contexts. *AERA Open*

#### UNDER REVIEW

Goff, P., Yang, H., **Yang, M.**, Batt, L., Xie, X., & You, E. (*revised and resubmitted*). A new evaluation approach for teacher preparation programs using labor market competitiveness of teacher applicants. *Teaching and Teacher Education*

Mao, X., **Yang, M.**, & Lee, S. Strengthening the STEM pipeline: The association between students' early study of algebra I and postsecondary major in STEM. *Journal for Research in Mathematics Education*

Lee, H., & **Yang, M.** Do school resources reduce socioeconomic achievement gap? Evidence from PISA 2015. *International Journal of Educational Development*.

Goff, P., Xie, X., **Yang, M.**, Batt, L., Gandy-Fastovich, L., Rodriguez-Escutia, Y., Yang, H., & You, E. Teachers on the market: A typology of teachers' philosophy, mission, vision, and values. *Journal of Education Human Resources*.

Goff, P., You, E., Gandy-Fastovich, L., **Yang, M.**, Batt, L., Xie, X., & Yang, H. A look behind the curtain: Job search behaviors of teachers after year one. *Teaching and Teacher Education*.

Kim, T., Lim, S., **Yang, M.**, & Park, S. Making sense of school (re)opening during the crisis of COVID 19: Policy implementation in South Korea. *Comparative Education Review*.

#### **MANUSCRIPTS IN PROGRESS**

**Yang, M.** The impact of teacher union reforms on student performance: Evidence from the Midwestern states. *Dissertation Paper 1*. Preparing for *American Educational Research Journal*.

**Yang, M.** Unforeseen costs and casualties: The effects of teacher union reform on teacher turnover. *Dissertation Paper 2*. Preparing for *Education Finance and Policy*.

**Yang, M.** How do school districts change salary policy following teacher union reform? Automated text data mining analysis of employee handbooks from school districts in Wisconsin. *Dissertation Paper 3*. Preparing for *Educational Administration Quarterly*.

**Yang, M.** Moving alone or together? Peer effects and teacher turnover. Preparing for *Educational Evaluation and Policy Analysis*.

Goff, P., **Yang, M.**, Rodriguez-Escutia, Y. A principal like me: Does race congruence between teachers and principals affect teachers' labor market outcomes? Preparing for *Educational Policy*.

Goff, P. & **Yang, M.** The role of principal-teacher gender congruence on labor market sorting and selection behaviors. Preparing for *Journal of Educational Administration*.

Goff, P., Batt, L., **Yang, M.**, Xie, X., Gandy-Fastovich, L., Yang, H., & You, E. Making the match: reconstructing principal-teacher fit. Preparing for *American Journal of Education*.

**Yang, M.**, Yang, H., & Goff, P. What school characteristics attract applicants to teaching positions? Evidence from Wisconsin teacher labor market. Preparing for *Teachers College Record*.

Goff, P., Carl, B., & **Yang, M.** A portrait of a teacher shortage. Preparing for *Educational Researcher*.

#### **POLICY REPORTS**

Goff, P., You, E., Gandy-Fastovich, L., **Yang, M.**, Batt, L., Xie, X., & Yang, H. (2020). A look behind the curtain: Job search behaviors of teachers after year one (WCER Working Paper No. 2020-7). [https://wcer.wisc.edu/docs/working-papers/WCER\\_Working\\_Paper\\_No\\_2020\\_7.pdf](https://wcer.wisc.edu/docs/working-papers/WCER_Working_Paper_No_2020_7.pdf)

