

## 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:

Assistant Professor of Economics, Cheung Kong Graduate School of Business,  
July 2019 - 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.*

English: Springer, forthcoming.

Chinese: College Management Textbook Series. Fudan University Press, 2025. ISBN  
978-7-309-17657-5.

### 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:**

“Internal Migration and Extended Families in China.” Reject and Resubmit, the *Economic Journal*.

“Decomposing Trends in the Gender Gap for Highly Educated Workers.” with Joseph G. Altonji (Yale), John Eric Humphries (Yale) and Yagmur Yuksel (Zelus Analytics) (2025), under review, the *Economic Journal*.

NBER Working Paper #34133.

“Student Loans and Labor Market Outcomes: Analyzing the Role of Federal Loan Interest Rates.” with Naijia Guo (the University of Hong Kong) (2025), under review, *Journal of Public Economics*.

“Management of Restricted Resources Through the Resolution of Multi-Region Isoperimetric Optimal Control Problems: Continuous-Time Case.” with Ilias Elmouki (National School of Applied Sciences-Safi (ENSA-S)) (2024).

### **Works In Progress:**

AI Knowledge Spillover Through Labor Mobility: Impacts on Innovation and Industrial Dynamics, with Carlos Carrillo-Tudela (Essex).

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

Structural Model of Education and Early Career Choices under GenAI Uncertainty, with Xiaohong Chen (Yale), Myung Hwan Seo (Seoul National University), and Myunghyun Song (Columbia).

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).

Firm and Worker Dynamics with Knowledge Diffusion.

**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):**

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*

### **Editorial Services:**

Guest Editor, *Symmetry* (ISSN: 2073-8994), 2024-present

### **Board Membership and Industry Experience**

2021 - 2023 Independent Director and Board Member

Tibet Huaxia Mining Co., Ltd.

2021 - 2023 External Advisor and Human Resource Management Coach

Tibet Huaxia Mining Co., Ltd.

Jiangsu Cowain Automation Technology Co., Ltd.

2022 - present Management Consultant

Zhejiang Mingrui Intelligent Equipment Technology Co., Ltd.

Wenzhou Wenna Auto Parts Co.,Ltd.

Weimob Electronics Co., Ltd.

### **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

2024 - present Member

All-China Youth Federation