

Florence Xiaotao Ran

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EMPLOYMENT **University of Delaware**
School of Education, College of Education and Human Development
Assistant Professor 2020 – Present

Community College Research Center
Research Affiliate 2020 – Present
Postdoctoral Research Associate 2018 – 2020

EDUCATION **Columbia University**
Ph.D. in Economics and Education 2018
Dissertation: Essays on Instructor Quality in Higher Education
Advisors: T. Bailey, P. Bergman, C. Campbell, A. Eble, & J. Rockoff

University of Maryland, Baltimore County (UMBC)
M.A. in Economics Policy Analysis 2011

Renmin University of China 2009
B.A. in Economics

RESEARCH INTERESTS Economics of Education, Higher Education Policy,
Experimental and Quasi-Experimental Research Designs

RESEARCH **Peer-Reviewed Journal Articles**

Xu, D., & **Ran, F. X.** The impacts of different types of college instructors on students' academic and labor market outcomes. Conditional Accepted at *Journal of Policy Analysis and Management*.

Ran, F. X., & Sanders, J. (2020). [Instruction quality or working condition? The effects of part-time faculty on student academic outcomes in community colleges introductory courses](#). *AERA Open*. Also available as [CCRC Working Paper No. 112](#). Cited in [The Chronicle of Higher Education](#); [Campus Technology](#)

Xu, D., & **Ran, F. X.** (2020). Noncredit Education in Community College: Students, Course Enrollments, and Academic Outcomes. *Community College Review*, 48(1), 77-101. Also available as [CCRC Working Paper No. 84](#).

Ran, F. X., & Xu, D. (2019). Does contractual form matter? The impact of different types of non-tenure track faculty on college students' academic outcomes. *Journal of Human Resources*, 54(4), 1081-1120. Also available as [a CAPSEE working paper](#).

Xu, D., **Ran, F. X.**, Fink, J., Jenkins, D., & Dundar, A. (2018). Collaboratively clearing the path to a baccalaureate degree: Identifying effective 2-to 4-year college transfer partnerships. *Community College Review*, 46(3), 231-256. Also available as [CCRC Working Paper No. 93](#).

Salkever, D., Gibbons, B., & **Ran, X.** (2014). Do comprehensive, coordinated, recovery-

oriented services alter the pattern of use of treatment services? Mental health treatment study impacts on SSDI beneficiaries' use of inpatient, emergency, and crisis services. *The Journal of Behavioral Health Services & Research*, 41(4), 434-446.

Invited to Resubmit

Ran, F. X., & Lin, Y. The effects of corequisite remediation: Evidence from a statewide reform in Tennessee. *Education Evaluation and Policy Analysis*. Also available as [CCRC Working Paper No.115](#).
Cited in [the74million.org](#)

Xu, D., & **Ran, F. X.** Is college education in crisis? Diversified instructor profiles and student academic outcomes. *Education Evaluation and Policy Analysis*.

Submitted for Initial Review

Ran, F. X. The impact of faculty gender on female students' labor market outcomes

Xu, D., **Ran, F. X.**, & Zhou, X. Adopting online learning in college developmental education coursework: Impact on student course persistence, completion, and subsequent success.

Working Papers, Policy Reports, & Briefs

Bickerstaff, S., & **Ran, F. X.** (2020). How did six community colleges design supports for part-time faculty?: a report on Achieving the Dream's engaging adjuncts project.

Bickerstaff, S. E., Brock, T., Moussa, A., & **Ran, F. X.** (2020). Exploring the State of the Humanities in Community Colleges.

Hughes, K. L., Belfield, C., **Ran, F. X.**, & Jenkins, P. D. (2018). KCTCS Enhancing Programs for IT Certification (EPIC).

Fink, J., Jenkins, P. D., Kopko, E. M., & **Ran, F. X.** (2018). Using data mining to explore why community college transfer students earn bachelor's degrees with excess credits. CCRC Working Paper No. 100.

Ran, X., & Cho, S. W. (2013). Lingerers in the Community College.

Blog Posting & Op-Eds

[Corequisite Remediation Is Shown to Improve Gateway Course Outcomes. Now What?](#)
The Mixed Methods Blog, Community College Research Center, Jan 2020

[Supporting the Supporters: Empowering Adjuncts to Promote Student Success](#) (with Susan Bickerstaff), *The Mixed Methods Blog, Community College Research Center*, Sept 2019

TEACHING

University of Delaware, Instructor	
Topics in Education: Higher Education Policy	2020
Columbia University, Teaching Assistant	
Introduction to Missing Data	2015
Advanced Topics in Quantitative Research: Limited and Qualitative Dependent Variables	2014

Advanced Topics in Quantitative Research: Models for Panel and Time-Series Section Data 2013

UMBC, Teaching Assistant
Advanced Econometric Methods 2010

PRESENTATION Conference Presentation

Association for Education Finance and Policy Annual Conference (AEFP), March 2015-2020
Association for Public Policy Analysis and Management Fall Research Conference (APPAM),
Nov 2015-2019

The League for Innovation in the Community College, Feb 2019

Strengthening Student Success Conference, Oct 2018

American Educational Research Association Annual Meeting (AERA), April 2016, 2018,
2020