# Qingxin Meng

Ph.D. candidate
in Management Science and Information Systems
Rutgers University
1 Washington Park
Newark, New Jersey 07102

Web: https://qingxin-meng.github.io
Phone: +1-(201)-702-3381
Email: qm24@rutgers.edu

## RESEARCH INTERESTS

Data Mining, Business Intelligence, Talent Analytics.

## EDUCATION

**Ph.D.** Candidate Management Science and Information Systems — 2014 to 2020 expected
Rutgers - the State University of New Jersey
Advisor: Dr. Hui Xiong

**B.E.** Mechanical Engineering — 2006 to 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%**.
  - First attempt to solve the dual highly specific problems related to job mobility prediction at the individual level: 1) who will be the talent's next employer? 2) how long will the talent stay at his/her new position?
  - Proposed a hierarchical career-path-aware neural network approach, which embedded with survival analysis and attention mechanism. The method was applied on a massive real-world dataset and the results 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%**.
  - Formalized the job salary benchmarking problem into a matrix completion task in an expanded salary matrix, solved the un-inferable problems of the traditional statistic approaches when data is deficient.
  - Four domain-related assumptions were first tested then integrated into the framework to improve the estimation efficiency in terms of company similarity, job similarity, and spatial-temporal similarities.
  - Deployed in a real-world application system.

- Le Zhang, Tong Xu, Hengshu Zhu, Chuan Qin, **Qingxin Meng**, Hui Xiong and Enhong Chen. "Large-Scale Talent Flow Embedding for Company Competitive Analysis" In the World Wide Web Conference (**WWW**) 2019.
  - Full paper, **Acceptance Rate: 19%**.
  - Analyzed the competitiveness of enterprises based on embedding the talent flows among the company network.
  - Integrated multi-task network embedding method into the framework.
  - Validated on a real-world dataset and provided interesting domain insights.

**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 Latent Factor model for job salary benchmarking.
  - Solved the cold-start problems for Matrix-Factorization-based salary benchmarking methods.
  - Provided interpretability of the relevant skillsets emphasized by each job.

**PATENT**

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

**WORKING EXPERIENCES**

- Sales Manager, Anhui Joyintech Information Technology Co., Ltd., Aug. 2010 to Jul. 2011
- Sales Manager, Shanghai Huapu Cliason Information Technology Co., Ltd., Aug. 2011 to Apr. 2012
- Founder CEO, Shanghai Mixin Investment Co., Ltd., May. 2012 to Dec. 2013

**PROFESSIONAL EXPERIENCES**

- Research Intern, Talent Intelligence Center, Baidu Inc. Sep. to Dec. 2017, Sep. to Dec. 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 flows and company competitive connections.
  - Wrote the chapter "Big data applications on market intelligence" of the book "Talent Management Computing" (under editorial review).
- Research Intern, Artificial Intelligence Lab, Iflyteck Inc. May 2018 to Sep. 2018
  - Developed a human behavior analysis framework for online loan cheating detection.

## TEACHING EXPERIENCES

- **Instructor, Rutgers Business School, NJ, Fall 2019**
  - Undergraduate Course: Business Research Methods (29:623:340)
  - Prepared and taught the class with 44 students enrolled as a solo instructor. Prepared and graded the homework, course project, and examinations. Assisted students who have challenges in understanding the course material outside the lectures.
- **TA, Rutgers Business School, NJ, Summer 2014, Fall 2015**
  - Undergraduate Course: Management Information Systems (29:623:220)
  - Assisted students to complete their homework projects related to Excel and database programming once a week.
  - Graduate Course: Data Mining (26:198:685)
  - Assisted students to understand the course materials and complete their homework projects.
- **Mentor, 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 topics, overcome the challenges, solve the technical problems, and write the final reports. Evaluated the projects.

## AWARDS AND HONORS

- Student Travel Award, ACM KDD, 2019
- Student Travel Award, IEEE ICDM, 2018
- Outstanding Graduate Student, USTC, 2010
- Outstanding Student Scholarship, USTC, 2010, 2009, 2008
- The Silver Prize, National Mathematical Contest in Modeling, China, 2008

## PRESENTATIONS

- Intelligent Talent Recruitment Analytics, Stony Brook University, 2019 (upcoming).
- A Hierarchical Career-Path-Aware Neural Network for Job Mobility Prediction, Informs Annual Meeting, Seattle USA, Oct. 2019.
- 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.

## EXTERNAL REVIEW

- The International Conf. 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)

**PROFESSIONAL AFFILIATIONS**

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