- Yang, M.**, Lee, S., & Goff, P. (2020) Labor dynamics of school principals in rural contexts. (WCER Working Paper No. 2020-6). [https://wcer.wisc.edu/docs/working-papers/WCER\\_Working\\_Paper\\_No\\_2020\\_6.pdf](https://wcer.wisc.edu/docs/working-papers/WCER_Working_Paper_No_2020_6.pdf)
- Goff, P., Yang, H., **Yang, M.**, Batt, L., Xie, X., & You, E. (2020). A new evaluation approach for teacher preparation programs using labor market competitiveness of teacher applicants (WCER Working Paper No. 2020-3). [https://wcer.wisc.edu/docs/working-papers/WCER\\_Working\\_Paper\\_No\\_2020\\_3.pdf](https://wcer.wisc.edu/docs/working-papers/WCER_Working_Paper_No_2020_3.pdf)
- Goff, P., Xie, X., **Yang, M.**, Batt, L., Gandy-Fastovich, L., Rodriguez-Escutia, Y., Yang, H., & You, E. (2019). Teachers on the market: A typology of teachers' philosophy, mission, vision, and values (WCER Working Paper No. 2019-2). [https://wcer.wisc.edu/docs/working-papers/Working\\_Paper\\_No\\_2019\\_2.pdf](https://wcer.wisc.edu/docs/working-papers/Working_Paper_No_2019_2.pdf)
- Goff, P., Rodriguez-Escutia, Y., & **Yang, M.** (2018). Through the labor market looking glass: An inquiry into principal-teacher race congruence (WCER Working Paper No. 2018-13). [https://wcer.wisc.edu/docs/working-papers/Working\\_Paper\\_No\\_2018\\_13\\_2.pdf](https://wcer.wisc.edu/docs/working-papers/Working_Paper_No_2018_13_2.pdf)
- Goff, P., Carl, B., & **Yang, M.** (2018). Supply and demand for public school teachers in Wisconsin (WCER Working Paper No. 2018-2). [https://wcer.wisc.edu/docs/working-papers/Working\\_Paper\\_No\\_2018\\_02.pdf](https://wcer.wisc.edu/docs/working-papers/Working_Paper_No_2018_02.pdf)
- KOREAN PEER-REVIEWED JOURNAL ARTICLES**
- Lim, S., & **Yang, M.** (2020). Impact of teacher school professional development on students' class understanding. *The Journal of Korean Teacher Education*, 37(4), 411-433.
- Yang, M.** & Lim, S. (2020). Impact of gender-congruence between principal and teacher on teacher satisfaction. *The Journal of Korean Teacher Education*, 37(3), 81-107.
- Yang, M.** & Lim, S. (2020). The analysis on gender-match between teachers and students: Evidence from elementary students' academic performance and affective domain, *Korean Journal of Educational Administration*, 38(2), 1-24.
- Lim, S., & **Yang, M.** (2020). The exploration on the relationship among teachers' perceived principal transformational leadership, school climate, school-PD, and teacher self-efficacy. *Korean Journal of Educational Administration*, 38(1), 199-222.
- Lee, H., Kim, Y., & **Yang, M.** (2019). Does the career development policy make differences in the effect of the school career development programs?. *The Journal of Economics and Finance of Education*, 28(3), 81-107.
- Yang, M.**, & Lee, H. (2019). The relations between the graduation of foreign language high school and college life. *Korean Journal of Educational Administration*, 37(1), 227-249.
- Lee, Y., Kim, Y., & **Yang, M.** (2017). An analysis of the wage loss of career interruption using propensity score matching. *Journal of Employment and Skills Development*, 20(1), 143-165.

- Kim, Y., **Yang, M.**, Cho, H., & Lee, H. (2017). The analysis of the relationship between types of evaluation and students' academic achievement. *Journal of Educational Studies*, 48(1), 29-51.
- Lee, S., **Yang, M.**, Han, S., Heo, S., Park, S., & Park, D. (2016). The effect of school-based teacher learning community on student's academic achievement: Focusing on the innovation schools. *Korean Journal of Educational Research*, 54(2), 85-113.
- Yang, M.**, Lee, H., & Kim, J. (2016). The concept and the principles of in-service teacher education in the perspective of professional capital. *The journal of Korean Teacher Education*, 33(1), 49-69.
- Lee, H., **Yang, M.**, Lee, S., Lee, H., Jung, S., Yoo, J., Jeong, S., Jeong, J., Cho, T., & Jeong, D. (2015). The effect of school accountability on teachers' human capital and social capital. *Korean Journal of Educational Administration*, 33(2), 393-412.
- Yang, M.**, & Jeong, D. (2015). The effect of breakfast on student's academic achievement. *Korean Journal of Educational Administration*, 33(2), 27-54.
- Yang, M.**, & Jeong, D. (2015). Analysis on the characteristics of schools and principals under the implementation of open recruitment system for principals. *Korean Journal of Educational Administration*, 33(1), 173-202.
- Lee, H., **Yang, M.**, Lee, H., Jeong, J., You, J., & Jeong, D. (2014). An analysis of return to education of graduate school among nations. *The Journal of Economics and Finance of Education*, 23(4), 161-183.
- Lee, H., **Yang, M.**, & Kim, Y. (2014). An analysis on the effect of the scholarship policy change for college students' academic achievement. *Korean Journal of Educational Administration*, 32(3), 27-52.
- Lee, H., **Yang, M.**, Lee, H., & Jeong, D. (2014). An analysis of the allocation criteria and beneficiary schools' characteristics on local governments' education subsidies in Seoul. *The Journal of Economics and Finance of Education*, 23(3), 25-59.
- Jeong, D., Kim, Y., **Yang, M.**, & Lee, S. (2014). The relationship between noxious environment within the school environment hygiene purification zone and problem behavior of students. *The Journal of Politics of Education*, 21(1), 51-75.
- Jeong, D., Kim, Y., Lee, S., & **Yang, M.** (2013). The effect of the subject classroom system on the teaching-learning activity in general high schools. *Korean Journal of Educational Administration*, 31(4), 259-282.

