

HAORAN WANG

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Citizenship and Visa Status

China (F-1 visa)

Education

Ph.D. Economics, The Ohio State University, 2027 (expected)
Dissertation: The Effects of Colorado's Pay Transparency Law on Older Workers
Committee: Meta Brown (chair), Bruce Weinberg, Kurt Lavetti
M.A. Economics, The Ohio State University, 2023
M.S. Economics, University of Wisconsin-Madison, 2021
B.S. Economics, University at Albany, State University of New York, 2018

Teaching and Research Fields

Primary: Labor Economics and Health Economics
Secondary: Public Economics, Economics of Education, and Econometrics

Publications

Lei Bill Wang, Om Prakash Bedant, Zhenbang Jiao, and Haoran Wang (2026). "Balancing Efficiency and Equity in Classroom Assignment under Endogenous Peer Effects." *Journal of Applied Economics*.
First Place, Edward F. Hayes Advanced Research Forum (2024)

Research Papers

"The Effects of Colorado's Pay Transparency Law on Older Workers", Haoran Wang (**Job Market Paper**)

This paper studies how cross-firm pay transparency affects labor market outcomes of mid- to late-career workers. Using Colorado's Equal Pay for Equal Work Act (EPEWA) and a difference-in-differences design, I find that pay transparency increases weekly earnings and hourly wages. These gains are larger for women and highly educated workers. Both job changers and stayers experience wage gains, although the gains are larger among changers. Wage effects also vary across occupations. On net, the law narrows the gender wage gap. The policy also increases employment and working hours in the short run. By contrast, effects are limited among younger workers, with wage gains only among job changers. Survey evidence on workers' beliefs further shows that, among older workers, pay transparency raises expected outside wages and reservation wages and temporarily increases perceived job-offer probabilities. Overall, the findings suggest that information about outside wage opportunities is particularly valuable for mid- to late-career workers, who may face relatively high search frictions and have outdated wage information.

"The Effect of Public Long-term Care Insurance on Adult Children's Labor Supply in China",
Haoran Wang

China's public long-term care insurance (LTCI) program expanded rapidly and at scale, reaching 29 pilot cities by 2020. I study its effects on adult children's labor supply by using staggered city-level policy implementation and variation in older parents' eligibility in a triple-differences framework. I find that

parental LTCI eligibility raises adult children's labor force participation, raising participation by 6.3 percentage points among daughters and 1.2 percentage points among sons. Evidence on mechanism shows that adult children spend less time on caregiving while offering somewhat more financial support to parents. Transfers from parents to children also increase, but this effect is diminished during the COVID-19 period. The labor-supply effects of LTCI on adult children vary with respect to parental health and pandemic conditions: when parents have severe health problems during COVID-19, LTCI does not increase adult children's labor supply. Finally, compared with strictly in-kind LTCI, programs combining in-kind and cash benefits lead to larger increases in adult children's labor supply and larger reductions in their caregiving time, but lower life satisfaction among parents.

“The Effects of SNAP Work Requirements on Self-Employment”, Haoran Wang

This study examines the impact of Supplemental Nutrition Assistance Program (SNAP) work requirements on self-employment and SNAP participation among able-bodied adults without dependents (ABAWDs). Using individual-level data from IPUMS USA with a panel of policy histories compiled by Han (2022), the findings show that while work requirements do not affect self-employment rates in the broader population, but they discourage self-employed ABAWDs from participating in SNAP and push ABAWDs to work longer hours to maintain SNAP eligibility. In contrast, work requirements have no effect on waged employed ABAWDs. Gender analysis reveals limited positive effects on men's self-employment but negative effects on women's self-employment rate. During economic downturns, remaining work requirements reduce SNAP participation when food security is at its weakest. During recoveries, emerging work requirements hinder women's self-employment just as new opportunities surface. In summary, SNAP work requirements deter participation when assistance is most needed and disproportionately discourage women's self-employment.

Research in Progress

“How Does Family Structure Influence Women's Bargaining Power in the Labor Market?”, Haoran Wang

“The Effects of SNAP Work Requirements on Immigrant workers”, Haoran Wang

“The Intergenerational Effects of China's Public Long-Term Care Insurance: Grandparental Childcare and Grandchildren's Health”, Weihao Lu and Haoran Wang

Conference and Seminar Presentations

2026	Southern Economic Association Annual Meeting, Houston; Micro Lunch, Department of Economics, OSU; Applied Microeconomics Seminar, Department of Economics, OSU
2025	Southern Economic Association Annual Meeting, Tampa; Micro Lunch, Department of Economics, OSU
2024	Southern Economic Association Annual Meeting, Washington, DC; Micro Lunch, Department of Economics, OSU
2023	Micro Lunch, Department of Economics, OSU

Research Experience and Other Employment

Summer-Fall 2020	University of Wisconsin-Madison, Research Assistant
Summer 2018	South-Central Minzu University (China), Research Assistant
Summer 2017	Bank of China (Xiangyang Branch), Financial Management Department, Intern

Professional Activities

Tools and programming: Stata, MATLAB, Python, SQL, R, MS Office Software, Machine Learning Languages: Mandarin (Native), English (Fluent), Japanese (Elementary)

Honors, Scholarships, and Fellowships

2026	Departmental Citations for Excellence in Teaching (DCET), OSU
2024	First Place, Edward F. Hayes Advanced Research Forum, OSU
2018	Excellent Academic Achievement in Economics, WISC-Madison
2017	Dean's List of Distinguished Students, SUN-Albany
2016	The National Society of Collegiate Scholars, SUNY-Albany

Teaching Experience

Instructor

Principles of Macroeconomics, The Ohio State University

Summer 2026 [53 students]; Summer 2025 [41 students]

Teaching Assistant

Principles of Microeconomics, The Ohio State University

Spring 2026; Fall 2025; Spring 2025; Fall 2024; Spring 2024; Fall 2023

References

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