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: 14.3%**.
  - 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: 11.1%**.
  - 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.

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.
- 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 method into the framework which can preserve the in & out degree information of nodes.

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.