

# Tingting Zhang

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EDUCATION	<p><b>Ph.D.</b> in Industrial Relations and Human Resources, University of Toronto July 2017 (expected) Dissertation: <i>“Three Essays on Occupational Licensing in Canada”</i> Co-supervisors: Morley Gunderson, Rafael Gomez Other committee members: Michele Campolieti, Elizabeth Dhuey</p> <p><b>M.A.</b> in Economics, University of Toronto 2010</p> <p><b>B.A.</b> in Economics, University of British Columbia 2009</p> <p><b>B.Sc.</b> in Computer Science, Shandong University, China 2002</p>
CURRENT POSITION	<p>Assistant Professor of Human Resource Management (Limited Term Faculty), Ted Rogers School of Management, Ryerson University, Toronto, Canada July 2016 - June 2017</p>
RESEARCH INTERESTS	<p>Occupational Licensing Compensation Collective Action in the Digital Era Workplace Practices within the Internal Labour Markets of Firms Public Policy Evaluation</p>
PUBLICATIONS	<p>Gomez, R., Gunderson, M., Huang, X., <b>Zhang, T.</b> (2015). Do immigrants gain or lose by occupational licensing? <i>Canadian Public Policy</i>, 41(Supplement 1), S80-S97.</p> <p>Bryson, A., Gomez, R., <b>Zhang, T.</b> (forthcoming). All-Star or benchwarmer? Relative age, cohort size and career success in the NHL. In Bernd Frick (Eds.), <i>Breaking the Ice: The Economics of Hockey</i>. Springer: Springer Publishing. &amp; <i>IZA working paper</i>, No. 8645.</p>
WORKS IN PROGRESS	<p><b>Job Market Paper:</b> “Effects of Occupational Licensing on Compensation in Canada.” (<i>under review</i>)</p> <p><b>Other Papers:</b> “The Distributional Impact of Occupational Licensing: An Quantile Regression Analysis.” “The Impact of Occupational Licensing on Workers’ Perceived Wellbeing.” “Differences in Occupational Licensing Laws that Matter for Immigrants: Comparisons between the U.S. and Canada” (<i>joint with Morris Kleiner</i>)</p>

“Does occupational licensure restrict interprovincial labour mobility?”

“The Impact of Full-day Kindergarten Programs on Maternal Labour Supply.”  
*(joint with Elizabeth Dhuey, Jessie Lamontagne; under review)*

“Job Match, Overeducation and the Career Mobility of Immigrants in Canada.”  
*(joint with Rupa Banerjee, Anil Verma; under review)*

“Trade Unions and Online Activism: The Case of ‘Fight for \$15’” *(joint with Lorenzo Frangi, Robert Hebdon)*

“A Social Network Analysis of the Canadian Union Movement.”

“Who Says What to Whom? A Content Analysis of Social Media Messages of Trade Unions in Canada and the United States.”

“Ethical Decision Making in Human Resource Management.” *(joint with Elham Marzi)*

CONFERENCE  
PRESENTATIONS  
AND  
SYMPOSIA

**PRESENTATIONS**

“An Alternative Voice through Online Activism: the Case of ‘Fight for \$15’.”  
*International Labour and Employment Relations Association (ILERA) European  
Regional Congress, Milano, Italy, September 2016.*

“Effects of Unionization and Occupational Regulation Coverage on Employee  
Compensation in Canada.” *Academy of Management Annual Conference, Anaheim,  
CA, U.S.A., August 2016.*

“An Alternative Voice through Online Activism: the Case of ‘Fight for \$15’.”  
*Society for the Advancement of Socio-Economics (SASE) Annual Meeting, University  
of California, Berkeley, CA, U.S.A., June 2016.*

“Effects of Unionization and Occupational Regulation Coverage on Employee  
Compensation in Canada.” *Canadian Industrial Relations Association Annual  
Meeting, Saskatoon, SK, CAN, May 2016.*

“An Alternative Voice through Online Activism: the Case of ‘Fight for \$15’.” *Canadian  
Industrial Relations Association Annual Meeting, Saskatoon, SK, CAN, May 2016.*

“The Impact of Full-day Kindergarten Program on Maternal Labour Supply.”  
*Canadian Economics Association Annual Meeting, Ottawa, ON, CAN, June 2016.*

“Impact of Occupational Licensing on Wage Inequality.” *Labor and Employment  
Relations Association Annual Meeting, Minneapolis, MN, U.S.A., May 2016.*

“An Alternative Voice through Online Activism: the Case of ‘Fight for \$15’.” *Labor  
and Employment Relations Association Annual Meeting, Minneapolis, MN, U.S.A.,  
May 2016.*

“The Impact of Full-day Kindergarten Program on Maternal Labour Supply.”  
*Association for Education Finance and Policy Annual Meeting, Denver, CO, U.S.A.,  
March 2016.*

“The Impact of Full-day Kindergarten Program on Maternal Labour Supply.” *ASSA/AEA*

(*American Economics Association*) *Annual Meeting, LERA*, San Francisco, CA, U.S.A., January 2016.

“Impact of Occupational Licensing on Wage Inequality.” *Canadian Research Data Centre Annual Conference*, Toronto, ON, CAN, November 2015.

“The Impact of Full-day Kindergarten Program on Maternal Labour Supply.” *Canadian Research Data Centre Annual Conference*, Toronto, ON, CAN, November 2015.

“All-Star or Benchwarmer? Relative Age, Cohort Size and Career Success in the NHL.” *Sixth International Conference on Sport and Society*, Toronto, ON, CAN, July 2015.

“Effects of Unionization and Occupational Regulation Coverage on Employee Compensation in Canada.” *Canadian Economics Association Annual Meeting*, Toronto, ON, CAN, May 2015.

