Research Statement
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1. Introduction

As a labor economist, I am passionate about research on various aspects of labor market functioning, such as migration, discrimination, education, and labor market implications of health. Through my research, I am seeking a better understanding of how individuals make their decisions in reaction to changes in the labor market, including changes in policy. By measuring the impact of policies, I hope to enable improvements in policy implementation. My current research mainly focuses on policy evaluation in migration and discrimination.

Labor economics is the original home of large-scale data analysis. People look at the world through different lenses, and as a labor economist, I see the world through the lens of data analysis. With good training as a Ph.D. student in labor economics, I have collected an arsenal of data analysis methods, such as instrumental variables, difference-in-differences and synthetic control methods, regression discontinuity, propensity score matching. We are now living in a world awash with data. On the one hand, more data provides us with rich resources of patterns and insights, while on the other hand, causation get easily confused with correlation, and the large amount of data makes it even more difficult to distinguish the signal from noise. Therefore, the ability to think critically about data and identify causation has become even more crucial. My research mainly focuses on discovering insights and identifying causal relationships in data.

2. Current Research

1. *The Impact of Interstate Tuition Differences on College Student Migration: Evidence from the Regional Reciprocity Agreements (Job Market Paper)*

In this paper, I identify the effect of inter-state tuition differences on college student inter-state migration. By instrumenting the tuition difference with a dummy for the pair of states' membership in a common regional reciprocity agreement, I provide evidence that a reduced tuition gap would increase college migration from the source state to the destination state.

I collect the regional reciprocity membership records for 2550 pair of states in U.S. from 1958 to 2017 and aggregate the college migration data for each of these pairs of states using U.S. census data. By exploiting the exogenous variation in tuition gap resulting from participating status of the regional reciprocity agreement, I find that one percent decrease in nonresident tuition price of destination state due to the regional reciprocity agreements, and hence the tuition gap, would on average increase nonresident students' inflow to the destination state by 0.4-0.5%. This effect is a LATE effect for the "complier" states who change tuition due to the agreement. I also checked the reduced form effect of states' membership in a common regional reciprocity agreement and find that such an agreement would increase college migration between states by 25%.

My study contributes to the literature in several ways. Firstly, I provide a new instrumental variable to fix the endogeneity of tuition and thus provide more evidence about the empirical relationship between tuition and enrollment. The tuition effect found in my study is larger than most results in the literature. Secondly, given the nationwide spread and longtime existing of the regional reciprocity

agreements, there is surprisingly little research studying the impact of this program. My longer period (1960-2000) and wider region (nationwide) analysis of the regional reciprocity agreements can help policymakers have a better understanding and evaluation of regional reciprocity agreements.

2. *Does Customer or Coworker Discrimination Prompt Employer advertisements for Attractive Employees?*

I provide a new method to decompose discrimination by Chinese employers into customer and coworker discrimination. Using data from an online job board, I relate employer advertisements for beautiful and tall applicants to occupational job requirements as measured by the American O*NET data. I find that employers hiring in occupations with more contact with both customers and coworkers are more likely to require beauty and height in the job ads. In terms of coefficients, customer discrimination and coworker discrimination have the same effect on the but in terms of contributions to R-squared, coworker discrimination plays a more important role.

My study contributes to the literature in two understudied areas: testing types of discrimination and exploring the determinants of employer advertisements. Firstly, most studies in the literatures focus on distinguishing statistical discrimination from taste discrimination. However, so far economists have done little work on breaking down the sources of taste discrimination. My paper disentangles coworker discrimination and customer discrimination. Secondly, my work can help to better understand employer advertisements and establish some new facts about the explicit beauty requirements in job ads.

3. Future Research

1. *The Impact of Language Unification on Labor Market----Evidence from the 2009 Language Regulation on TV in China*

Spoken Chinese has much varieties across China. There are more than 130 dialects in China and 87% of them belong to 12 language groups (Language in China, 2007). Since the language unification reform in 1958, Putonghua (standard Mandarin based on Beijing dialect) penetration rate has largely increased in China. However, the debate over the language unification has never ended. Some people think that the unification of language can improve communication across the country, hence benefits education, migration, etc. Others think that language diversity is very important and should get protected. On 12th August in 2009, the Chinese National Radio and TV Administration launched a language regulation requiring that characters should avoid using dialects and speak Putonghua only on TV. I would like to use dialect related questionnaires from CFPS (Chinese family panel studies) 2010-2018 to study the impact of this regulation on dialect usage and labor market (especially, migration and education) in China. I would like to apply difference-in-differences strategy by comparing dialect usage across different language groups over different cohorts.

2. *The Pink Tax in China: Evidence from the Chinese Online Shopping Website Tmall*

Women are getting charged more for certain products or services, but few are aware of this. "Pink Tax" refers to the extra amount of money women pay for these products. In this paper, I would like to document the "Pink Tax" phenomenon in China. By using the scraped price and description data of unisex products (hoodies, scarves, caps, etc.) sold in the Tmall.com (a Chinese online shopping website), I would like to check whether there is "Pink Tax" among these products and how much it is by estimating the effect of the product gender tag on its price, in other words, whether a product tagged "female" in its product description is sold at a

higher price than a product tagged "male". The challenge for identifying the causal effect of the gender tag on its price is that some determinants of price, such as quality and design, are correlated with gender tag and hard to be controlled for. Thus, gender tag of a product could be endogenous. To solve the endogenous problem of gender tag, I would like to use a dummy for whether the color of a product is associated with male or female (for example, pink for female and blue for male) as an instrument.