

Min Sun

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EDUCATION

- 2006-11 **Ph.D. dual major** in Educational Policy (Ed. Policy) and Measurement and Quantitative Methods (MQM)
Michigan State University
- 2003-06 **M.A.** Economics of Education
Beijing Normal University
- 1999-03 **B.A.** Pre-school Education
Hebei University

ACADEMIC EXPERIENCE (SELECTED)

- 2014-present **Assistant Professor** in Education Policy
College of Education
University of Washington
- 2011-14 **Assistant Professor** in Quantitative Methods and Policy Analysis
School of Education
Virginia Polytechnic Institute and State University (Virginia Tech)
- 2014-15 **Visiting Scholar** at the Center for Education Policy Analysis
Graduate School of Education
Stanford University
- 2005-06 **Visiting Scholar** in Educational Policy
European Commission
European Union

AWARDS AND HONORS

- 2016 Emerging Education Policy Scholars by Thomas B. Fordham Institute and American Enterprise Institute
- 2014 National Science Foundation (NSF) Early Career Scholar
- 2011 American Educational Research Association (AERA) Dissertation Grant Awards
- 2007 Graduate Student Research Enhancement Award, Michigan State University
- 2006 Erickson Research Fellowship, Michigan State University
- 2006 Excellent Thesis for Master's Degree, Beijing Normal University
- 2005 Full Erasmus Mundus Scholarship, European Commission

PEER-REVIEWED JOURNAL ARTICLES

* indicates a Ph.D. student

Sun, M, Penner, E., & Loeb, S. (in press). Resource-and approach-driven multi-dimensional change:

Three-year effects of School Improvement Grants. *American Educational Research Journal*.
DOI: 10.3102/0002831217695790

Master, B., **Sun, M.**, & Loeb, S. (in press). Teacher workforce developments: Recent changes in academic competitiveness and job satisfaction of new teachers. *Education Finance and Policy*.
DOI:10.1162/EDFP_a_00215.

Sun, M., Saultz, A. *, & Ye, Y. * (2017). Federal policy and the teacher labor market: Exploring the effects of NCLB on teacher turnover. *School Effectiveness and School Improvement*, 28(1), 102-122.

Sun, M., Loeb, S., & Grissom, J. A. (2017). Building teacher teams: Positive spillover from more effective colleagues. *Educational Evaluation and Policy Analysis*, 39(1), 104-125.

Sun, M., & Ni, Y. (2016). Work environments and labor markets: Explaining principal turnover gap between charter schools and traditional public schools. *Educational Administration Quarterly*, 52(1), 144-183.

- Among the journal's top 20 most-read articles in 2016.

Ni, Y., **Sun, M.**, & Rorrer, A. (2015). Principal turnover: Upheaval and uncertainty in charter schools? *Educational Administration Quarterly*, 51(3), 409-437.

- Among the journal's top 10 most-read articles in 2015 and 2016.

Frank, K. A., Lo, Y., & **Sun, M.** (2014). Social network analysis of the influences of educational reforms on teachers' practices and interactions." *Zeitschrift für Erziehungswissenschaft*, 17, 117-134.

- Equal authorship in alphabetical order.
- A German peer-reviewed journal (impact factor: 0.299).

Sun, M., Garrison, A. *, Larson, C. J., & Frank, K. A. (2014). Exploring colleagues' professional influences on mathematics teachers' learning. *Teachers College Record*, 116(6), 305-335.

Konstantopoulos, S., & **Sun, M.** (2014). Are teacher effects larger in small classes? *School Effectiveness and School Improvement*, 25(3), 312-328.

Sun, M., Penuel, W. R., Frank, K. A., Gallagher, H. A., & Youngs, P. (2013). Shaping professional development to promote the diffusion of instructional expertise among teachers. *Educational Evaluation and Policy Analysis*, 35(3), 344 -369.

- Among the journal's top 10 most-read articles in 2013 and #1 in Aug. & Sept., 2013.

Sun, M., Frank, K. A., Penuel, W. A., & Kim, C. (2013). How external institutions penetrate schools through formal and informal leaders? *Educational Administration Quarterly*, 49(4), 610-644.

