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Ling Zhong

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Education:

Ph.D., Economics, Yale University, 2019
M.Phil., Economics, Yale University, 2016
M.A., Economics, Yale University, 2015
B.A. Economics and Mathematics (with high honors), Swarthmore College, 2013

Academic Positions:

Associate Professor of Economics, Research Institute of Economics and Management, Southwestern University of Economics and Finance, Chengdu, China
January 2026 – present
Assistant Professor of Economics, Cheung Kong Graduate School of Business, Beijing, China
July 2019 – December 2025

Editorial Positions:

Associate Editor, Editorial Board, *Industrial Relations*, November 2025 – present

Professional Affiliations:

IZA Research Affiliate, 2024 – present
Research Affiliate, Department of Economics, Yale University, 2019 – present

Fields of Interests:

Primary: Labor Economics, Economics of Education
Secondary: Personnel Economics, Chinese Economy

Books:

Human Resource Management in Practice.
College Management Textbook Series. Fudan University Press, 2025. ISBN 978-7-309-17657-5.

People Management in Chinese Firms: Research, Practice, and Business Cases.
Springer, forthcoming, 2026.

Journal Articles:

"To Unlock Organizational Vitality, CEOs Need to Decentralize Power" (with Yuping Zhang), *Harvard Business Review*, January, 2025.

"Effects of Stay-at-home Orders on Skill Requirements in Vacancy Postings" (with Ran Gu), ***Labour Economics***, 2023. Volume 82: 102342.

"The Effects of Advanced Degrees on the Wage Rates, Hours, Earnings and Job Satisfaction of Women and Men" (with Joseph G. Altonji and John Eric Humphries), 50th Celebratory Volume, *Research in Labor Economics*, 2022. Volume 50, pp. 25-81. NBER Working Paper #30105.

"The Labor Market Return to Advanced Degrees" (with Joseph Altonji), ***Journal of Labor Economics***, 2021. Volume 39, Issue 2, pp.303-360.

"A dynamic pandemic model evaluating reopening strategies amid COVID-19", *PLOS ONE*, 2021. Volume 16, Issue 3, p.e0248302.

"Cooperative Tile-based 360-degree Panoramic Streaming in Heterogeneous Networks using Scalable Video Coding" (with Xiaoyi Zhang, Xinjue Hu, Shervin Shirmohammadi and Lin Zhang, *IEEE Transactions on Circuits and Systems for Video Technology*, 2020. Volume 30, Issue 1, pp. 217-231, Jan. 2020, doi: 10.1109/TCSVT.2018.2886805.

"Estimating the Number of Pulses in a Mass Extinction" (with Steve Wang), *Paleobiology,* 2018. Volume 44, Issue 2, pp. 199-218.

"Characteristics of Major Ions in Snow and River Water in Svalbard" (with Shichang Kang, Yanwei Xu and Qianggong Zhang), *Chinese Journal of Polar Research*, 2009. Volume 21, Issue 1, pp. 76-79.

Book Chapters:

"Isoperimetric Control Inequality: Application to the Management of Limited Resources in Times of Pandemics" (with Ilias Elmouki et al), *The Landscape of Global Health Inequity*, 2024. Chapter 7, pp 71-90.

"Optimal Control: Application and Applicability in Times of Pandemics" (with Ilias Elmouki, Abdelilah Jraifi and Aziz Darouichi), *Integrated Science of Global Epidemics*, 2023. Chapter 9, pp. 191-210.

"Integrated Science of Global Epidemics 2050" (with Nima Rezaei et al), *Integrated Science of Global Epidemics*, 2023. Chapter 28, pp. 587-607.

Working Papers:

"SLIM: Stochastic Learning and Inference in Overidentified Models", with Xiaohong Chen (Yale), Min Seong Kim (UConn), Sokbae Lee (Columbia), Myung Hwan Seo (HKUST) and Myunghyun Song (Columbia) (2026). ArXiv: arxiv.org/abs/2510.20996

"The Price of Borrowing for College: Student Loan Interest Rates, Educational Choices, and Career Tradeoffs." with Naijia Guo (the University of Hong Kong) (2026).
IZA Discussion Paper No. 18768.

"Decomposing Trends in the Gender Gap for Highly Educated Workers." with Joseph G. Altonji (Yale), John Eric Humphries (Yale) and Yagmur Yuksel (Zelus Analytics) (2026).
NBER Working Paper #34133.

"Internal Migration and Extended Families in China." reject and resubmit, the ***Economic Journal***.