“The Impact of Unionization and Occupational Licensing Coverage on Work Stress: Longitudinal Evidence in Canada.” *Labor and Employment Relations Association Annual Meeting*, Pittsburgh, PA, U.S.A., May 2015.

“Who Says What to Whom? A Content Analysis of Public Messages of Trade Unions in Canada and the United States.” *Canadian Industrial Relations Association Annual Meeting*, Montreal, Quebec, CAN, May 2015.

“All-Star or Benchwarmer? Relative Age, Cohort Size and Career Success in the NHL.” *Seminar, Institute for Strategy, Technology and Organization (ISTO)*, Munich, Germany, April, 2015.

“Effects of Unionization and Occupational Regulation Coverage on Employee Compensation in Canada.” *ASSA/AEA (American Economics Association) Annual Meeting, LERA*, Boston, MA, U.S.A., January 2015.

“A Social Network Analysis of the Canadian Union Movement.” *Canadian Industrial Relations Association Annual Meeting*, St.Catharines, ON, CAN, May 2014.

“A Social Network Analysis of the Canadian Union Movement.” *Labor and Employment Relations Association Annual Meeting* Portland, OR, U.S.A., May 2014.

#### **SYMPOSIA (CO)ORGANIZED**

“CWEN: Kids and Their Parents’ Time / RF : Le temps pour les enfants et leurs parents.” *Canadian Economics Association Annual Meeting*, Ottawa, ON, CAN, June 2016.

“New Perspectives on Occupational Closure: Licensure, Certification, and Unionization.” *Labor and Employment Relations Association Annual Meeting*, Pittsburgh, PA, U.S.A., May 2015.

#### **OTHER RESEARCH EXPERIENCE**

<b>Research Assistant</b> , University of Toronto	2010-2011, 2013-present
<b>Research Assistant</b> , York University	
“The Changing Workplace Review”	2015
<b>Research Assistant</b> , Ted Rogers School of Management, Ryerson University	
Curriculum Redevelopment Committee, OBHRM department	2015

	<b>Contract Research Analyst</b> , Ontario Ministry of Labour “Ontario Minimum Wage Report, 2013”	2013
TEACHING EXPERIENCE	<b>Assistant Professor</b> Ryerson University, Toronto, Canada MHR523 Human Resource Management MHR522 Labour Relations <b>Course Instructor</b> University of Toronto IRE244 Labour Relations <b>Course Instructor</b> University of Toronto RSM462 Managing People in the Context of Globalization <b>Course Instructor</b> University of Toronto, UTM MGT262 Organizational Behaviour <b>Course Instructor</b> Ryerson University, Ted Rogers School of Management MHR522 Industrial Relations <b>Guest Lecturer</b> University of Toronto RSM361 Human Resource Management <b>Teaching Assistant</b> (leading tutorials), University of Toronto JRE420 People Management and Organizational Behaviour <b>Seminar Leader/Graduate Assistant</b> (leading tutorials), Ryerson University MHR523 Human Resource Management <b>Teaching Assistant</b> , University of Toronto EMBA Quantitative Reasoning for Management & Business Statistics MBA Managing Talent in Global Operations MMPA People Management and Organizational Behaviour Undergraduate Intro to Employment Relations, Human Resource Management, Employment Health and Safety, Labour Economics, Economics of Human Resource Management, Compensation, People Management and Organizational Behaviour, Intro to Industrial Relations and Human Resources <b>Teaching Assistant</b> , Ryerson University Undergraduate Cross-cultural Organizational Behaviour <b>Teaching Assistant</b> , University of Toronto Undergraduate Labour Economics and Market Friction, Labour Market Policies, Labour Economics, Macroeconomic Theory and Policy	F&W 2016-2017 W 2016-2017 S 2015-2016 F&W 2015-2016 W 2015-2016 W 2015-2016 F&W 2014-2015 F&W 2014-2015 F&W 2014-2015 2012-2016 2014-2015 2009-2011
SCHOLARSHIPS AND AWARDS	University of Toronto PhD Fellowship Allen Ponak Best Student Paper Award, Canadian Industrial Relations Association . Centre for Industrial Relations and Human Resources Research Fellowship Canadian Labour Market and Skills Researchers Network Fellowship University of Toronto Conference Grant Centre for Industrial Relations and Human Resources Conference Grant	2012-2016 2016 2016 2014 2014 2014-2016
CONFERENCES AND PROFESSIONAL DEVELOPMENT	Academy of Management Annual Conference in Vancouver, BC Institute of New Economics Thinking Annual Conference, in Toronto, ON Canadian Economics Association Annual Conference, in Montreal, QC Canadian Labour Market and Skills Researcher Network (CLSRN) summer school, in Toronto, ON Northwestern Causal Inference Workshop (Abadie, Imbens, McCubbins & McCrary)	2015 2014 2013 2013

	& Advanced Causal Inference Workshop (Hansen, McCrary & Rubin), in Chicago, IL	2013
	Advanced University Teaching Preparation Certificate, University of Toronto,	2014
	Teaching Fundamental Certificate, University of Toronto,	2014
PROFESSIONAL SERVICES	Co-organizer of the PhD Consortium, Labor and Employment Relations Association Annual Meeting	2016-2017
	Reviewer, Academy of Management Annual Conference (HR and Career divisions)	2016
	Canadian Research Data Centre Annual Conference Organizing Committee	2015
PROFESSIONAL AFFILIATIONS	Academy of Management (HR and Career divisions) Society for Human Resource Management Labour and Employment Relations Association Canadian Industrial Relations Association American Economics Association Canadian Economics Association	
SKILLS	Computer: Stata, SAS, MATLAB, R, ArcGIS, L <sup>A</sup> T <sub>E</sub> X Languages: English (fluent), Mandarin (native)	

## REFERENCES

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