Qingxin Meng

Ph.D. candidate
in Management Science and Information Systems
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RESEARCH INTERESTS

Data mining, Business Intelligence, Talent Analytics.

EDUCATION

Ph.D. Candidate Management Science and Information Systems — expected 2020
Rutgers Business School, Rutgers University
Advisor: Dr. Hui Xiong

B.E. Mechanical Engineering — 2010
University of Science and Technology of China

PUBLICATIONS

- **Qingxin Meng**, Hengshu Zhu, Keli Xiao, Le Zhang, and Hui Xiong. "A Hierarchical Career-Path-Aware Neural Network for Job Mobility Prediction." In Proceedings of the 25th ACM SIGKDD International Conference on Knowledge Discovery & Data Mining (**KDD**), pp. 14-24. ACM, 2019.
  - Research Track, **Acceptance Rate: 14.3%**.
  - First attempt to solve the dual highly specific problem related to job mobility prediction at the individual level, *i.e.,* predicting the next potential employer as well as the eventual stay duration.
  - Proposed a hierarchical career-path-aware neural network approach, which embedded with survival analysis and attention mechanism. The results conducted on a massive real-world dataset revealed significant improvements in prediction accuracy.
  - Provided data-driven evidence showing interesting patterns associated with various factors (e.g., job duration, firm type, etc.) in the job mobility prediction process.
- **Qingxin Meng**, Hengshu Zhu, Keli Xiao, and Hui Xiong. "Intelligent Salary Benchmarking for Talent Recruitment: A Holistic Matrix Factorization Approach." In Proceedings of the 18th IEEE International Conference on Data Mining (**ICDM**), pp. 337-346. IEEE, 2018.
  - Full paper, **Acceptance Rate: 11.1%**.
  - Formalized the problem as a matrix completion task for predicting the missing salary information in the expanded salary matrix, solved the inferable problem of traditional statistic approaches when data is deficient.
  - Integrated multiple confounding factors, such as company similarity, job similarity, and spatial-temporal similarity, provided a fined-grained solution for salary benchmarking.
  - Deployed on a real-world application system.

WORKING PAPERS

- Fine-grained Job Salary Benchmarking with Nonparametric Dirichlet-Process-based Latent Factor Model, plan to submit to INFORMS Journal on Computing.
  - Designed a nonparametric Dirichlet-Process-based factor model for job salary benchmarking.
  - Solved the cold start problems for Matrix-Factorization-based salary benchmarking.
  - Provided interpretable results to a certain extent, such as showing the job components of what share to technical or soft-skilled, and the lists of companies learned as similar.
- Talent Flow Embedding for Company Competitive Analysis, submitted to the 26th World Wide Web Conference.
  - Proposed a data-driven method to analyze the competitive relationship among companies.
  - Integrated multi-task network embedding into the framework which can preserve the in & out degree information of nodes.

PATENTS

- A new job salary estimation method, installation, server and storage medium.
  Inventor: **Qingxin Meng**, Hengshu Zhu, Chen Zhu, Hui Xiong
  CN201810521480.4 (pending)

PROFESSIONAL EXPERIENCES

- Research Intern, Talent Intelligence Center, Baidu Inc. Fall 2017, Fall 2018
  - proposed a fine-grained holistic solution for automatically salary benchmarking by inquiring the online job advertisement data.
  - Proposed a framework for understanding individual job-hopping patterns.
  - Explored the relationship between talent flow and company competitive connections.
  - Wrote the chapter on "Big data application on market intelligence" of the book "Talent Management Computing" (under editorial review).
- Research Intern, Artificial Intelligence Lab, Iflyteck Inc. Summer 2018
  - Developed a human behavior analysis framework for online loan cheater detection.

TEACHING EXPERIENCES

- **Instructor, Rutgers Business School, NJ, Fall 2019**
  - Undergraduate Course: Business Research Methods (29:623:340)
  - Prepared and taught the class of 44 students as a solo instructor. Prepared and graded the homework, course project ,and examination. Assisted students who have challenges in understanding the course material outside the lectures.
- **TA, Rutgers Business School, NJ, Summer 2014**
  - Undergraduate Course: Management Information Systems (29:623:220)
  - Assisted students to complete their homework projects related to Excel and database programming once a week.
- **Mentoring, Rutgers Business School, NJ, Fall 2018 Spring 2019**

- Graduate Students Capstone Project
- Mentored students to complete their research projects. Helped the students to find the research targets, overcome the challenges, solve the technical problems, and write the final reports. Evaluated the project.

AWARDS AND HONORS

- Student Travel Award, ACM KDD, 2019
- Student Travel Award, IEEE ICDM, 2018
- Outstanding Graduate Student, USTC, 2010
- The Silver Prize, Mathematical Contest in Modeling, China, 2008

EXTERNAL REVIEW

- The International Conference on Knowledge Science, Engineering and Management (KSEM 2019)
- AAAI Conference on Artificial Intelligence (AAAI 2018, 2019)
- International Joint Conferences on Artificial Intelligence (IJCAI 2018)
- International Conference on Database Systems for Advanced Applications (DASFAA 2017)
- Frontiers of Computer Science (2018)

PRESENTATIONS

- A Hierarchical Career-Path-Aware Neural Network for Job Mobility Prediction, Informs Annual Meeting, Seattle USA, Oct. 2019 (upcoming).
- Intelligent Talent Recruitment Analytics, Stony Brook University, Oct. 2019 (upcoming).
- A Hierarchical Career-Path-Aware Neural Network for Job Mobility Prediction, In the 25th ACM SIGKDD Conference on Knowledge Discovery & Data Mining (KDD) & International Workshop on Talent and Management Computing (TMC), Invited Talk, Held in conjunction with KDD'19, Alaska USA, Nov. 2019.
- Intelligent Salary Benchmarking for Talent Recruitment: A Holistic Matrix Factorization Approach, The 18th IEEE Conference on Data Mining (ICDM), Singapore, Aug. 2018.

LANGUAGES

- English, Mandarin.

STUDENT VOLUNTEER

- In the 25th ACM SIGKDD Conference on Knowledge Discovery & Data Mining.
- The 15th IEEE Conference on Data Mining.

PROFESSIONAL AFFILIATIONS

- Student member of ACM.
- Student member of INFORMS Computing Society.