

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)

- 2018–present **Associate Professor** in Education Policy
 College of Education
 University of Washington
- 2014–2018 **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 Thomas B. Fordham Institute and American Enterprise Institute: Emerging Education Policy Scholar
- 2014 National Science Foundation (NSF): Early Career Scholar
- 2011 American Educational Research Association (AERA): Dissertation Grant Award
- 2007 Michigan State University: Graduate Student Research Enhancement Award
- 2006 Michigan State University: Erickson Research Fellowship
- 2006 Beijing Normal University: Excellent Thesis for Master's Degree
- 2005 European Commission: Full Erasmus Mundus Scholarship

PEER-REVIEWED JOURNAL ARTICLES

* indicates a graduate student

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

Sun, M. (2018). Black teachers' retention and transfer patterns in North Carolina: How do patterns vary by teacher effectiveness, subject, and school conditions? *AERA Open*.
<http://journals.sagepub.com/doi/abs/10.1177/2332858418784914>

Master, B., **Sun, M.**, & Loeb, S. (2018). Teacher workforce developments: Recent changes in academic competitiveness and job satisfaction of new teachers. *Education Finance and Policy*, 13(3), pp.310-332.

Sun, M., Penner, E., & Loeb, S. (2017). Resource- and approach-driven multi-dimensional change: Three-year effects of School Improvement Grants. *American Educational Research Journal*, 54(4), 607–643.

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

Bastian, K.C., **Sun, M.**, & Lynn, H. The predictive validity of graduate surveys on teacher preparation quality.

Aulck, L. Malters J., Lee C. Mancinelli, G., **Sun, M.**, & West, J. Helping students FIG-ure it out: A computational mixed-methods study of freshmen seminars via FIGs.

Sun, M., Kennedy, A. *, Anderson, E. #. Multi-dimensionality of school effectiveness: Explaining the association of performance level, growth, and disparities.

Sun, M., Liu, J.,* LeClair, Z.*, & Zhu, J.*. The promises and pitfalls of using text as data in education policy analysis and program evaluation.

MANUSCRIPTS IN PROGRESS

indicates a practitioner

Sun, M., Liu, J.,* LeClair, Z.*, & Zhu, J.*. Public policy, organizational reform strategies, and performance: A textual analysis of strategic actions that move the needle in underperforming schools.

Kim, J. *, & **Sun, M.** Loosely-coupled policy implementation and its impact: A close investigation of the new teacher evaluation policy in Michigan.

BOOK CHAPTERS

Sun, M., Mutcheson B. R. *, & Kim, J.* (2015). Teachers' use of information to improve instruction and school supports for this use. In J. A. Grissom & P. Youngs (Eds.), *Making the most of multiple measures: The impacts and challenges of implementing rigorous teacher evaluation systems* (pp. 102-115). New York, NY: Teachers College Press.

Sun, M. 2014. Capacity building of organizations. In D. J. Brewer and L. O. Picus (Eds.), *Encyclopedia of education economics and finance* (pp. 93-97). 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 S. Kelly (Ed.), *Assessing teacher quality: Understanding teacher effects on instruction and achievement* (pp. 183-200). New York, NY: Teachers College Press.

POLICY BRIEFS AND REPORTS

Sun, M., Kennedy, A. *, Anderson, E. # (in press). *What do states need to know about using multiple measures for school accountability?* Seattle, WA: Education Policy Analytics Lab.

Bastian, K.C., **Sun, M.**, & Lynn, H. (2017). *What do graduate surveys tell us about teacher preparation quality?* Chapel Hill, NC: Education Policy Initiative at Carolina.

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 a social network analysis.* Blacksburg, VA: Virginia Tech.

FUNDED RESEARCH PROJECTS

07/2018-06/19 Spencer Foundation, "Public Policy, Organizational Reform Strategies and Performance: A Textual Analysis of Strategic Actions that Move the Needle in Underperforming Schools." Principal Investigator. Award amount: \$50,000.