**KOREAN NON-PEER-REVIEWED PUBLICATIONS**

- Yang, M.** (2020, December 15). Characteristics of school reforms targeting teachers' unions: Evidence from 12 Midwestern States. *The HRD Review*, 23(4), 192-203.  
[https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?\\_notiNo=G520200005&\\_prdcNotiDetlNo=12](https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?_notiNo=G520200005&_prdcNotiDetlNo=12)

- Yang, M.** (2020, June 15). Principal supply issue in Wisconsin's rural public schools. *The HRD Review*, 23(2), 122-133.  
[https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?\\_notiNo=G520200003&\\_prdcNotiDetlNo=7](https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?_notiNo=G520200003&_prdcNotiDetlNo=7)
- Yang, M.** (2019, September 15). Wisconsin's reform on teachers' unions and consequential changes in school systems. *The HRD Review*, 22(3), 145-160.  
[https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?\\_notiNo=G520190004&\\_prdcNotiDetlNo=9](https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?_notiNo=G520190004&_prdcNotiDetlNo=9)
- Yang, M.** (2019, March 15). Structure of school finance in Wisconsin. *The HRD Review*, 22(1), 132-144.  
[https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?\\_notiNo=G520190001&\\_prdcNotiDetlNo=8](https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?_notiNo=G520190001&_prdcNotiDetlNo=8)
- Yang, M.** (2018, June 15). Teacher labor market trends in Wisconsin. *The HRD Review*, 21(2), 164-176.  
[https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?\\_notiNo=G520180005&\\_prdcNotiDetlNo=9](https://www.krivet.re.kr/ku/da/kuBDBVw.jsp?_notiNo=G520180005&_prdcNotiDetlNo=9)
- Lee, S., Lee, H., Kim, H., **Yang, M.**, Lee, S., Lee, H., Jeong, S., Yoo, J., Lee, Y., Lee, J., Jeong, S., Jeong, S., Jeong, J., Jeong, H., & Cho, T. (2015). *Education meets Economics*. Gyeonggi province: Bookk.
- Oh, J., Kim, S., Ju, J., Lee, D., Lee, W., Park, S., Min, G., Jeong, S., Jang, J., **Yang, M.**, Lee, K., Jo, H. (2015). *Educational policies from a viewpoint of statistics*. Gyeonggi Provincial Office of Education.  
[https://www.gie.re.kr/publication/stdreportDetail.do?id=141081840&subject=&research\\_classification=&srch\\_input=&scType=&scType2=mtab1&scType3=&currRow=15](https://www.gie.re.kr/publication/stdreportDetail.do?id=141081840&subject=&research_classification=&srch_input=&scType=&scType2=mtab1&scType3=&currRow=15)

## CONFERENCE PRESENTATIONS

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- Kim, T., Lim, S., **Yang, M.**, & Park, S. (2021). *Making sense of school (re)opening during COVID-19: Policy implementation in South Korea*. Paper accepted for virtual presentation at the annual meeting of the Comparative and International Education Society.
- Yang, M.** (2021). *The impact of teacher union reforms on student performance: Evidence from the Midwestern states*. Paper accepted for virtual presentation at the annual meeting of the American Educational Research Association.
- Yang, M.** (2021). *Do school districts change salary policy following teacher union reform? Automated text data mining analysis of employee handbooks from school districts in Wisconsin*. Paper accepted for virtual presentation at the annual meeting of the American Educational Research Association.
- Kim, T., Lim, S., **Yang, M.**, & Park, S. (2021). *Teaching with resilience in the COVID-19 pandemic: Responses from Korean teachers serving marginalized students*. Paper accepted for virtual presentation at the annual meeting of the American Educational Research Association.

