

# BRAD J. HERSHBEIN

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## EMPLOYMENT AND AFFILIATIONS

2017 – Present	Director of Information and Communication Services, W.E. Upjohn Institute for Employment Research
2015 – Present	Non-resident Fellow, Brookings Institution
2012 – Present	Economist, W.E. Upjohn Institute for Employment Research
2014 – 2015	Visiting Fellow, The Hamilton Project, Brookings Institution
2008 – 2010	Graduate Student Instructor, University of Michigan
2007 – 2008	Research Assistant, University of Michigan
2003 – 2006	Research Associate, Federal Reserve Bank of Boston

## EDUCATION

Ph.D., Economics, University of Michigan, 2012  
M.A., Economics, University of Michigan, 2008  
A.B., Economics, *cum laude*, Harvard University, 2003

## FIELDS

Labor, Economics of Education, Demography, Public Finance

## JOURNAL PUBLICATIONS

- “Do Recessions Accelerate Routine-Biased Technological Change? Evidence from Vacancy Postings” (with Lisa B. Kahn). 2018. *American Economic Review* 108(7): 1737–1772.
- “The Merits of Universal Scholarships: Benefit-Cost Evidence from the Kalamazoo Promise” (with Tim Bartik and Marta Lachowska). 2016. *Journal of Benefit-Cost Analysis* 7(3): 400–433.
- “Recent Evidence on the Broad Benefits of Reproductive Health Policy” (with Martha J. Bailey and Melanie Guldi). 2013. *Journal of Policy Analysis and Management* 32(4): 888–896.
- “Further Evidence on the Internal Validity of the Early Legal Access Research Design” (with Martha J. Bailey and Melanie Guldi). 2013. *Journal of Policy Analysis and Management* 32(4): 899–904.
- “The Opt-In Revolution? Contraception and the Gender Gap in Wages” (with Martha J. Bailey and Amalia R. Miller). 2012. *American Economic Journal: Applied Economics* 4(3): 225–254.
- “Graduating High School in a Recession: Work, Education, and Home Production.” 2012. *B.E. Journal of Economic Analysis and Policy* 12(1): 1–30.
- “Playing the Admissions Game: Student Reactions to Increasing College Competition” (with John Bound and Bridget T. Long). 2009. *Journal of Economic Perspectives* 23(4): 119–146.

## BOOK CHAPTERS AND EDITED VOLUMES

“U.S. Fertility (with Martha J. Bailey).” Forthcoming. *Oxford Handbook of American Economic History*, eds. Louis P. Cain, Price Fishback, and Paul Rhode.

“The Distribution of College Graduate Debt, 1990 to 2008: A Decomposition Approach” (with Kevin M. Hollenbeck). 2015. In *Student Loans and the Dynamics of Debt*, eds. Brad Hershbein and Kevin M. Hollenbeck. Kalamazoo: W.E. Upjohn Institute.

“Is there a Case for a ‘Second Demographic Transition’: Three Distinctive Features of the Post-1960 U.S. Fertility Decline” (with Martha J. Bailey and Melanie Guldi). 2014. In *Human Capital and History: The American Record*, eds. Leah Platt Boustan, Carola Frydman, and Robert A. Margo. Chicago: University of Chicago Press.

#### **OTHER REPORTS**

*The Road Toward K-12 Excellence in Michigan: How an Upgraded Financing System Can Better Support Enhanced Student Achievement* (with Kevin Hollenbeck, Timothy J. Bartik, Randall W. Eberts, and Michelle Miller-Adams)

*College Costs: Students Can’t Afford Not to Know* (with Kevin M. Hollenbeck). 2014. Lumina Foundation.

*Refining Workforce Education Supply and Demand Analysis* (with Kevin M. Hollenbeck). 2014. Washington Student Achievement Council, Washington State.

#### **WORKING PAPERS**

“The Effects of the Kalamazoo Promise Scholarship on College Enrollment, Persistence, and Completion” **(Third revision requested at Journal of Human Resources)**

“A Second Look at Enrollment Changes After the Kalamazoo Promise” **(Revise and resubmit at Economic Development Quarterly)**

“The Impact of Subsidized Birth Control for College Women: Evidence from the Deficit Reduction Act” (with Emily Gray Collins) **(Revise and resubmit at JPAM)**

“Pre-K in the Public Schools: Evidence from Within All States” (with Tim Bartik) **(Under review)**

“Degrees of Poverty: How Growing Up Poor Changes the Returns to Education” (with Tim Bartik)

“Worker Signals Among New College Graduates: The Role of Selectivity and GPA”

#### **RESEARCH IN PROGRESS**

“Paid Family Leave and Employer Skill Demand: Evidence from Job Postings” (with Marcus Dillender)

“Labor Market Concentration and the Demand for Skills” (with Claudia Macaluso)

“Alternative Work Arrangements: Developing Better Household Survey Measures” (with Katharine Abraham and Susan Houseman)

#### **NEW HIRES QUALITY INDEX**

See <http://www.upjohn.org/nhqi/>

#### **THE HAMILTON PROJECT**

See [http://www.hamiltonproject.org/about\\_us/our\\_people/brad\\_hershbein/](http://www.hamiltonproject.org/about_us/our_people/brad_hershbein/)

#### **BROOKINGS SOCIAL MOBILITY MEMOS**

See <http://www.brookings.edu/blogs/social-mobility-memos/contributors/bhershbein>

## **OTHER WRITINGS**

*GE Reports*: See <http://www.gereports.com/author/brad-hershbein/>

Harvard Business Review: See <https://hbr.org/2017/10/the-great-recession-drastically-changed-the-skills-employers-want>

