QIANYUN XIE

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EDUCATION

- **Ph.D.** in Business Administration 2010–2015 (Expected)
  Concentration: Work and Organizations
  Carlson School of Management, University of Minnesota, Minneapolis, MN
- **M.A.** in Business Administration 2008–2010
  Emphasis: Human Resources and Organizational Behavior
  School of Economics and Management, Tsinghua University, Beijing, China
- **B.A.** in Economics 2004–2008
  School of Economics and Management, Tsinghua University, Beijing, China

RESEARCH INTERESTS

Personnel Economics, Labor Economics, Labor Relations.

JOURNAL PUBLICATIONS

- John W. Budd, Wei Chi, Yijiang Wang, and **Qianyun Xie** (forthcoming) "What Do Unions in China Do? Provincial-Level Evidence on Wages, Employment, Productivity, and Economic Output." *Journal of Labor Research*.

WORKING PAPERS AND WORK IN PROGRESS

- **Qianyun Xie.** "The Impact of Family Characteristics on Reactions to Compensation Incentives." (**Job Market Paper**)
- Colleen Flaherty Manchester and **Qianyun Xie.** "Learning through the Lens of your Job: Employee Commitment and Transferability of Human Capital."
- **Qianyun Xie**, Wei Chi, and Xiaoye Qian. "The Effects of Unions on Innovation and Technology: Evidence from China."
- **Qianyun Xie** and Chengxin Cao. "Social Media and Training Effectiveness in Organization: A Field Study."
- **Qianyun Xie.** "Employee Engagement and Career Outcomes: Evidence from Signaling Model."

CONFERENCE PRESENTATIONS

- Labor and Employment Relations Association, 66th Annual Meeting, Portland, OR, May 2014 (scheduled)
  Paper presentation: "*The Impact of Family Characteristics on Reactions to Compensation Incentives*."

- American Economic Association, Annual Meeting, Labor and Employment Relations Association Sessions, Philadelphia, PA, January 2014
  Paper presentation: "*Learning through the Lens of your Job: Employee Commitment and Transferability of Human Capital*."
- Labor and Employment Relations Association, 65th Annual Meeting, St. Louis, MO, June 2013
  Poster presentation: "*The Effects of Unions on Innovation and Technology: Evidence from China*."

WORKSHOP PRESENTATIONS

- Labor Economics Workshop, Department of Applied Economics, University of Minnesota, April 2014
  Paper presentation: "*The Impact of Family Characteristics on Reactions to Compensation Incentives*."
- Center for Human Resources and Labor Studies Seminar Series, University of Minnesota, November 2013
  Paper presentation: "*Learning through the Lens of your Job: Employee Commitment and Transferability of Human Capital*."
- Labor Economics Workshop, Department of Applied Economics, University of Minnesota, November 2013
  Paper presentation: "*Learning through the Lens of your Job: Employee Commitment and Transferability of Human Capital*."

HONORS AND AWARDS

- Council of Graduate Students (COGS) Travel Grant Award, University of Minnesota, 2014.
- Travel Fellowship, Carlson School of Management, University of Minnesota, 2013.
- PhD Student Excellence in Teaching Award, Carlson School of Management, University of Minnesota, 2012–2013.
- Summer Research Fellowship, Department of Work and Organizations, Carlson School of Management, University of Minnesota, 2011–2013.
- Doctoral Fellowship, Department of Work and Organizations, Carlson School of Management, University of Minnesota, 2010–Present.
- Integrated Scholarship of School of Economics and Management, Tsinghua University, 2009–2010.
- Citigroup Inc. Social Work Scholarship, Tsinghua University, 2009.

RESEARCH EXPERIENCE

- Center for Human Resources and Labor Studies, University of Minnesota
  Research Assistant to Professor Alan Benson — August 2013–Present
  Research Assistant to Professor Aaron Sojourner — August 2010–May 2012

- School of Economics and Management, Tsinghua University
  Research Assistant to Professor Wei Chi September 2009–June 2010
  Research Assistant to Professor Yijiang Wang July–December 2007

TEACHING EXPERIENCE

- Lab Instructor, Carlson School of Management, University of Minnesota
  Using Data and Metrics in Human Resources and Industrial Relations (Graduate Level) Fall 2012
  SRT evaluation: 5.5/6; received ***PhD Student Excellence in Teaching Award***
- Teaching Assistant, Carlson School of Management, University of Minnesota
  Honors Seminar II Spring 2014
  Personnel Economics Spring 2014, Fall 2013, Spring 2012, Fall 2011
  Labor Relations and Collective Bargaining Spring 2012
  HRIR in Practice: Strategy, Execution, and Ethics Spring 2011
  Topics in Human Resources and Industrial Relations Fall 2010
- Teaching Assistant, School of Economics and Management, Tsinghua University
  Principle of Management Fall 2009
  Fundamentals of Management Fall 2008
  Economics of Organizational Design and Human Resource Management Spring 2008

PROFESSIONAL AFFILIATIONS

Member:

American Economic Association
Labor and Employment Relations Association

SERVICE ROLES

Member, Faculty Position Search Committee, Department of Work and Organizations, Carlson School of Management, University of Minnesota, 2012.

COMPUTER SKILLS

Programming: Stata, LATEX, SPSS, Eviews, Matlab, R.

LANGUAGES

Languages: English (fluent), Mandarin (native).