- Yang, M., & Goff, P.** (2020). *Impacts of gender congruence between teachers and principals on teachers' labor market outcomes*. Paper presented for virtual presentation at the annual meeting of the University Council for Educational Administration.
- Yang, M., & Goff, P.** (2020). *Wisconsin teacher labor market research*. Invited and presented at the virtual meeting of the Wisconsin Association of School Personnel Administrators.
- Yang, M.** (2020). *War on teacher unions: The effects of teacher union reform on teacher turnover*. Paper presented at the annual meeting of the Association for Education Finance and Policy. Fort Worth, TX. Conference moved to virtual setting due to COVID-19.
- Yang, M. & Lee, S., & Goff, P.** (2020). *Examining the principal shortage and pipeline in rural schools*. Poster presented at the annual meeting of the Association for Education Finance and Policy. Fort Worth, TX. Conference moved to virtual setting due to COVID-19.
- Yang, M., Goff, P., Batt, L., Xie, X., & Rodriguez-Escutia, Y.** (2019). *Making the match: Reconstructing principal-teacher Fit*. Paper presented at the annual meeting of the Association for Education Finance and Policy. Kansas City, MO.
- You, E., Goff, P., Gandy-Fastovich, L., Yang, M., & Yang, H.** (2019). *Hidden teacher mobility and teacher preference*. Paper presented at the annual meeting of the Association for Education Finance and Policy. Kansas City, MO.
- Yang, M.** (2019). *Teacher peer effects on job transitions*. Poster presented at the annual meeting of the Association for Education Finance and Policy. Kansas City, MO.
- Yang, M.** (2018). *Effects of union reform on teacher turnover and school management: Evidence from Wisconsin Act 10*. Paper presented at the annual meeting of the University Council for Educational Administration. Houston. TX.
- Lee, H., Yang, M.** (2018). *Heterogeneous effect of school resources on student achievement: Evidence from PISA 2015*. Paper presented at the annual meeting of the International Conference on Education Research. Seoul. South Korea.
- Yang, M., Yang, H., & Goff, P.** (2018). *What school characteristics attract applicants to teaching positions? Evidence from WI teacher labor market*. Paper presented at the annual meeting of the American Educational Research Association. New York, NY.
- Rodriguez-Escutia, Y., Goff, P., & Yang, M.** (2018). *Are we in this together? Examining gender congruency with principal and teachers in the labor market*. Poster presented at the annual meeting of the Association for Education Finance and Policy. Portland, OR.
- Yang, M., & Mitchell, N.** (2017). *Wisconsin's Act 10 and its influences on equity: An investigation of state revenue and educational cost*. Poster presented at the annual meeting of the Association for Public Policy Analysis and Management, Chicago, IL.
- Goff, P., Rodriguez-Escutia, Y., Yang, M., & Wu, Y.** (2017). *How does principal race congruency impact teacher hiring?* Paper presented at the annual meeting of the American Educational Research Association. San Antonio, TX.

## TEACHING EXPERIENCE

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Teaching Assistant to Dr. Peter Goff, University of Wisconsin-Madison (2017 – Present)

ELPA 725: Research Methods & Procedures in Educational Administration (Graduate),  
Fall 2017, Spring 2018, Fall 2018, Fall 2019

Guest Lecture: Epistemology and Philosophies of Educational Research,  
Analyzing and Presenting Qualitative Data, Conceptualization and Measurement,  
Research Design and Causation, Surveys, Quantitative Data Analysis, Applied  
Research Design and Implementation, Experimental and Quasi-experimental  
Designs

ELPA 822: Introduction to Quantitative Inquiry in Education (Graduate), Spring 2019,  
Spring 2020, Fall 2020 (Online)

Guest Lecture: Descriptive Statistics and Dispersion, Confidence Intervals and  
Hypothesis Testing

ELPA 823: Data Management & Project Workflow in STATA (Graduate), Spring 2019,  
Fall 2019, Spring 2020, Fall 2020 (Online)

