

# BRIAN HESEUNG KIM

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## EDUCATION

- University of Virginia** – Charlottesville, VA Expected 2022
- **Ph.D.** in Education Policy at the School of Education with Professor Benjamin L. Castleman
- University of Virginia** – Charlottesville, VA 2019
- **M.P.P.** from the Frank Batten School of Leadership and Public Policy
- Bowdoin College** – Brunswick, ME 2013
- **B.A.** in English and Economics with Teaching and Music Minors
  - Maine State Teacher Certification in English and Social Studies
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## RESEARCH EXPERIENCE

- University of Virginia School of Education** – Charlottesville, VA 2017 – Present  
*Graduate Research Assistant, EdPolicyWorks and Nudge<sup>4</sup> Solutions Lab*

Current research projects:

- Examining systemic racial and gender bias in teacher recommendation letters for college applications using natural language processing techniques
- Addressing disparities in career advising and support among community college graduates through a data-driven job recommendation engine
- Re-contextualizing the efficacy of nudge-style texting interventions with rich interaction data
- Analyzing socioeconomic inequalities in the labor market outcomes of community college graduates
- Leveraging text analytics to identify trends in effective school leader coaching practices
- Assessing the utility of COVID-19 class size restrictions in a community college context with student network analyses

- DonorsChoose** – New York, NY 2020 – Present  
*Data Science Fellow, Data Science and Analytics Team*

Current research projects:

- Developing mission-oriented and data-driven equity metrics for a nation-wide school fundraising platform
- Measuring project and fundraising success among higher- and lower-resourced schools across ten states

- Virginia Department of Education** – Richmond, VA 2019  
*Research Intern, Office of Research and Office of Equity and Community Engagement*

Primary research projects:

- Implementing modern visualization techniques to improve the accessibility and utility of ESSA-mandated school accountability dashboards
  - Investigating new metrics to better understand racial equity in education throughout Virginia
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## WORKING PAPERS

Rodriguez-Segura, D., **Kim, B.H.** (2020, April). *Far from Home: Mapping Education Deserts in Developing Countries*. [Working paper available online](#).

Castleman, B.L., Bird, K.A., **Kim, B.H.** (2019, March). *Pathways to Success: Analyzing Program-level Heterogeneity in Broad Labor Market Outcomes for a State Community College System*. Working paper available upon request.

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## CONFERENCE PRESENTATIONS

**Kim, B.H.**, Meyer, K., Choe, A. (scheduled 2020, November). *Do College Advising Styles Matter? Applying Natural Language Processing to Understand Treatment Variation*. Paper presentation at 42<sup>nd</sup> Annual Conference of Association for Public Policy Analysis and Management (virtual). [Manuscript in preparation]

Rodriguez-Segura, D., **Kim, B.H.** (2020, September). *Traversing the Last Mile in School Enrollment: Using GIS Data to Identify Education Deserts in Developing Countries*. Paper presentation accepted at 11<sup>th</sup> Annual University of Virginia School of Education Research Conference, Charlottesville, VA.

**Kim, B.H.**, Castleman, B.L., Bird, K.A. (2020, March). *Crossing the Finish Line but Losing the Race: Socioeconomic Inequalities in Labor Market Trajectories Among Community College Graduates*. Paper presentation at 45<sup>th</sup> Annual Conference of Association of Education Finance and Policy, Fort Worth, TX. [Manuscript in preparation]

Castleman, B.L., Bird, K.A., **Kim, B.H.** (2019, March). *Pathways to Success: Analyzing Program-level Heterogeneity in Broad Labor Market Outcomes for a State Community College System*. Paper presentation at 44<sup>th</sup> Annual Conference of Association of Education Finance and Policy, Kansas City, MO.

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## INVITED TALKS

Castleman, B.L., **Kim, B.H.** (2020, April). *Using Data Science to Address Critical COVID-19 Workforce Needs in Virginia*. Invited research discussion for the Frank Batten School of Leadership and Public Policy “Expert Chat” Series, Charlottesville, VA.

Finnegan, C., **Kim, B.H.**, Wong, V.C., Wright, B. (2019, November). *Data & Education*. Invited panel discussion at 5<sup>th</sup> Annual University of Virginia School of Data Science Datapalooza, Charlottesville, VA.

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## TEACHING EXPERIENCE

### University of Virginia – Charlottesville, VA

- (Graduate) Data Science for Public Policy Leaders, *Co-instructor and Co-developer* – Survey course on emerging data science applications and ethical considerations for public policy and social sciences research Approved for 2021
- (Graduate) Public Interest Data Lab, *Project Advisor* – Introductory data science methods course for conducting community-based public interest research 2020
- (Graduate) Data Management for Social Science Research, *Co-instructor* – Introductory data management and statistical analysis [[Teaching Evaluations](#)] 2019
- (Workshop) Graduate School Admissions for First-Generation Students, *Facilitator* 2019
- (Workshop) Summer Undergraduate Research Program: Introduction to Data Visualization, *Instructor* 2019
- (Workshop) Summer Undergraduate Research Program: Introduction to R, *Instructor* 2018, 2019
- (Workshop) EdPolicyWorks Graduate Student Methodology Workshop: Introduction to Web Scraping, *Co-instructor* 2018