01/2018 – 12/19 Spencer Foundation, "Collaborating to Build School and Systems Capacity for Racial Equity". Co-Principal Investigator (with PI Dr. Ann Ishimaru and Co-PI Dr. Filiberto Barajas-López). Award amount: \$400,000.

07/2017– 06/18 Royalty Research Fund (RRF), "Using Text as Data to Understand School Improvement Strategies and Their Impacts." Principal Investigator. Award amount: \$33,282.

06/2017– 05/18 Washington Educational Research Association (WERA), "Research Collaborative on Addressing Systemic Disparities in Education." Co-Principal Investigator (with PI Dr. Ann Ishimaru and Co-PI Dr. Filiberto Barajas-López). Co-Principal Investigator. Award amount: \$4,185.

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.” Jointly funded by the College of Liberal Arts and Human Sciences (CLAHS) Grant-Writing Incentive Grants and Institute for Society, Culture, and Environment (ISCE). Principal Investigator. Award amount: \$10,000.
- 08/2012–09/12 Virginia Tech, “School and District Supports for Mathematics Teachers’ Learning.” Funded by the Institute for Society, Culture, and Environment (ISCE). Principal Investigator. 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., Liu, J., Zhu, J., & LeClair, Z. *Public policy, organizational reform strategies, and performance: A textual analysis of strategic actions that move the needle in underperforming schools*. Different versions of this paper presented at:

- Annual Meeting of the Association for Education Finance and Policy (AEFP), Portland, OR. March, 2018.
- Annual Meeting of the Association for Public Policy Analysis and Management (APPAM), Chicago, IL. November, 2017.

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

- Annual Meeting of the Association for Education Finance and Policy (AEFP), Washington, DC. March, 2017.
- 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 this paper presented at:

- Annual Meeting of the Association for Education Finance and Policy (AEFP), Washington,

DC. March, 2017.

- 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:

- Annual Meeting of the Association for Education Finance and Policy (AEFP), Denver, CO. March, 2016.
- Annual Meeting of the Association for Public Policy Analysis and Management (APPAM), Miami, FL. November, 2015.
- Annual Meeting of the American Education Research Association (AERA), San Antonio, TX. April, 2017.

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 this paper presented at:

- Annual Meeting of the American Education Research Association (AERA), Chicago, IL. April, 2015.
- 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, 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.* Paper presented at the Annual Meeting of the American Educational Research Association, Vancouver, BC, 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, BC, 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, BC, Canada.

Sun, M., & Frank, P. (April, 2011). *Peers' 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 LEV Webinar, the Leagues of Educational Voter, Seattle, WA.

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

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

2015 Labor Economics brownbag 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 the National Science Foundation (NSF).
PIs: Jessica Thompson & Mark Windschitl

- 2009–12 Consultant, “Middle School Mathematics and the Institutional Setting of Teaching.” Funded by the 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 the National Science Foundation (NSF). PIs: H. Alix Gallagher & Patrick Shields

RECENT MEDIA COVERAGE

- 2018 “Grants to strengthen community-engaged partnerships.” *UW COE News*.
- 2017 “Betsy DeVos called Obama’s school turnaround program a failure, but new research shows it worked—in a few places.” *Chalkbeat*
- “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 developed

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: Zach LeClair (Ph.D. student in Education Policy, 2018- present)
 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)
 Dr. Mahtab Nazemi (2017)
 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, College of Education at the University of Washington
 2016 Sponsor, State Assistant Superintendent, Michael Merrin, UW visit
 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 the 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

2017—present Committee member, the Washington State Education Data Governance Committee
 2016-present Expert Panelist, Seattle Public Schools in Washington
 2016-present Expert Panelist, Research-Policy Alliance with the State of Washington Office of School

- and System Improvement
 2015–present Expert Panelist, the State of Washington Professional Educator Standards Board (PESB)
 2012–2015 Expert Panelist, Salem City Schools in Virginia

National Level

- 2018- present Associate Editor, Educational Administration Quarterly (EAQ)
 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

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

PROFESSIONAL AFFILIATIONS

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