

# Tai Lee

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## EDUCATION

Ph.D., Economics, University of Missouri, Columbia, USA, June 2019 (Expected).  
Dissertation Title: *Three Essays on Labor Market Policies* (Supervisor: Prof. Peter Mueser)  
Combined M.A/Ph.D. Program, Economics, Sungkyunkwan University, Seoul, Korea, 2009-2012.  
B.A., Economics, Sungkyunkwan University, Seoul, Korea, 2006.

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## EMPLOYMENT

Research Associate, Korea Management Association (HRD Department), Seoul, Korea, 2006-2008.

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## RESEARCH FIELDS

Labor Economics, Family Economics, and Applied Microeconomics

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## WORKING PAPERS

“The Impact of Employment Protection on the Quality of Job Match: Evidence from Job Duration Data in South Korea” (*submitted to Labour Economics in June 2018*). **Job Market Paper**

This study analyzes how firms and workers respond to regulations limiting the use of temporary employment. In 2007, the Korean government introduced a labor market reform that required employers to convert a worker’s contract from a temporary to permanent one in order to continue to employ a worker for more than two years. From the perspective of employers, the new regulation can be thought of as a potential increase in firing costs for temporary workers after two years. Thus, employers have an incentive to improve the screening process to establish better matches and weed out bad matches prior to the increase in firing costs. From the perspective of workers, temporary workers have an incentive to provide greater effort after the policy change because the reform offers a potential path to permanent employment. My result shows economically and statistically significant decreases in the probability of job separation in the first five months of tenure after the policy change, which implies that firms respond to the increased protection for temporary workers by improving their recruitment practices. However, based on observed overtime, I find no evidence supporting the view that temporary employees provide greater effort after the reform.

“How Firms Evade Stronger Protection for Fixed-term Employees: Evidence from Alternative Employment Arrangements in Korea”

## PUBLICATIONS

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"Glass Ceiling in a Stratified Labor Market: Evidence from Korea" (with Cho, J. and Jung, H.). *Journal of the Japanese and International Economies* 32 (2014): 56-70.

We verify the glass ceiling effect through separate quantile regression and the wage difference decomposition methods. We also study the gender wage gap after dividing the labor market into core and peripheral sectors considering structural labor market characteristics, such as firm size, employment type, and education level. According to empirical analysis, we find that the glass ceiling effect for irregular female workers with lower levels of education working in small and medium-sized companies is much stronger compared with those in other sectors under the multi-layered Korean labor market structure. This result implies that the glass ceiling effect is weak in the core sector, while in a peripheral sector, invisible gender discrimination increases as the wage quantile moves from lower to higher levels. Based upon these empirical results, we discuss a policy direction that deals simultaneously with the dual structure of the labor market and gender discrimination.

"Is there a Glass Ceiling in Korea?: focused on Labor Union and Gender Wage Gap" (with Jung, H.). *Korea Journal of Industrial Relations*, 21 (2011): 153-183.

## WORK IN PROGRESS

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Women's Life-cycle Labor Supply in Korea: Career Interruptions by Marriage and Childbirth.

Who Does Work Unpaid Overtime in Korea?

The Impact of Assortative Mating on Intergenerational Mobility in Korea (with Ahn, J.)

## CONFERENCE PRESENTATIONS

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### *Paper Presentation*

AEA/ASSA Annual Meeting, ODE Graduate Session (Atlanta, GA, USA), 2019 (*Scheduled*)

Southern Economics Association Annual Meeting (Washington, DC, USA), 2018 (*Scheduled*)

Midwest Economics Association Annual Meeting (Evanston, IL, USA), 2018

Shanghai International Conference on Social Science (Shanghai, China), 2012

Korea Industrial Relations Association 2010 Summer Academic Conference (Seoul, Korea), 2010

### *Poster*

Population Association of America 2018 Annual Meeting (Denver, CO, USA), 2018

Asia Pacific Risk and Insurance Association Annual Conference (Seoul, Korea), poster 2012

## AWARDS, HONORS, AND FELLOWSHIPS

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Graduate Assistantship, Economics of Department, University of Missouri, Fall 2014 – Present

Travel Scholarship, The Graduate Professional Council, University of Missouri, 2018

Travel Scholarship, The Office of Graduate Studies, University of Missouri, 2018

Summer Research Scholarship, Economics of Department, University of Missouri, 2017; 2018

Anderson and Korean Scholarship, University of Missouri, Summer 2016

Best Paper Prize in Summer Academic Conference for Graduate Students, Korea Industrial Relations Association, June 2010

BK21(Brain Korea 21) Fellowship, Korean Ministry of Education and Human Resource Development, Korea, 2009 – 2010

## TEACHING EXPERIENCE

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### *University of Missouri*

Lab Instructor: Money, Banking, and Financial Markets, Fall 2016 – Spring 2018

Head Teaching Assistant: Principles of Macroeconomics, Spring – Fall 2015

Teaching Assistant: Theory of the Firm, Spring 2016; Principles of Macroeconomics, Fall 2014;  
Money, Banking, and Financial Markets, Fall 2013 – Spring 2014

### *Sungkyunkwan University*

Lab Instructor: Microeconomics, Spring – Fall 2010

Teaching Assistant: Microeconomics, Spring – Fall 2009

## SKILLS

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Computer Software: STATA, R, SAS

Language: Korean (native), English (fluent)

## REFERENCES

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### **Peter Mueser** (Advisor)

Professor

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