### Yarmouth High School – Yarmouth, ME

- (K-12) 9<sup>th</sup> Grade English Language Arts, *Teacher* [[Teaching Evaluations](#)] 2014 – 2017
- (K-12) 11<sup>th</sup> Grade Non-Fiction and Rhetoric, *Teacher* [[Teaching Evaluations](#)] 2014 – 2017

### Johns Hopkins Center for Talented Youth – Lancaster, PA

- (K-12) Probability and Game Theory, *Instructor* – Summer enrichment course for gifted and talented students on economic game theory and applied probability [[Teaching Evaluations](#)] 2015 – 2016

### Bowdoin College – Brunswick, ME

- (Undergraduate) Economics of Information, *Teaching Assistant* – Introductory course on game theory and behavioral economics 2014

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## AWARDS, FELLOWSHIPS, & HONORS

### University of Virginia School of Education – Charlottesville, VA

- Virginia Education Sciences Training (VEST) IES Pre-Doctoral Fellowship 2017 – Present
- Member of Pi Alpha Alpha Honor Society for Public Affairs & Administration 2018

### Stanford University and University of California, Berkeley

- Member of Bay Area Summer Institute in Computational Social Science cohort (selective) 2020

### American Enterprise Institute – Washington, DC

- Member of Education Policy Academy graduate student cohort (selective) 2019

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## COMMUNITY AND PROFESSIONAL SERVICE

### Manuscript Reviewer – Various

- *Economics of Education Review* 2019

<b>University of Virginia School of Education</b> – Charlottesville, VA	
▪ Curry Student Travel Fund, <i>Committee Co-chair</i>	2019 – Present
▪ EdPolicyWorks Graduate Student Office, <i>Office and Community Coordinator</i>	2018 – Present
▪ EdPolicyWorks Graduate Student Office, <i>Methodology Workshop Coordinator</i>	2018 – Present
▪ Curry Research Conference, <i>Student Proposal Reviewer</i>	2017 – Present
▪ Curry Common Read, <i>EdPolicyWorks “Educated” Discussion Co-facilitator</i>	2020
▪ Summer Undergraduate Research Program, <i>Graduate Student Mentor</i>	2018
<b>University of Virginia Frank Batten School of Leadership and Public Policy</b> – Charlottesville, VA	
▪ Batten Diversity and Inclusion Board, <i>Student Member</i>	2018 – 2019
▪ Virginia Policy Review, <i>Associate Editor and Website Administrator</i>	2017 – 2018
<b>Bowdoin College</b> – Brunswick, ME	
▪ Regional Admissions Volunteer Organization, <i>Regional Student Interviewer</i>	2017 – Present
▪ Bowdoin College Alumni Fund, <i>Class Fundraising Agent</i>	2013 – Present
<b>FairVote Virginia</b> – Charlottesville, VA	
▪ Campaign and Media Volunteer	2017 – 2019
<b>Yarmouth High School</b> – Yarmouth, ME	
▪ Faculty Leadership Team, <i>Member</i>	2016 – 2017
▪ 9 <sup>th</sup> Grade Faculty Team, <i>Team Leader</i>	2016 – 2017

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## RESEARCH INTERESTS

### Education Policy

- Postsecondary access and success, postsecondary labor market outcomes, community colleges

### Data Science

- Intersection of data science and policy research, natural language processing techniques for scalable text analytics, ethical application of predictive analytics/machine learning methods to educational contexts

### Economics

- Labor market matching and outcomes, socioeconomic mobility, returns to individual educational investments, behavioral/informational nudges, game theoretic decision-making frameworks
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## PROFESSIONAL AFFILIATIONS

- Association for Computational Linguistics (**ACL**)
  - Association for Education Finance and Policy (**AEFP**)
  - Association for Public Policy Analysis and Management (**APPAM**)
  - Society for Research on Educational Effectiveness (**SREE**)
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## SKILLS AND PROFICIENCIES

Basic	●○○	Can complete most tasks with supervision
Intermediate	●●○	Can complete most tasks independently
Advanced	●●●	Can instruct and supervise others

Additional Analytic Skillsets	Data Analysis and Coding	Content Creation
Bayesian Inference ●○○	D3.js ●●○	Adobe Illustrator ●○○
Data Visualization (static/animated/Interactive) ●●●	GitHub ●●○	Adobe Lightroom ●○○
Geospatial / Mapping Analysis ●●○	HTML / CSS ●●●	Adobe Photoshop ●●●
High-Performance Computing ●○○	JavaScript ●○○	Amazon Kindle Publishing ●●○
Network Analysis ●●○	Jupyter Notebook ●●○	Apple Logic Pro Audio Suite ●●○
Open-Source Development ●○○	Microsoft Access ●○○	LaTeX / Overleaf ●○○
Predictive Analytics ●●○	Microsoft Excel ●●●	Live Content Streaming ●●○
Text Mining and Analytics (NLP) ●●○	Python ●●○	Sony Vegas Video Editor ●●○
Web Scraping ●●○	QGIS ●●○	Website Design ●●●
	R / RStudio ●●●	WordPress ●●●
	R Markdown ●●○	YouTube Publishing ●○○
	R Shiny ●○○	
	SQL ●○○	
	Stata ●●●	
	Tableau ●●○	
	Unix / Bash ●○○	