

PRASHANT LOYALKA

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Current Positions

Center Research Fellow, Freeman Spogli Institute, Stanford University (2012-present)

Assistant Professor (Research), Graduate School of Education, Stanford University (2015-present)

Past Positions

Assistant Professor, Peking University (2007-2012)

Affiliate Positions

Faculty, Rural Education Action Program (at Stanford) (2012-present)

Affiliated Faculty, Center for Education Policy Analysis, Stanford (2012-present)

Affiliated Faculty, Stanford Center for International Development (2015-present)

Visiting Senior Researcher, National University Higher School of Economics (2011-present)

Visiting Professor (HuangHe), Henan University (2014-present)

Education

PhD.-International Comparative Education, Stanford University (2009)

M.A.-Economics, Stanford University (2008)

B.A.-Economics, Stanford University (1997)

Refereed Publications

Yi, H.M., Li, G.R., Li, L.Y., Zhang, L.X., *Xu, J.J., Kardanova, E., *Shi, H., *Chu, J., Loyalka, P. (2017). "Assessing the Quality of Vocational Education and Training: Evidence from China." *Accepted: Comparative Education Review* [*student co-authors]

Li, H.B., Loyalka, P., Rozelle, S., Wu, B.Z. (2017). "Human Capital and China's Future Growth" (*alphabetical*). *Journal of Economic Perspectives*, 31(1), 25-48.

Sorcar, P., *Strauber, B., Loyalka, P., Kumar, N., Goldman, S. (2017). "Sidestepping the Elephant in the Classroom: Using Culturally Appropriate Software to Teach around Taboos" *ACM CHI 2017*.

Wang, H.* Shi, Y.J., Wang, Y.A., Loyalka, P., Rozelle, S., Chu, J.* (2017). Rural Teacher Bias Against Low-Achieving Students. *China Quarterly Journal of Economics*, 16(3), 65.

*Wang, H., *Chu, J., Loyalka, P., Xin, T., Shi, Y.J., *Qu, Q.H., *Yang, C. (2016). "Can Social Emotional Learning Programs Reduce School Dropout in Developing Countries?" *Journal of Policy Analysis and Management*, 35(4), 818-847.

Carnoy, M., Khavenson, T., Loyalka, P., Schmidt, W., Zakharov, A. (2016). "Revisiting the Relationship between International Assessment Outcomes and Educational Production: Evidence from a Longitudinal PISA-TIMSS Sample." *American Education Research Journal*. (*alphabetical*)

*Li, F., Song Y.Q., Wei J.G., Zhang, L.X., Shi, Y.J., *Chu, J., Johnson, N., Loyalka, P., Rozelle, S. (2016). "The Impact of Conditional Cash Transfers on the Matriculation of Junior High School Students into Rural

China's High Schools." *Journal of Development Effectiveness*.

Loyalka, P. and Zakharov, A. (2016). "Does Shadow Education Help Students Prepare for College? Evidence from Russia." *International Journal of Educational Development*, 49, 22-30.

Kardanova, E., Loyalka, P., Chirikov, I., Liu, L., Li, G., *Enchikova, E., *Shi, H., *Johnson, N., *Wang, H., (2016). "Developing Instruments to Assess and Compare the Quality of Engineering Education: the Case of China and Russia." *Assessment and Evaluation in Higher Education*.

Liu, H.*, Liu, C., Chang, F.*, & Loyalka, P. (2016). Implementation of Teacher Training in China and Its Policy Implications. *China & World Economy*, 24(3), 86-104.

Loyalka, P., Huang, X.T., Zhang, L.X., Wei, J.G., Yi, H.M., Song, Y.Q., Yao, S.J., *Chu, J. (2015). "The Impact of Vocational Schooling on Human Capital Development in Developing Countries: Evidence from China." *World Bank Economic Review* 30(1), 143-170.

