

Research Statement

The Impact of Tuition Gap on College Migration: Evidence from the Regional Reciprocity Agreements

I provide an evaluation to the nationwide existing reciprocity agreement programs in U.S. and I use the exogenous tuition gap change induced by this program to further estimate the effect of tuition change on college migration rate. Using data from Census 1960-2000 and IPEDS 1980-2017, I apply fixed effects regressions and 2SLS regressions to find that there are more college migration flows between pair of states with a reciprocity agreement than those without any reciprocity agreement, and those college migration increase can be explained by the decrease of migration cost brought by the nonresidents tuition price drop in the destination states.

Does Customer or Coworker Discrimination Prompt Employer Preferences 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 job ads physical appearance profiling but in terms of contributions to R-squared, coworker discrimination plays a more important role.