Penuel, W. R., Frank, K. A., **Sun, M.**, Kim, C., & Singleton, C. A. (2013). The organization as a filter of institutional diffusion. *Teachers College Record*, 115(1), 306-339.

Konstantopoulos, S., & **Sun, M.** (2012). Is the persistence of teacher effects in early grades larger for lower-performing students? *American Journal of Education*, 118(3), 309-339.

Penuel, W. R., **Sun, M.**, Frank, K. A., & Gallagher, H. A. (2012). Using social network analysis to study how collegial interactions can augment teacher learning from external professional development. *American Journal of Education*, 119(1), 103-136.

Sun, M., Youngs, P., Yang, H., Chu, H., & Zhao, Q. (2012). The association of district principal leadership evaluation with learning-centered leadership practice: Evidence from Michigan and Beijing. *Educational Assessment, Evaluation and Accountability, 24*(3), 189-213.

Sun, M., & Youngs, P. (2009). How does district principal evaluation affect learning-centered principal leadership? Evidence from Michigan school districts. *Leadership and Policy in Schools, 8*(4), 411-445.

PEER-REVIEWED JOURNAL MANUSCRIPTS UNDER REVIEW

Kim, J. *, **Sun, M.**, & Youngs, P. (revise & re-submit). Develop the 'will': How teachers' perceived legitimacy of the evaluation policy is related to their instruction? *Teachers College Record*.

MANUSCRIPTS IN PROGRESS

indicates a practitioner

* indicates a Ph.D. student

Sun, M. Retention and transfer patterns of Black teachers vary by their effectiveness, subjects, and school conditions.

Sun, M., Kennedy, A. *, Anderson, E. #. Multi-dimensionality of school performance: Exploring the association of average performance, growth, and gaps.

Sun, M., Liu, J. *, & Zhu, J.*. Measuring school impacts: School value-added to students' short- and long-run outcomes.

Sun, M., & Liu, J.*. Using text analyses to identify effective school improvement practices.

BOOK CHAPTERS

Sun, M., Mutcherson B. R. *, & Kim, J.* (2015). Teachers' use of information to improve instruction and school supports for this use. In Jason A. Grissom and Peter Youngs (Eds.), *Making the Most of Multiple Measures: The Impacts and Challenges of Implementing Rigorous Teacher Evaluation Systems*. New York, NY: Teachers College Press.

Sun, M. 2014. Capacity building of organizations. In Dominic J. Brewer and Lawrence O. Picus (Eds.), *Encyclopedia of Education Economics and Finance*. Thousand Oaks, CA: Sage Publications.

Penuel, W. R., Frank, K. A., **Sun, M.**, & Kim, C. (2011). Teachers' social capital and the implementation of schoolwide reforms. In Sean Kelly (Eds.), *Assessing Teacher Quality: Understanding Teacher Effects on Instruction and Achievement*. NY: Teachers College Press.

POLICY BRIEFS AND REPORTS

Sun, M., Mutcherson, R. B., & Kim, J.* (2015). The implementation of Virginia teacher evaluation system: Year 2 report. Seattle, WA: University of Washington.

Sun, M., Mutcherson, R. B. * (2014). The implementation of Virginia teacher evaluation system: Year 1 report. Blacksburg, VA: Virginia Tech.

Sun, M. (2013). Shaping professional development to promote the diffusion of instructional expertise among teachers. Palo Alto, CA: Policy Analysis for California Education.

Sun, M. (2012). Evaluation of the National Writing Project School Partnership: Report on social network analysis. Blacksburg, VA: Virginia Tech.

FUNDED RESEARCH PROJECTS

08/2014-07/19 National Science Foundation (NSF), Supplement to "CAREER: Exploring Beginning Mathematics Teachers' Career Patterns." Principal Investigator. Award amount: \$86,942.

08/2014-07/19 National Science Foundation (NSF), "CAREER: Exploring Beginning Mathematics Teachers' Career Patterns." Principal Investigator. Award amount: \$621,578.

