

Academic Appointments

2026–Present	Postdoctoral Fellow, Stanford Center on China's Economy and Institutions (SCCEI), Stanford University
2025–Present	Research Associate, HKU Centre for AI, Management and Organization
2025–2026	Postdoctoral Fellow, Faculty of Business and Economics, The University of Hong Kong

Education

2019–2025	Ph.D. in Economics, Peking University
2015–2019	B.A. in Economics, Central University of Finance and Economics

Research Fields

Digital Economics, Organizational Economics, and Labor Economics.

Publications

- (1) “Perceptions, Generative AI Usage, and Gender Performance Gap at Work,” with Yuyu Chen and Ziteng Lei. Accepted at Management Science.
- (2) “App Security Spillovers in the Digital Era: Immorality or Ignorance?” with Yuyu Chen and Ziteng Lei. Journal of Economic Behavior & Organization, 248 (2026), 107628. [Article](#)

Working Papers

- (1) “When Less Is More: Managing AI Adoption with Usage Targets,” with Jie Gong, Jin Li, Xinjue Yao, and Fei Pu. [SSRN](#)
- (2) “Competence Penalty Is a Barrier to the Adoption of New Technology,” with Phyliss Jia Gai and Yanping Tu. [SSRN](#)
- (3) “Flick, Click, and Sick: Mental Health Risks of Short-Video Platforms,” with Ting Chen, Yankun Kang, and Chang Liu. [SSRN](#)
- (4) “Persistence of Managerial Gender Bias,” with Yuyu Chen and Ziteng Lei. [SSRN](#)
- (5) “Cross-Platform Entry Effects of Commission Rates: Evidence from Mobile Applications in China,” with Xuan Teng and Xuan Wang. [SSRN](#)

Other Writing

- (1) Oguz A. Acar, Phyliss Jia Gai, Yanping Tu, and Jiayi Hou. “Research: The Hidden Penalty of Using AI at Work.” Harvard Business Review (2025). [Article](#). Also included in HBR's 10 Must Reads on Artificial Intelligence, Updated and Expanded.

Publications (Chinese)

- (1) “Exploring Data Governance Paths that Coordinate Development and Security,” with Ji Xu and Qingxu Yang. Management World, 42(2) (2026). [Article](#)
- (2) “Government Educational Investment, Human Capital and Common Prosperity,” with Yankun Kang and Binkai Chen. The Journal of World Economy, 46(7) (2023): 140–164. [Article](#)
- (3) “Equalization of Public Services, Educational Equity and Common Prosperity,” with Binkai Chen and Yankun Kang. China Economic Quarterly, 23(6) (2023): 2104–2118. [Article](#)

Honors and Awards

2025	Best Conference Paper Prize, Strategic Management Society
2023	Outstanding Research Award, Peking University
2022	Outstanding Research Award, Peking University
2019	Outstanding Graduate, Central University of Finance and Economics
2018	Academic Excellence Scholarship, Central University of Finance and Economics
2017	Jing Shuping Scholarship, Jing Shuping Educational Foundation

Presentations

Young Economist Society Annual Conference (2025, 2022); The 3rd Forum for Chinese Microeconomic Theories (2021); China Labor Economists Forum (2018).

Teaching Experience

2022	Teaching Assistant, Macroeconomic Management, Peking University
2021	Teaching Assistant, Chinese Economy, Peking University
2020	Teaching Assistant, Microeconomics, Peking University

Other Information

Software: Stata, Python Languages: Chinese (native), English (fluent)