## **ADVISORY BOARDS (UNPAID)**

[Better Future Forward](#)

## **GRANTS**

Sloan Foundation (with Katharine Abraham and Susan Houseman): Alternative Work Arrangements: Developing Better Household Survey Measures), \$475,000

Russell Sage Foundation (with Katharine Abraham and Susan Houseman): Alternative Work Arrangements: Developing Better Household Survey Measures), \$150,000

Kauffman Foundation (with Katharine Abraham and Susan Houseman): Alternative Work Arrangements: Developing Better Household Survey Measures), \$200,000

W.T. Grant Foundation (with Tim Bartik and Marta Lachowska): The Merits of Universal Scholarships: Benefit-Cost Evidence from the Kalamazoo Promise, \$25,000

Russell Sage Foundation (with Tim Bartik): A National Assessment of the Effectiveness of Publicly Funded Pre-Kindergarten, \$75,000

Lumina Foundation: Informational Strategies to Increase College Affordability, \$47,000

## **CONTRACTS**

Evaluation of the Kansas City Scholars Program, Kauffman Foundation (Upjohn Institute).

Refining Workforce Education Supply and Demand Analysis (with Kevin Hollenbeck), Washington Student Achievement Council, State of Washington.

Bill and Melinda Gates Foundation, paid consultant.

## **TEACHING**

Western Michigan University

Instructor, *Labor Economics*, Spring 2016

University of Michigan

Graduate Student Instructor, *Introduction to Econometrics*, Fall 2010

Graduate Student Instructor, *History of the Atlantic Economy*, Winter 2009

(Head) Graduate Student Instructor, *Intermediate Microeconomics*, Fall 2008

## **ACADEMIC DISTINCTIONS, SCHOLARSHIPS, AND AWARDS**

IZA Research Fellow, 2014–

IZA Young Labor Economist Award (joint with Martha J. Bailey and Amalia R. Miller), 2013

University of Michigan, Dissertation Fellowship, 2011  
University of Michigan, Marshall Weinberg Research Fellowship, 2011  
University of Michigan, Top Department Graduate Student Instructors, 2008  
University of Michigan, Rackham Travel Grant, 2008  
University of Michigan, Economics Department Summer Research Grant, 2007  
University of Michigan, Population Studies Center Trainee, 2006-  
Harvard College, John Harvard Scholarship, 2001-2003

#### **PROFESSIONAL PRESENTATIONS**

2018: (including scheduled): Western Michigan University, Association for Education Finance and Policy, Burning Glass Technologies, University of Minnesota, Western Economic Association, American Public Data Users Conference

2017: Federal Reserve System Community Development Research Conference, Population Association of America Annual Meetings, University of Wisconsin Institute for Research on Poverty Summer Workshop, Association for Public Policy and Management, Southern Economic Association Annual Meetings

2016: American Economic Association Annual Meetings, Association for Public Policy and Management International, Western Economic Association International, University of Notre Dame

2015: Washington DC Economics of Education Working Group, Urban Institute, University of Maryland, Association for Education Finance and Policy, Brookings Institution, Western Economic Association International, Association for Public Policy and Management Fall Conference, Southern Economic Association Annual Meetings

2014: Association for Education Finance and Policy, Southern Economic Association Annual Meetings, Association for Public Policy and Management Fall Conference

2013: Western Michigan University, DePaul University, Society of Labor Economists Annual Meetings, International Union for the Scientific Study of Population Quadrennial Meetings, Southern Economic Association Annual Meetings, Association for Public Policy and Management Fall Conference

2012: W.E. Upjohn Institute, University of Pittsburgh, Cal Poly Pomona, Federal Trade Commission, U.S. Census Bureau, Midwestern Economic Association Annual Meetings

2011: University of Michigan Education Seminar, Population Association of America Annual Meetings, Western Economic Association International Annual Meetings

2010: University of Michigan Labor Lunch, Michigan State University "Labor Day" Conference, Federal Reserve Bank of Boston, Southern Economic Association Annual Meetings

2009: Midwestern Economic Association Annual Meetings, Population Association of America Annual Meetings, National Bureau of Economic Research Summer Institute (poster), University of Michigan Labor Lunch

2008: University of Michigan Labor Lunch, Federal Reserve Bank of Boston, Southern Economic Association Annual Meetings

#### **PROFESSIONAL SERVICE**

Referee for *B.E. Journal of Economic Analysis and Policy*, *Canadian Public Policy*, *Demography*, *Economic Inquiry*, *Economics of Education Review*, *Education Finance and Policy*, *Empirical Economics*, *Industrial Relations*, *IZA Journal of Labor Economics*, *Journal of Economic History*, *Journal of the European Economic Association*, *Journal of Health Economics*, *Journal of Human Resources*, *Journal of Labor Economics*, *Journal of Monetary Economics*, *Journal of Policy Analysis and Management*, *Journal of*

**MEDIA COVERAGE AND INTERVIEWS**

2018: *Marketplace* (February), *New York Times* (May, [op-ed](#))

2017: *Marketplace* (February), *FiveThirtyEight* (August)

2016: *Washington Post* (Feb) *New York Times* (April), *Detroit Free Press* (June), *Atlantic* (July), *Bloomberg* (July), *Politico* (August), *CityLab* (October)

2015: *Slate* (April), *Bridge* (June), *WMUK* (June), *Marketplace* (December)

2014: *Washington Post* (September), *New York Times* (November)

2013: *Mother Jones* (February), *National Journal* (February)

2012: *Slate* (March), *U.S. News and World Report* (April), WWMT-TV, Southwest Michigan (November)

2009: *Missourian*, September

2006: Maine Public Radio