

BRIAN HESEUNG KIM

University of Virginia • School of Education and Human Development
brian.kim@virginia.edu • www.brhkim.com

EDUCATION

- University of Virginia** – Charlottesville, VA Expected 2022
- **Ph.D.** in Education Policy at the School of Education
 - Dissertation: “Applying Data Science Techniques to Promote Equity and Mobility in Education and Public Policy”
 - Committee: Benjamin L. Castleman, Daphna Bassok, Vivian C. Wong, Brian Wright
- 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
-

RESEARCH EXPERIENCE

- University of Virginia School of Education** – Charlottesville, VA 2017 – Present
Graduate Research Assistant, EdPolicyWorks and Nudge⁴ Solutions Lab
- Primary research projects:
- What’s in a Letter? Using natural language processing to investigate the prevalence of linguistic biases in teacher letters of recommendation for postsecondary applications
 - 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 – 2021
Data Science Fellow, Data Science and Analytics Team
- Primary research projects:
- Supporting Students at Any Cost? Examining the dynamics of teacher out-of-pocket spending, student demographics, and teacher autonomy
 - 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

WORKING PAPERS

- Kim, B.H.**, Meyer, K., Choe, A. (2021). *Using Natural Language Processing to Investigate Treatment Variation in Education: Evidence from a Large-Scale College Advising Field Experiment*. Available on request.
- Rodriguez-Segura, D., **Kim, B.H.** (2021). *The Last Mile in School Access: Mapping Education Deserts in Developing Countries*. Manuscript [available online](#); open-source codebase [available via GitHub](#).
- Kim, B.H.** (2021). *Supporting Students at Any Cost? Examining the Dynamics of Teacher Out-of-Pocket Spending, Student Demographics, and Teacher Autonomy*. Research report [available online](#); replication code and pre-analysis plan [available via GitHub](#).
- Kim, B.H.**, Bird, K.A., Castleman, B.L. (2021). *Crossing the Finish Line but Losing the Race? Socioeconomic Inequalities in the Labor Market Trajectories of Community College Graduates*. Available on request.
- Castleman, B.L., Bird, K.A., **Kim, B.H.** (2019). *Pathways to Success: Analyzing Program-level Heterogeneity in Broad Labor Market Outcomes for a State Community College System*. Available on request.
-

CONFERENCE PRESENTATIONS

- Kim, B.H.**, Meyer, K., Choe, A. (2021, March). *Using Natural Language Processing to Investigate Treatment Variation in Education: Evidence from a Large-Scale College Advising Field Experiment*. Paper presentation at 46th Annual Conference of Association of Education Finance and Policy (virtual).
- Kim, B.H.**, Meyer, K., Choe, A. (2020, November). *Do College Advising Styles Matter? Applying Natural Language Processing to Understand Treatment Variation*. Paper presentation at 42nd Annual Conference of Association for Public Policy Analysis and Management (virtual).
- 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 11th Annual University of Virginia Hunter Student 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 45th Annual Conference of Association of Education Finance and Policy (virtual).
- 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 44th Annual Conference of Association of Education Finance and Policy, Kansas City, MO.
-

INVITED TALKS

- Kim, B.H.**, Li, J., Radiyat, M., Rhue, L. A.. (2021, March). *Data & Assumptions*. Invited panel discussion for the DonorsChoose Brownbag Seminar series (virtual).
- 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 (virtual).

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

Kim, B.H. (2019, May). *Pathways to Success: Analyzing Program-level Heterogeneity in Broad Labor Market Outcomes for a State Community College System*. Invited presentation to the Virginia Community College System Academic and Student Affairs Council Subcommittee on Institutional Research, Richmond, VA.

GRANTS

Career Advising Tools and Outreach for Low-Income College Graduates - Planning Phase. Co-Principal Investigator with Benjamin L. Castleman. Ascendium Education Philanthropy. \$268,157. 2021-2022.

TEACHING EXPERIENCE

University of Virginia – Charlottesville, VA

- (Graduate) Data Science for Public Policy Leaders, *Adjunct Faculty/ Co-developer* – Survey course on emerging data science applications and ethical considerations for public policy and social sciences research Scheduled 2021
- (Workshop) Communicating Research: Best Practices for Presenting and Visualizing Quantitative Evidence, *Instructor* – Introductory workshop for undergraduate and graduate students preparing for study in Education Policy 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) 9th Grade English Language Arts, *Teacher* [[Teaching Evaluations](#)] 2014 – 2017
- (K-12) 11th 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
-

AWARDS, FELLOWSHIPS, & HONORS

- National Academy of Education and Spencer Foundation** – Washington, DC
- NAEd/Spencer Dissertation Fellowship Semi-Finalist (selective) 2021
- 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** – Virtual
- 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
-

COMMUNITY AND PROFESSIONAL SERVICE

- Manuscript Reviewer** – Various
- *Economics of Education Review*
- Conference Proposal Reviewer** – Various
- *Association for Public Policy Analysis and Management* 2021
 - *Association for Education Finance and Policy* 2020
 - *Hunter Student Research Conference* 2017 – 2020
- University of Virginia School of Education** – Charlottesville, VA
- Curry Student Travel Fund, *Committee Co-chair* 2019 – Present
 - EdPolicyWorks Graduate Student Office, *Office and Community Coordinator* 2018 – Present
 - EdPolicyWorks Graduate Student Office, *Methodology Workshop Coordinator* 2018 – Present
 - Curry Common Read, *EdPolicyWorks “Educated” Discussion Co-facilitator* 2020
 - Summer Undergraduate Research Program, *Graduate Student Mentor* 2018
- Bowdoin College** – Brunswick, ME
- Regional Admissions Volunteer Organization, *Regional Student Interviewer* 2017 – Present
 - Bowdoin College Alumni Fund, *Class Fundraising Agent* 2013 – Present
- University of Virginia Frank Batten School of Leadership and Public Policy** – Charlottesville, VA
- Batten Diversity and Inclusion Board, *Student Member* 2018 – 2019
 - Virginia Policy Review, *Associate Editor* and *Website Administrator* 2017 – 2018
- FairVote Virginia** – Charlottesville, VA
- Campaign and Media Volunteer 2017 – 2019
- Yarmouth High School** – Yarmouth, ME
- Faculty Leadership Team, *Member* 2016 – 2017
 - 9th Grade Faculty Team, *Team Leader* 2016 – 2017
-

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

PROFESSIONAL AFFILIATIONS

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

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 ●●○
	Qualtrics ●●○	WordPress ●●●
	R / RStudio ●●●	YouTube Publishing ●○○
	R Shiny ●○○	
	SQL ●○○	
	Stata ●●●	
	Tableau ●●○	
	Unix / Bash ●○○	