

Andrew (Yunchou) ZHANG

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EMPLOYMENT

Goethe University Frankfurt, Frankfurt am Main

Postdoctoral Researcher

Feb. 2026 –

EDUCATION

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

HKU Centre for AI, Management and Organization (CAMO)

Research Associate

Sept. 2025 -

RESEARCH INTERESTS

Organizational Economics, Contract Theory, Personnel Economics

WORKING PAPER

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

(ESWC 2025, SJOE 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 Friebel, Yao Huang and Jin Li)

RESEARCH IN PROGRESS

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

HONORS AND AWARDS

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

Undergraduate: Games and Decisions, Economics of Networks, Intermediate Macroeconomics
MEcon: Macroeconomic Analysis
MBA: Capstone Project

SKILLS

Language: Mandarin (native), English (proficient), Cantonese (fluent)
Software: Microsoft Office, Latex, Stata, MATLAB, R, SAS