

# KEN (XINGJIAN) ZHANG

Personal Website: <https://www.kenxjzhang.com/>

105 St. George Street, Toronto, Ontario M5S 3E6, Canada

(+1) 6474460952 ◊ [kenxj.zhang@rotman.utoronto.ca](mailto:kenxj.zhang@rotman.utoronto.ca)

## EDUCATION

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**University of Toronto - Rotman School of Management**

*Ph.D. student in Strategic Management*

**Toronto, Canada**

2023 - Expected 2028

**Sciences Po**

*M.A. in Economics*

**Paris, France**

2020 - 2022

**Guangdong University of Foreign Studies**

*B.A. in Economics*

**Guangzhou, China**

2015 - 2019

## RESEARCH INTERESTS

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Strategic human capital, Human resources management, Inequality in workplace

## ACADEMIC EXPERIENCE

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**HEC Paris**

*Pre-doc Fellow in Management*

**Paris, France**

Sep 2022 - June 2023

- Contribute to research projects with Professor Federica De Stefano that investigate: 1) how employee training affects firm performance, 2) how does the long-term strategic plan shape firm's human capital investment
- Constructed large-scale administrative panel data of financial report, employee turnover rates and employee training expenses in French firms in 1990-2013; regression analysis using Stata and R

**Jinan University**

*Research Assistant*

**Guangzhou, China**

Sep 2018 - Sep 2021

- Co-author a paper with Professor Shu Cai studying discrimination against migrant workers in urban China by decomposing wage gap between local and migrant workers
- Conducted literature review independently; constructed datasets; conducted regression analysis using Stata; drafted the final manuscript; revised paper under referee reports

**Sciences Po**

*Research Assistant*

**Paris, France**

May 2021 - Sep 2021

- Work with Professor Benjamin Marx; web-scraped information including names, locations and capacities of over 300,000 mosques in 1994-2018 using *rvest* in R
- Analyzed the web-scraped data and merged with Indonesia National Socioeconomic Survey data; constructed year-district panel data of internet access in Indonesia using Stata and R

## WORKING PAPER

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Cai, Shu and Xingjian Zhang.(2021) "Anatomy of the Wage Gap between Local and Migrant Workers in Urban China."

Under Review, *World Development*

## SKILLS

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**Computer**

Stata (proficient) , R (proficient), L<sup>A</sup>T<sub>E</sub>X(proficient), Julia (intermediate), Git

**Language**

English (fluent), Mandarin (native), Cantonese (native), French (beginner)

**Interest**

Chinese calligraphy, Specialty coffee