Hairu Fan

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EDUCATION

Central Michigan University, Mount Pleasant, MI
Doctorate in statistics and analytics (Admission Confirmed), Anticipated Graduation: May 2028
Master of Science in Applied Statistics and Analytics, May 2025, GPA: 3.71
Master of Science in Information Systems, December 2023, GPA 3.71

Shaanxi Xueqian Normal University, Xi'an, China
Bachelor of Science in Psychology, July 2019

RELEVANT EXPERIENCE

Graduate Assistant, Department of Business Information Systems   September 2022 – June 2023
Central Michigan University, Mount Pleasant, MI
- Conducted research projects involving machine learning, deep learning, AI applications, and big data techniques in the context of cybersecurity.
- Utilized R and advanced statistical methods to build predictive models and generate analytical reports.
- Independently completed first drafts of research manuscripts and contributed to academic publications.
- Provided analytical support for departmental seminars and events, promoting academic collaboration and knowledge sharing.

Student Office Assistant, Office of International Affairs and Graduate Studies   September 2022 – Present
Central Michigan University, Mount Pleasant, MI
- Responded to 100+ high-volume daily emails from international students, offering process guidance and timely support.
- Managed front-desk operations and communications, addressing phone and walk-in inquiries with cultural sensitivity.
- Participated in departmental meetings to offer workflow improvement suggestions, enhancing service efficiency and student satisfaction.
- Coordinated with cross-departmental teams, supporting document handling, event logistics, and outreach initiatives.

Data Analyst, FinTech Division   January 2020 – July 2021
Agricultural Bank of China, China
- Led data-driven business analyses, leveraging Tableau to create interactive dashboards and reports that visualize financial data models and forecasts.
- Applied critical thinking skills to evaluate annual financial performance, utilizing spreadsheets, advanced analytics, predictive modeling, and data analysis tools to inform strategic decision-making.
- Conducted data collection, cleaning, and exploratory data analysis, ensuring data integrity for financial risk assessment.
- Developed innovative analytical solutions, optimizing reporting processes and contributing to a 40% increase in personal credit business targets within one quarter.
- Utilized programming languages to build robust models and manage multiple tasks, enhancing efficiency with strong attention to detail and teamwork.
- Provided insights to cross-functional teams, improving interdepartmental collaboration.

Business Analyst, Corporate Banking   July 2019 – December 2019
Agricultural Bank of China, China
- Conducted investigations into customer transaction patterns, using financial modeling to assess credit risk.
- Proactively identified high-risk customer segments using creativity and problem-solving skills, and co-developed a predictive model that reduced bad debt losses by 15%.
- Led data-driven research, analyzing customer feedback to optimize service strategies and retention.
- Presented statistical insights to executives, demonstrating strong communication skills and influencing business decisions.

HONORS AND RECOGNITION

Second Place Winner, CMU's 11th Annual ERPsim Competition, Central Michigan University   March 2023
Richard E. Veazey Endowment Scholarship, Central Michigan University   April 2023

ADDITIONAL SECTIONS

TECHNICAL SKILLS

- **Programming & Data Analysis:** R, Python, SQL, SAS (Base & Enterprise Miner), Minitab, SPSS
- **Enterprise Resource Planning (ERP):** SAP S/4HANA
- **Data Visualization & Reporting:** Tableau, Power BI
- **Microsoft Office Suite:** Excel (Advanced), Word, Access, Outlook, PowerPoint (Presentation & Reporting)
- **Machine Learning & AI:** Foundational knowledge of models, statistical analysis skills, model building, and data processing
- **Research & Analytical Skills:** Conduct academic literature reviews, synthesize findings, and effectively communicate research insights

CERTIFICATIONS

- SAP Certified Associate – Business Process Integration with SAP S/4HANA

RESEARCH PRESENTATIONS & PUBLICATIONS

- **Presenter,** "From Bias to Balance: A Data-Driven Approach to Fair Recruitment Practices", College of Education and Human Services Symposium, Central Michigan University, February 2025.
- **Work-in-Progress,** Federal Reserve Rate Cuts and Stock Mutual Fund Returns: A Study on Growth vs. Value Funds and Risk-Adjusted Performance, with Dr. Min Shu.
- **Work-in-Progress,** From Bias to Balance: A Data-Driven Approach to Fair Recruitment Practices, with Shiyuan Wang and Dr. Ahmet Ugur.
- **Under Review,** Liu, M., Huang, X., Fan, H., Kolluru, S., and Fan, J (2025). Between Command and Code: Complementarity and Competition Between Human and Algorithmic Control in Gig Platforms, Submitted to the Proceedings of the 59th Hawaii International Conference on System Sciences, Socio-Economic Impacts of AI and Algorithmic Systems (IN) Track (Premier Information Systems Conference).
- **Publication,** Fan, H., & Qu, R. (2019). Analysis of the Current Situation of Employment Behavior and Educational Countermeasures of College Students in Teacher Training. New West (20), 43–44.

LANGUAGES
- English (Fluent)
- Mandarin (Native)