09/2013-08/15 National Science Foundation (NSF), "Cross-National Comparison of School and District Supports for High-Quality Mathematics Instruction in the U.S. and China." Co-Principal Investigator (with PI Dr. Thomas Smith and Co-PI Dr. Paul Cobb). Award amount: \$200,000.

07/2013-06/14 Virginia Tech, "Organizing for Policy Implementation in Schools: Evidence from the Implementation of New Performance-Based Teacher Evaluation Reform in Virginia." Principal Investigator. Jointly funded by CLAHS Grant-Writing Incentive Grants and Institute for Society, Culture, and Environment (ISCE). Award amount: \$10,000.

08/2012-09/12 Virginia Tech, "School and District Supports for Mathematics Teachers' Learning." Principal Investigator. Funded by The Institute for Society, Culture, and Environment (ISCE). Award amount: \$5,000.

06/2010-05/11 American Educational Research Association (AERA), in conjunction with National Science Foundation (NSF). "Shaping Professional Development to Promote the Diffusion of Instructional Expertise among Teachers." Principal Investigator. Award amount: \$20,000.

2007-08 Michigan State University and Beijing Normal University, "District Principal Evaluation and Leadership Behaviors: Evidence from Michigan and Beijing." Principal Investigator. Award amount: \$3,000.

CONFERENCE PRESENTATIONS (SELECTED)

Sun, M., Penner, M., & Loeb, S. Resource-and approach-driven multi-dimensional change: Three-year effects of School Improvement Grants. Different versions of the paper presented at

- the Annual Meeting of the Association For Education Finance And Policy (AEFP), Washington DC. March, 2017.
- the Annual Meeting of the Association For Public Policy Analysis And Management (APPAM), Washington DC. November, 2016.

Sun, M. Retention and transfer patterns of Black teachers vary by their effectiveness, subjects, and school conditions. Different versions of the paper presented at

- the Annual Meeting of The Association For Education Finance And Policy (AEFP), Washington DC. March, 2017.
- the Annual Meeting of The American Education Research Association (AERA), San Antonio, TX. April, 2017

Saultz, A., Lane, J., & Sun, M. (2017, April). What should educational leaders know about teacher policy under ESSA? Paper presented at the Annual Meeting of The American Education Research Association (AERA), San Antonio, TX.

Sun, M., Loeb, S., & Grissom, J. A. Building teacher teams: Positive spillover from more effective colleagues. Different versions of this paper presented at:

- the Annual Meeting of the Association For Education Finance And Policy (AEFP), Denver, CO. March, 2016.
- the Annual Meeting of the Association For Public Policy Analysis And Management (APPAM), Miami, FL. November, 2015.

Sun, M., Mutcherson B. R., & Kim, J. (2016, March). Teachers' use of information to improve instruction and school supports for this use. Paper presented at the Annual Meeting of the Association For Education Finance And Policy (AEFP), Denver, CO.

Sun, M, Saultz, A., & Ye, Y. Federal policy and the teacher labor market: Exploring the effects of NCLB on teacher turnover. Different versions of the paper presented at:

- the Annual Meeting of American Education Research Association (AERA), Chicago, IL. April, 2015.
- the Annual Meeting of The Association For Education Finance And Policy, San Antonio, TX. March, 2014.

Sun, M., Frank, K. A., Spillane, J., Penuel, W. R., Daly, A., ... (2014, April). Analysis of social networks of educators: Empirical findings, practical applications, new directions and theoretical issues. Presenter and Chair of a Presidential Session at the Annual Meeting of the American Educational Research Association, Philadelphia, PA.

Sun, M. (2013, March). Effects of schools' failure to make Adequately Yearly Progress (AYP) on teacher turnover: An application of propensity score matching. Paper presented at the Annual Meeting of the Association For Education Finance And Policy, New Orleans, LA.

Sun., M., & Ni, Y. (2013, March). Explaining the principal turnover gap between charter schools and traditional public schools: Evidence from a nationally representative sample. Paper presented at the Annual Meeting of the Association For Education Finance And Policy, New Orleans, LA.

Sun, M., & Penuel, W. R. (2012, April). Longitudinal analysis of how professional development can Promote Changes in Teaching and Learning." (Joint with William R. Penuel). Paper presented at the annual meeting of the American Educational Research Association, Vancouver B.C., Canada.