Works In Progress:

AI Knowledge Spillover Through Labor Mobility: Impacts on Innovation and Industrial Dynamics, with Carlos Carrillo-Tudela (King's College London).

Causal Effect of GenAI Information Exposure on Early Career Choices of College Graduates, Xiaohong Chen (Yale) and Pedro H.C. Sant'Anna (Emory).

Brexit uncertainty and labor mobility in UK firms, with Su Wang (ShanghaiTech) and Malgorzata Ryduchowska (BI Norwegian Business School).

Worker productivity and intra-household information spillover, with Mengna Luan (SWUFE).

Fellowships, Honors and Awards:

University Dissertation Fellowship, Yale University, 2018-2019
Carl Arvid Anderson Prize Fellowship, Yale University, 2017
Daniel Lathrop Lawton Scholarship, Yale University, 2015-2017
Fan Family Fellowship, Yale University, 2014-2015
Phi Beta Kappa, 2013
C. V. Starr Scholarship, Swarthmore College, 2012-2013
The Eugene M. Lang Summer Initiative Awards, Swarthmore College, 2012
The Lotte Lazarsfeld Bailyn Research Endowment, Swarthmore College, 2011-2012

Research Grants:

Cowles Foundation Structural Micro Program 2018 ($4,000 USD)
ASEAN Business Research Initiative Grant 2020-2025 ($87,000 SGD in total)
CKGSB Research Institute Research Grant 2022-2024 (RMB 270,000 in total)

Teaching:

PhD Teaching at the CKGSB and Beijing Foreign Studies University joint PhD program:
Data Mining and Big Data Analysis, 2021 – present
MBA Teaching at CKGSB:
Human Resource Management, required course, 2020 – present
Executive Education Teaching at CKGSB:
Latest Research and Practice in Human Resource Management, 2021 – present

Seminar and Conference Presentations (including scheduled):

2026: ABFER, UCD, AASLE
2025: Southwestern University of Finance and Economics, Seoul National University, SOLE, RES World Congress, Jinan University.
2024: AEA Annual Meeting, University of Hong Kong, Nankai University, Australian National University, Monash, University of Melbourne, Deakin, BSE Summer Forum, CESifo Area Conference on Economics of Education, Essex, Warwick, Sussex, CKGSB-SMU ABRI workshop, Singapore Management University, AASLE, Peking University.
2023: Instituto Tecnológico Autónomo de México, Sichuan University, Zhejiang University, NCER-CCER conference.

2022: China Women Economists Seminar, Asian and Australian Society of Labor Economists Annual Meeting.
2021: Royal Economic Society Conference, Society of Labor Economists Annual Meeting
2020: Peking University, Renmin University, European Winter Meetings of the Econometric Society (EWMES)
2019: Compass Lexecon, Cheung Kong Graduate School of Business, Cornerstone Research, McMaster University, New York University in Abu Dhabi, Chinese University of Hong Kong, Monash Business School, the 6th International Conference on New Structural Economics, Asian and Australasian Society of Labour Economics Conference, International Symposium on Contemporary Labor Economics
2018: Society of Labor Economists Annual Meeting, AEA Annual Meeting, Tsinghua University, Analysis Group
2011: Geological Society of America Annual Meeting

Referee Services:
Economic Journal, Journal of Labor Economics, Journal of Public Economics, Journal of Development Economics, Journal of Human Resources, AEJ Applied Econ, Labour Economics, Economics Letters, Economics of Education Review, Empirical Economics, Journal of Policy Analysis and Management, PLOS ONE, Frontiers in Public Health

Board Membership and Industry Experience
2021 – 2023 Independent Director and Board Member
Tibet Huaxia Mining Co., Ltd.
2021 – present External Advisor and Human Resource Management Coach
Saucony. Tibet Huaxia Mining Co., Ltd. Jiangsu Cowain Automation Technology Co., Ltd. Inner Mongolia Huayuan Modern Logistics Co., Ltd. Shanxi Yuanhua Logistics Co., Ltd.
2022 – present Management Consultant
Zhejiang Mingrui Intelligent Equipment Technology Co., Ltd. Wenzhou Wenna Auto Parts Co.,Ltd. Weimob Electronics Co., Ltd. Henan Zhongqiang Group.

Government Advisory Appointments
2022 – present Research Chair
Beijing Municipal Economic Comm., Revolutionary Comm.of the Chinese Kuomintang
2022 – present Deputy Secretary General
Beijing Youth Work Comm., Revolutionary Comm.of the Chinese Kuomintang