BRAD J. HERSHBEIN

OCTOBER 2026

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EMPLOYMENT AND AFFILIATIONS

2022 – Present	Deputy Director of Research, W.E. Upjohn Institute for Employment Research
2019 – Present	Senior Economist, W.E. Upjohn Institute for Employment Research
2015 – 2025	Non-resident Fellow, Brookings Institution
2017 – 2020	Director of Information and Communication Services, W.E. Upjohn Institute for Employment Research
2012 – 2019	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

"Grads on the Go: Measuring College-Specific Labor Markets for Graduates" (with Johnathan Conzelmann, Steven W. Hemelt, Shawn M. Martin, Andrew Simon, and Kevin M. Stange) 2025. *Journal of Policy Analysis and Management* 44(3): 741–763. [ungated version]

"The Evolution of Local Labor Markets After Recessions" (with Bryan A. Stuart). 2024. *American Economic Journal: Applied Economics* 16(3): 399–435. [ungated version]

"The Independent Contractor Workforce: New Evidence on Its Size and Composition and Ways to Improve Its Measurement in Household Surveys" (with Katharine G. Abraham, Susan N. Houseman, and Beth Truesdale) 2024. *ILR Review* 77(3): 336–365. [ungated version]

"College Majors and Skills: Evidence from the Universe of Online Job Ads" (with Steven W. Hemelt, Shawn M. Martin, and Kevin M. Stange). 2023. *Labour Economics* 102429. [semi-ungated version]

"Place-Based Consequences of Person-Based Transfers: Evidence from Recessions" (with Bryan A. Stuart). 2023. *Journal of Public Economics* 224(104923). [ungated version]

"Assessing the Impact of Differential Privacy on Measures of Population and Racial Residential Segregation" (with Brian Asquith, Tracy Kugler, Shane Reed, Jonathan Schroeder, Steve Ruggles, David Van Riper, and

Steve Yesiltepe). 2022. *Harvard Data Science Review*. June 22. (Special Issue 2: Differential Privacy for the 2020 Census).

"Monopsony in the U.S. Labor Market" (with Claudia Macaluso and Chen Yeh). 2022. *American Economic Review* 112(7): 2099–2138. [ungated version]

"The Effects of the Kalamazoo Promise Scholarship on College Enrollment and Completion" (with Tim Bartik and Marta Lachowska). 2021. *Journal of Human Resources* 56(1): 269–310. [ungated version]

"Contract Work at Older Ages" (with Katharine G. Abraham and Susan N. Houseman). 2020. *Journal of Pension Economics and Finance*. 1–22. [ungated version]

"College Attainment, Income Inequality, and Economic Security: A Simulation Exercise" (With Melissa S. Kearney and Luke W. Pardue). 2020. *AEA Papers and Proceedings* 110: 352–355. [ungated version]

"Do Recessions Accelerate Routine-Biased Technological Change? Evidence from Vacancy Postings" (with Lisa B. Kahn). 2018. *American Economic Review* 108(7): 1737–1772. [ungated version]

"Discussion for JME Special Issue: APST paper" 2018. *Journal of Monetary Economics* 97: 68—70.

"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. [ungated version]

"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. [ungated version]

"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 Rates and Childbearing in American Economic History, 1800–2010 (with Martha J. Bailey)." 2018. *Oxford Handbook of American Economic History, vol. 1*, eds. Louis P. Cain, Price V. Fishback, and Paul W. Rhode. New York: Oxford University Press.

"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

Talent in Motion: Interstate Migration of College-Educated Workers. (joint with Strada Foundation and with Peter Riley Bahr, Lucas Greer, Hannah Acheson-Field, Heather McKay, Johnathan Conzelmann, Steven Hemelt, Andrew Simon, and Kevin M. Stange). 2026.

Understanding Michigan's Reconnect Program Applicants. (with Alexander W. Bartik, Brian Jacob, Kevin M. Stange, Bryan A. Stuart, and Zhonghan Xie). 2025.

An Economic Impact Analysis of Rx Kids in Flint, Michigan. (with Timothy J. Bartik, Iryna V. Lendel, and Sevrin Williams). 2025.

Ten Lessons in Public–Private Partnerships to Create Good Jobs. (with Kathleen Bolter, Timothy J. Bartik, Michelle Miller-Adams, Alfonso Hernandez, Kyle Huisman, and Bridget F. Timmeney). 2025.