Sun, M., & Youngs, P. (2012, April). The association of district principal leadership evaluation with learning-centered leadership practice. Paper presented at the Annual Meeting of the American Educational Research Association, Vancouver B.C., Canada.

Sun, M., & Penuel, W.R. (2012, April). Using social network analysis to study how collegial interactions can augment teacher learning from external professional development. Paper presented at the Annual Meeting of the American Educational Research Association, Vancouver B.C., Canada.

Sun, M., & Frank, P. (April, 2011). Peer's influence on teachers' pedagogical content knowledge and instructional practices. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.

Sun, M., Reckase, M., & Zhang, C. (2010, April). Comparing estimates of school effectiveness on student achievement. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, CO.

Sun, M., & Penuel, W. R. (2010, April). Formal versus informal leaders: How institutions penetrate schools. Paper presented at the Annual Meeting of the American Educational Research Association, Denver, CO.

INVITED TALKS & PRESENTATIONS

2017 Featured panel at The International Teacher Leadership Conference, Bill & Melinda Gates Foundation and the University of Florida, Miami, FL.

2016 A joint seminar of The Department of Economics and the Woodring College of Education at Western Washington University, Bellingham, WA.

2015 Labor Economics Seminar at the University of Washington, Seattle, WA.
Social Network Analyses seminar at Michigan State University, East Lansing, MI.

2014 Faculty Seminar at the Center for Education Policy Analysis (CEPA) at Stanford University, Palo Alto, CA.
EdPolicyWorks: the Center for Education Policy and Workforce Competitiveness. University of Virginia, Charlottesville, VA.

2013 Educational Policy Center at Michigan State University, East Lansing, MI.

RESEARCH CONSULTING

2015-present Advisory Board Member, "Pre-service Teachers and Their Clinical Experience." PI: Mark Windschitl

2014-present Collaborator, "Effective Human Resource Management in San Francisco Unified School District". Partnership between the Center for Education Policy Analysis at Stanford University and San Francisco Unified School District. PI: Susanna Loeb

2013-present Consultant, "Building Capacity for Science Standards Through Networked Improvement Communities." Funded by National Science Foundation (NSF). PIs: Jessica Thompson & Mark Windschitl

2009-12 Consultant, "Middle School Mathematics and The Institutional Setting of Teaching." Funded by National Science Foundation (NSF). PIs: Paul Cobb & Thomas Smith

2009-12 Consultant, “National Evaluation of Writing Professional Development.” Funded by multiple sources, including the Institute of Education Sciences (IES) and National Science Foundation (NSF). PIs: H. Alix Gallagher & Patrick Shields

RECENT MEDIA COVERAGE

2017 “Study: Sustained Investment in Lowest-Performing Schools can Drive Improvement.” *UW Today*
“UW study suggests federal school-improvement grants weren’t a complete waste.” *Seattle Times*
“Criticized Federal Grant Program Helped Turn around Spokane’s Rogers High School.” *The Spokesman-Review*

2016 “School Leadership and Teacher Collaboration.” *Education Week*
“An Effective Teacher Can Improve Student Learning across the Grade, Study Finds.” *Education Week*
“New Teachers Rate Higher Academically Than in the Past.” *Seattle Times*
“A Teacher Satisfaction Gap? New Study Shows Teachers of Color Less Happy in Their Schools.” *The 74 Million Kids*
“Teachers of Color Less Happy in Their Schools, New Study Shows” *UW COE Newsletter*

2015 “The Spillover Effect: Good Teaching Doesn’t Stop at the Classroom Door” *UW Today*
“Social Capital Matters as Much as Human Capital—A Message to Skeptics” *Albert Shanker Institute Blog*
“What Makes Professional Development Ripple through a School?” *School Leadership 2.0*

COURSES TAUGHT

* Indicates new course development

EDLPS 560: Perspectives to Policy and Policymaking in Education

* EDUC 315 B: Introduction to Education Policy

EDLPS 567: Education Policy for the Improvement of Teaching and Learning

EDLPS 564: Economics of Education

EDEL 6044: Educational Policy and School Governance

* EDSPY 567: Applied Quasi-Experimental Design and Data Analysis in Education and Other Social Sciences