Guest Lecture: Describing Categorical and Continuous Variables, Generating  
Data with Functions, Using Locals and Globals, Expanding and Collapsing Data

ELPA 832: Resource Allocation for Equity and Social Justice (Graduate), Fall 2018

ELPA 940: Applied Statistics for School Leaders II (Graduate), Spring 2018

Guest Lecture: STATA Practice (In person and online), Multiple Regression:  
Controls and Interactions, Facilitating Discussions on Regression Discontinuity,  
Difference-in-Differences, Instrumental Variables, and Propensity Score  
Matching

## PROFESSIONAL EXPERIENCE

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2020

### **Policy Consultant**

Adams-Friendship Area School District, Friendship, WI

*Project Title: Recruit and retain high quality educational professionals  
Surveyed and interviewed teachers, and wrote a policy brief regarding  
reducing teacher turnover for school boards and administrators*

2019 – Present

### **Project Assistant**

Wisconsin Evaluation Collaborative (WEC), Madison, WI

*Project Title: Educator Workforce Data Project*

*Analyzed data on educator preparation programs and licensure tests, and wrote annual reports.*

- 2017                    **Research Assistant**  
Wisconsin Center for Education Research (WCER), Madison, WI  
*Project Title: Supply and demand for public school teachers in Wisconsin*  
*Analyzed large-scale staffing records and job vacancy-application data, and wrote a policy report*
- 2016 – 2019           **Internship**  
Department of Public Instruction, Madison, WI  
*Analyzed teacher certification and school finance data*
- 2016                    **Teacher Selection Committee (Interviewer)**  
Gyeonggi Provincial Office of Education, Gyeonggi province, Korea  
*Evaluated elementary school teacher applicants' in-depth interview and mock teaching*
- 2015                    **Data Analyst**  
Gyeonggi Provincial Office of Education, Gyeonggi province, Korea  
*Project Title: Educational policies from a viewpoint of statistics*  
*Analyzed large-scale data and wrote a policy report for practitioners*
- 2011 – 2016           **Elementary School Teacher**  
Sorae Elementary School, Gyeonggi province, Korea  
*Homeroom teacher for the 2nd, 5th, & 6th grade students*

## **AWARDS, HONORS, AND FELLOWSHIP**

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### **EXTERNAL HONORS AND AWARDS**

- 2020                    David L. Clark Scholar, David. L. Clark National Graduate Student  
Research Seminar in Educational Administration & Policy
- 2017 – 2019           Barbara L. Jackson Scholar, University Council for Educational  
Administration (UCEA)

### **UNIVERSITY OF WISCONSIN-MADISON**

- 2020                    Bridge to Success Scholarship (\$2,500)
- 2020                    William J. Davis Fund (\$1,665)
- 2019 – 2020           Student Research Grants (\$1,800)
- 2017 – 2020           Gaddis Travel Fellowship (\$1,500)

## **CERTIFICATION**

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- 2009                    Regular Teacher License, Ministry of Education, South Korea



## REFeree SERVICE \_\_\_\_\_

Teachers College Record (2020)

## PROFESSIONAL AFFILIATIONS \_\_\_\_\_

American Educational Research Association (AERA)  
Association for Education Finance and Policy (AEFP)  
Association for Public Policy Analysis and Management (APPAM)  
University Council for Educational Administration (UCEA)

## MEDIA COVERAGE \_\_\_\_\_

Want more diverse teachers in more places? Start with diverse principals. *Brookings*. (2018, December 14). <https://www.brookings.edu/blog/brown-center-chalkboard/2018/12/14/want-more-diverse-teachers-in-more-places-start-with-diverse-principals/>

## REFERENCES \_\_\_\_\_

### **Peter T. Goff, Ph.D.**

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University of Wisconsin-Madison School of Education  
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### **Nicholas Hillman, Ph.D.**

Associate Professor, Department of Educational Leadership and Policy Analysis  
Director, Student Success Through Applied Research Lab  
University of Wisconsin-Madison School of Education  
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### **Carolyn Kelley, Ph.D.**

Professor, Department of Educational Leadership and Policy Analysis  
Senior Associate Dean for Academic Programs  
University of Wisconsin-Madison School of Education  
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### **Se Woong Lee, Ph.D.**

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University of Missouri-Columbia College of Education

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**Bradley Carl, Ph.D.**

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Wisconsin Center for Education Research  
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