

## Xiaoshuo Zhang

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### EDUCATION

#### NORTHEASTERN UNIVERSITY

M.S. in Business Analytics, Dec 2024

B.S. in Business Administration (Accounting), Aug 2023

#### Research Assistant – Management & Organization

Northeastern University · Jan 2020 – July 2023

##### Survey Translation & Cross-Cultural Measurement

- Performed forward/back translation of psychological and organizational behavior scales (EN  $\rightleftharpoons$  CN) to ensure conceptual equivalence and cultural validity
- Enhanced cross-cultural measurement validity by identifying semantic inconsistencies and revising scale items to improve reliability in multinational data collection

##### Literature Review & Theory Development

- Conducted targeted literature searches on abusive supervision, proactivity, AI & management, team creativity, and hygiene compliance; synthesized findings from *JAP*, *AMJ*, *OBHDP*, and *JIBS*
- Categorized empirical findings by effect direction (+/-/null) and identified underlying theoretical mechanisms
- Strengthened theoretical framing for ongoing manuscripts by integrating multi-source evidence and cross-cultural perspectives

##### Research Support & Coordination

- Managed reference cleaning and formatting for a JIBS working paper, ensuring citation accuracy and compliance with journal-specific guidelines across multiple revision rounds

### RESEARCH PROJECTS

#### Economic Impact of COVID-19 Health Interventions

*Independent Empirical Research Project*

- Led an empirical study assessing how vaccination rates and healthcare spending jointly influenced state-level economic resilience during COVID-19
- Collected, cleaned, and merged datasets from BEA and Our World in Data; constructed variables for health investment intensity and economic performance
- Conducted regression modeling in R (OLS; diagnostics: VIF, Breusch–Pagan, Durbin–Watson) with bootstrap resampling and robustness checks

#### Operations Optimization for Fleet Utilization

*Capstone Project – Transportation & Supply Chain Analytics*

- Collaborated on analyzing railcar utilization and demurrage drivers; cleaned ~10,000 rows of logistics data using Python and Excel
- Standardized shipment records to enable reliable cycle-time estimation across refinery–customer routes
- Documented data preparation workflows to support downstream optimization modeling

### PROFESSIONAL EXPERIENCE

#### Cost Accounting Analyst Co-op

The Boston Beer Company, Boston, MA · July 2022 – Dec 2022

- Streamlined BOM and material master data for Phase 1 of the 2023 Standard Cost Audit, reducing obsolete entries and contributing to a 26.5% cost reduction in identified categories
- Identified >15% fluctuations in standard costs and proposed monitoring mechanisms to reduce estimation error and price-volatility impacts
- Analyzed inventory and vendor reports using Excel (COUNTIFS, SUMIFS, XLOOKUP); flagged inactive SKUs to improve data reliability

#### Financial Operations Assistant – Student Financial Services

Northeastern University, Boston, MA · July 2021 – Dec 2021

- Processed tuition waiver requests across internal systems; assigned accurate exemption codes based on eligibility rules and IRS taxability logic with a zero-error record

### TECHNICAL SKILLS

- Python, R, SQL; Excel (advanced), Tableau; Qualtrics; regression analysis, survey design, data visualization