Broadly Shared Local Economic Success Since 2000: New Measures and New Lessons for Communities. (with Timothy J. Bartik, Kathleen Bolter, and Kyle Huisman). 2024.

Policies for Place: How to Make Sustainable Investments in Communities. (with Kathleen Bolter, Tim Bartik, Michelle Miller-Adams, Lee Adams, Brian Asquith, Alfonso Hernandez, Kyle Huisman, Iryna V. Lendel, Gabrielle Pepin, Bridget Timmeney, Beth Truesdale, and Yulya Truskinovsky). 2024.

Behind the Numbers: Comparing College-Going Outcomes of Kalamazoo Public Schools to Those of Similar Urban School Districts in Michigan (with Kathleen Bolter). 2023.

From Stimulus to Sustainability: Reckoning with Community Prosperity Post-ARPA (with Kathleen Bolter, Timothy J. Bartik, Michelle Miller-Adams, Bridget F. Timmeney, Kyle Huisman, and Alfonso Hernandez). 2023.

The Kalamazoo Promise: 2022 By the Numbers (with Kathleen Bolter, Alfonso Hernandez, and Bridget F. Timmeney). 2023.

The Free College Handbook: A Practitioner's Guide to Promise Research (eds. Michelle Miller-Adams and Jennifer Iriti). 2022.

Bridging Research and Practice to Achieve Community Prosperity (with Kathleen Bolter, Michelle Miler-Adams, Timothy J. Bartik, et al.) 2022.

A Moment of Opportunity: Strategies for Inclusive Economic Growth (with Timothy J. Bartik, and Michelle Miller-Adams). 2021.

Year Three Report: Evaluating the Kansas City Scholars College Scholarship Program (with Kevin Hollenbeck, Bridget F. Timmeney, and Shane Reed). 2020.

Investing in Community: A Playbook for Connecting Economic and Skills Development (with Timothy J. Bartik, Michelle Miller-Adams, Lee Adams, Amy Meyers, and Bridget F. Timmeney). 2020.

Building Shared Prosperity: How Communities Can Create Good Jobs for All (with Michelle Miller-Adams, Timothy J. Bartik, Bridget F. Timmeney, Amy Meyers, and Lee Adams). 2019.

Evaluation of Per Scholas as an Employee Recruiting Tool for Businesses (with Lee Adams, Jing Cai, Janelle Grant, and Bridget F. Timmeney). 2019.

Year Two Report: Evaluating the Kansas City Scholars College Scholarship Program (with Bridget F. Timmeney, Kevin Hollenbeck, Michelle Miller-Adams, and Nathan Sotherland). 2019.

Year One Report: Evaluating the Kansas City Scholars College Scholarship Program (with Bridget F. Timmeney, and Kevin Hollenbeck). 2019

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). 2015.

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

"Skills, Majors, and Jobs: Does Higher Education Respond?" (with Johnathan Conzelmann, Steven Hemelt, Shawn M. Martin, Andrew Simon, and Kevin M. Stange) (**Resubmitted to AEJ: Applied**)

"Local Labor Market Tightness and Job Quality: Evidence from Job Changers" (with Katherine Lim, Douglas Webber, and Mike Zabek) (Under revision)

RESEARCH IN PROGRESS

"Latent Demand of Majors" (with Jonathan Hartman, Steven Hemelt, Nathan Sotherland, and Kevin M. Stange)

"Recessions and Local Labor Market Hysteresis: Firm and Worker-Level Mechanisms" (with Christopher F. Goetz and Bryan A. Stuart)

"Understanding the Early Careers of Recent College Graduates: Evidence from Job Postings and Career Profiles" (with Lisa B. Kahn)

"Truck Driver's Blues? Technological and Skill Change from Automated Trucking."

RESTING PAPERS

"Beyond Degrees: Longer-term Outcomes of the Kalamazoo Promise" (with Isabel McMullen, Brian Pittelko, and Bridget F. Timmeney)

"The COVID-19 Pandemic's Evolving Impacts on the Labor Market: Who's Been Hurt and What We Should Do" (with Harry Holzer)

"Pre-K in the Public Schools: Evidence from Within All States" (with Tim Bartik)

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

"A Second Look at Enrollment Changes After the Kalamazoo Promise"

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

"The Impact of Subsidized Birth Control for College Women: Evidence from the Deficit Reduction Act" (with Emily Gray Collins)

"Community Job Dynamics and Promise Programs" (with Jing Cai, Ed Smith, and Nathan Sotherland)

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

NEW HIRES QUALITY AND SEPARATION INDICES

See http://www.upjohn.org/nhqi/ and http://www.upjohn.org/nsqi.

