

# Andrew (Yunchou) ZHANG

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## EMPLOYMENT

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### Goethe University Frankfurt, Frankfurt am Main

Postdoctoral Researcher

Feb. 2026 –

## EDUCATION

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### The University of Hong Kong, HK

PhD in Economics

Sept. 2018 – Jul. 2025

Master of Economics

Sept. 2016 – Jul. 2018

Bachelor of Economics and Finance (with First Class Honours)

Sept. 2012 – Nov. 2016

### McGill University – Desautels Faculty of Management, Montreal

Exchange Programme

Sept. 2014 – Dec. 2014

## AFFILIATION

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### HKU Centre for AI, Management and Organization (CAMO)

Research Associate

Sept. 2025 –

## RESEARCH INTERESTS

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Organizational Economics, Contract Theory, Personnel Economics

## WORKING PAPER

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“Optimal Rule Enforcement” (with Hanzhe Li and Jin Li)

(ESWC 2025, SIOE 2025 (by coauthor))

**“Optimal Talent Hoarding”** (with Jin Li)

(ASSA 2025 poster session)

**“Pyramids, Diamonds and Oscillations: What AI Does to Talent Management, Worker Careers, and Future Structure of Internal Labor Market”** (with Guido Friebe, Yao Huang and Jin Li)

## RESEARCH IN PROGRESS

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**“AI vs Human Managers”** (with Hanzhe Li and Jin Li)

## HONORS AND AWARDS

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Economics and Finance PhD Students Career Development Fund	2025
Postgraduate Scholarships	2018 – 2022
FBE PhD Entrance Scholarship	2018 – 2019
HKU Foundation Scholarships for Outstanding Mainland Students	2012 – 2016
Dean’s Honours List	2012 – 2016
Beta Gamma Sigma	2016
C.V. Starr Scholarships	2014

## TEACHING ASSISTANT EXPERIENCE

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**Undergraduate:** Games and Decisions, Economics of Networks, Intermediate Macroeconomics

**MEcon:** Macroeconomic Analysis

**MBA:** Capstone Project

## SKILLS

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**Language:** Mandarin (native), English (proficient), Cantonese (fluent)

**Software:** Microsoft Office, Latex, Stata, MATLAB, R, SAS