EDRE 6605. Quantitative Research Methods in Education I

EDRE 6606. Quantitative Research Methods in Education II

EDRE 6654. Multivariate Statistics for Applications to Educational Problems

ADVISING

- Chair: Alan Moore (Ph.D. student in Education Policy, 2017- present)
 Junmeng Zhu (Ph.D. student in Measurement and Statistics, 2016- present)
 Nathan Adkins (Ph.D. student in Education Policy, 2015- present)
 Dr. Yincheng Ye (2015); Research Associate at the College of Education at Michigan State University
 Dr. Ryan Brock Mutcherson (2015); Director of Assessment at the Medical School at Virginia Tech
- Co-chair: Dr. Mechelle Savedge Blunt (2013)
- Committee member: Andres Sanchez (Ph.D. student in Economics, 2017- present)
 Linghui Chu (Ph.D. student in Early Childhood Studies, 2017- present)
 Alec Kennedy (Ph.D. student in Public Affairs, 2016 – present)
 Lavi Auluk (Ph.D. student in the iSchool, 2016- present)
 Caroline Black (Ph.D. student in Early Childhood Studies, 2015- present)
 Anna Van Windekens (Ph.D. student in Special Ed., 2015- present)
 Mahtab Nazemi (Ph.D. student in Math Education, 2015)
 Dr. Jihyun Kim (2017); Assistant Professor in Educational Leadership and Policy, Lehigh University.
 Dr. Sumeyra Sahbaz (2014)
 Dr. Molly Hall (2014)
 Dr. Roofia Galeshi (2012)
 Dr. Kenneth Nicely (2012)

SERVICE*College and University*

- 2016- present Member, Faculty Development and Support Committee member, College of Education at the University of Washington
- 2016 Sponsor, the visit of state Assistant Superintendent of Michael Merrin
- 2014- present Organizer, Teacher Quality and Quantitative Education Policy Forum (jointly with Drs. Cap Peck and Mike Knapp), College of Education at the University of Washington
- Spring 2013 Member, Committee for the review of continuing charter of the Center for Research and Development in Education (CRaDIE) at Virginia Tech
- Spring 2012 Member, Higher Education Visiting Assistant Professor Search Committee at Virginia Tech

Regional and State Level

- 2016- present Expert Panelist, Seattle Public Schools in Washington
- 2016- present Expert Panelist, Research-Policy Alliance with the State of Washington Student and School Success Office
- 2015- present Expert Panelist, the State of Washington Professional Educator Standards Board (PESB)
- 2012- 2015 Expert Panelist, Salem City Schools in Virginia

National Level

- 2017-present Member, the Meetings/Conference Committee, Association for Public Policy Analysis and Management (APPAM)
- 2016-present Editorial Board Member, *Educational Evaluation and Policy Analysis*
- 2012, 2013 Member, AERA Division H Outstanding Publication Award Competition Review Panel
- March 2013 Discussant, the Association of Educational Finance and Policy annual meeting
- 2009-present Proposal Reviewer, American Educational Research Association (AERA) annual meetings
- 2009, 2010 Proposal Reviewer, University Council of Educational Administration (UCEA)
- 2011-present Grant Proposal Reviewer, National Science Foundation (NSF)
- 2014 Grant Proposal Reviewer, Spencer Foundation
- 2014 spring Member, AERA Division L Outstanding Dissertation Award Competition Review Panel

Peer Reviewer for Journals

Educational Researcher; Education Evaluation and Policy Analysis; American Educational Research Journal; Education Finance and Policy; Education Administration Quarterly; Journal of Educational and Behavioral Statistics; School Effectiveness and School Improvement; American Journal of Education; American Journal of Evaluation

PROFESSIONAL AFFILIATIONS

Association for Public Policy Analysis and Management (APPAM)
The Association for Education Finance and Policy (AEFP)
American Educational Research Association (AERA)
Society for Research on Educational Effectiveness (SREE)