THE HAMILTON PROJECT

See http://www.hamiltonproject.org/about_us/our_people/brad_hershbein/

BROOKINGS SOCIAL MOBILITY AND MIDDLE CLASS MEMOS

See http://www.brookings.edu/blogs/social-mobility-memos/contributors/bhershbein
See https://www.brookings.edu/blog/up-front/2018/12/04/how-the-great-recession-hurt-the-middle-class-twice/.

OTHER WRITINGS

PEER Research Briefs: See *What the Migration of College Graduates Means for Earnings-Based Accountability*

COVID-19 Proposals: See https://www.upjohn.org/research-highlights/upjohn-staff-proposals-and-responses-understanding-ongoing-economic-crisis

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

VoxEU: See https://cepr.org/voxeu/columns/measuring-independent-contractor-workforce

ADVISORY BOARDS (UNPAID)

Better Future Forward

GRANTS

J-PAL North America (with Alex Bartik, Brian Jacob, Jeremy Guardiola, Kevin Stange, and Bryan A. Stuart): MI Pathways Pilot, $50,000

National Science Foundation (with Madhav Chitturi, Tony McDonald, David Noyce, Parmesh Ramanathan, and Xiangru Xu)): The Future of Trucking: Pathways to Positive Societal Outcomes, $1.8 million

Kresge Foundation (with Michelle Miller-Adams et al.): The Free-College Playbook: Evidence-based Guidance for Policymakers and Practitioners, $150,000

Smith Richardson Foundation (with Tim Bartik): Local Labor Market Success: Overcoming Distress and Achieving Broadly Shared Growth, $187,300

Russell Sage Foundation (with Steven Hemelt and Kevin Stange): Skills, Majors, and Jobs: Does Higher Education Respond?, $165,000

National Science Foundation (with Steven Hemelt and Kevin Stange): Skills, Majors, and Jobs: Does Higher Education Respond?, $402,000

Russell Sage Foundation (with Bryan A. Stuart): Recessions, Local Labor Markets, and Inequality, $50,000

DOL Scholars (with Bryan A. Stuart): Recessions and Local Labor Markets: New Evidence on the Evolution of Economic Activity, $39,000

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

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

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

Strada Education Network (with Michelle Miller-Adams and others): Employment Outcomes of Place-based College Scholarships, $360,000

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

College Labor Migration, Strada Education Foundation (PI, Upjohn Institute)

Evaluation of Per Scholas as an Employee Recruiting Tool for Businesses, Per Scholas (PI, Upjohn Institute).

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

Refining Workforce Education Supply and Demand Analysis (with Kevin M. 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

2026: Carnegie Mellon University, Society of Labor Economists Annual Meeting, Federal Reserve Bank of Dallas, Labor and Employment Relations Association, Hoover Institution Occupational Licensing Conference

2025: Association for Public Policy and Management Fall Conference, Southern Economic Association Annual Meetings, PromiseNet

2024: EIG, University of Chicago IOP, Bureau of Labor Statistics, Western Economic Association International, University of Tennessee

2023: American Economic Association Annual Meetings (AEA, LERA), Federal Reserve Bank of Philadelphia, University of Michigan Labor Seminar, Labor and Employment Relations Association, Urban Economics Association, PromiseNet

2022: American Economic Association Annual Meetings (AEA, LERA; virtual), Association for Education Finance and Policy, Association for Public Policy and Management Fall Conference, Southern Economic Association Annual Meetings

2021: American Economic Association Annual Meetings (AEA, LERA; virtual), Association for Education Finance and Policy (virtual), Western Economic Association International (virtual)

2020: American Economic Association Annual Meetings (AEA, LERA), Association for Education Finance and Policy (virtual), Western Economic Association International (virtual), Association for Public Policy and Management Fall Conference (virtual), Southern Economic Association Annual Meetings (virtual)

2019: American Economic Association Annual Meetings (LERA), Washington University, Kent State University, Association for Education Finance and Policy, Labor and Employment Relations Association Annual Meeting, Western Economic Association International, NBER Summer Institute, Association for Public Policy and Management Fall Conference, Southern Economic Association Annual Meetings

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

Editor, *Journal of Labor Economics*: April 2025 – present

Labor and Employment Relations Association (LERA) / ASSA Program Committee Co-chair, 2022–2023; Chair 2023–2024; Member 2024–2025

Referee for *American Economic Journal: Applied Economics*, *American Economic Journal: Policy*, *American Economic Review*, *American Economic Review: Insights*, *Applied Economics*, *B.E. Journal of Economic Analysis and Policy*, *Canadian Journal of Economics*, *Canadian Public Policy*, *Contemporary Economic Policy, Demography, Economic Inquiry, Economic Journal, Economics of Education Review*, *Economics Letters, Educational Evaluation and Policy Analysis, Education Finance and Policy, Educational Researcher, Empirical Economics, ILR Review, Industrial Relations, International Journal of Central Banking, IZA Journal of Labor Economics, Journal of Economic Geography, Journal of Economic History, Journal of Economic Inequality, Journal of the European Economic Association*, *Journal of Health Economics, Journal of Human Capital*, *Journal of Human Resources, Journal of Labor Economics, Journal of Monetary Economics, Journal of Policy Analysis and Management, Journal of Political Economy, Journal of Population Economics, Journal of Public Economics, Journal of Student Financial Aid, Labour Economics, National Science Foundation, Nature: Human Behaviour, Population Research and Policy Review, Proceedings of the National Academy of Sciences, Quarterly Journal of Economics*, *Regional Science and Urban Economics*, *Review of Economics of the Household*, *Review of Economics and Statistics*, *Review of Economic Studies*, *Review of Higher Education*, *Review of Law and Economics*, *Russell Sage Foundation, Social Science Quarterly*

MEDIA COVERAGE AND INTERVIEWS

2026: *Wall Street Journal* (January, May), *Chronicle of Higher Education* (May), National Public Radio *Weekend Edition* (June), *Washington Post* (July), WWMT Channel 3 Kalamazoo (October), Crain's Detroit Business (op-ed, October), Forbes (October)

2025: *USA Today* (January x2, February x2, June), *Washington Post* (January), NEWS4JAX (Jacksonville NBC affiliate, March, June, July), NYSE-TV (March), *Marketplace* (March), NBC10 Boston (April), *Wall Street Journal* (May), *Bridge Magazine* (June), AP News (June), WWMT Channel 3 Kalamazoo (July, October), Newsweek (September)

2024: *New York Times* (January, June), *USA Today* (January x2, March, September x2), *Wall Street Journal* (March, August x2, September), *Bloomberg* (April), *Politifact* (April), *WorkShift* (May), *Bridge* (May, July x3, December), CNBC (July), *Washington Monthly* (August), Slate (September), *Los Angeles Times* (December), and *Marketplace* (December)

2023: *Bridge* (Michigan; January), *Forbes* (January), *Marketplace* (January, February, May), Yahoo! Finance (April), *USA Today* (May), *Wall Street Journal* (May, October), *USA Today* (July), *Crain's Detroit Business* (August), WOODTV (November), WMUK (November), Associated Press/*Washington Post* (November)

2022: Bloomberg Law (January), *Stateline* (Pew Charitable Trusts; January), *USA Today* (March), *Marketplace* (April), *New York Times* (May), *Governing* (June, op-ed), ABC News (August), *Detroit News* (September), *Wall Street Journal* (September), *Washington Post* (September), Yahoo! Finance (October)

2021: *Boston Herald/Associated Press* (January), *Washington Post* (February), NBC25 (February), *CBS News* (May), *Detroit Free Press* (May), *Governing* (June, op-ed), *Marketplace* (June), *Wall Street Journal* (July), WGBH/PBS (September), *Marketplace* (December)

2020: *MarketWatch* (January), *Crain's Detroit Business* (March), *Vox Recode* (March), *Wall Street Journal* (June, July), WWMT (April), Quartz (May), *MarketWatch* (June), *USA Today* (October)

2019: *Washington Post* (January), *Wall Street Journal* (June), *CBS News* (September), *Journalist's Resource* (October, December)

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