*Johnston, J., Loyalka, P., *Chu, J., Song, Y.Q., Yi, H.M., Huang, X.T. (2016). "The Impact of Vocational Teachers on Student Learning in Developing Countries: Does Enterprise Experience Matter?" *Comparative Education Review* 60(1), 131-150.

Zhou, C.C., Sylvia, S., Zhang, L.X., Luo, R.F., Yi, H.M., Liu, C.F., Shi, Y.J., Loyalka, P., *Chu, J., Medina, A. and Rozelle, S. (2015). "China's Left-Behind Children: Impact of Parental Migration on Health, Nutrition, And Educational Outcomes." *Health Affairs* 34(11): 1964-1971.

Khor, N., Pang, L., *Chang, F., Mo, D., Loyalka, P., Rozelle, S. (2015). "China's Looming Human Capital Crisis: Upper Secondary Educational Attainment Rates and the Middle Income Trap." *China Quarterly*.

*Chu, J., Loyalka, P., *Chu, J., *Qu, Q.H., Shi, Y.J., Li, G. (2015). "The Impact of Teacher Credentials on Student Achievement in China" *China Economic Review*, 36, 14-24.

Loyalka, P., *Chu, J., Wei, J., *Johnson, N., *Reniker, J. (2015). "Mapping Inequality in the Pathway to College in China: What Happens after Junior High School?" *China Quarterly*.

Yi, H.M., Song, Y.Q., Liu C.F., Huang, X.T., Zhang, L.X., Yao, S.J., *Bai, Y.L., *Yang, C., *Wang, H., Loyalka, P., *Chu, J., Rozelle, S. (2015). "Giving Kids a Head Start: The Impact of Early Commitment of Financial Aid on Poor Junior High School Students in Rural China" *Journal of Development Economics*, 113(3): 1-15.

Loyalka, P., Wei, J.G., Song, Y.Q., *Zhong, W.P., *Chu, J. (2015). "The Impacts of Building Elite High Schools for Students from Disadvantaged Areas." *Economic Development and Cultural Change*, 63(2): 393-422.

*Johnson, N., Shi, Y.J., *Yang, C., Zhang, L.X., Yi H.M., Liu, C.F., *Chu, J., Loyalka, P., Rozelle, S. (2015). "Dropout in Rural China's Secondary Schools: A Mixed-Methods Analysis." *China Quarterly*.

Yi, H.M., Zhang, L.X., *Yao, Y., *Wang, A., *Ma, Y., Shi, Y.J., *Chu, J., Loyalka, P., Rozelle, S. (2015). "Exploring the dropout rates and causes of dropout in upper-secondary technical and vocational education and training (TVET) schools in China." *International Journal of Educational Development*, 42, 115-123.

- Loyalka, P., Liu, L., Chen, G., Zheng X.Y. (2014). "The Cost of Disability in China." *Demography*, 51(1): 97-118.
- Loyalka, P., Carnoy, M., Froumin, I., Dossani, R., Tilak, J.B., Dobryakova, M. (2014). "Factors Affecting the Quality of Engineering Education in the Four Largest Emerging Economies." *Higher Education* 68(6): 977-1004.
- Zakharov, A., Carnoy, M., Loyalka, P. (2014). "Which Teaching Practices Improve Student Performance on High-Stakes Exams? Evidence from Russia." *International Journal of Educational Development*, 36, 13-21.
- Carnoy, M., I. Froumin, Loyalka, P., Tilak, J. (2014). "The Concept of Public Goods, the State, and Higher Education Finance: A View from the BRICS." *Higher Education*, 68(3): 1-20. (*alphabetical*)
- Li, H.B., Loyalka, P., Rozelle, S., Wu B.Z., *Xie, J.Y. (2014). "Unequal Access to College in China: How Far have Poor, Rural Students been Left Behind?" *China Quarterly*. (*alphabetical*)
- Wang, X.B., Liu, C.F., Zhang, L.X., Luo R.F., Rozelle, S., Loyalka, P. (2014). Response to "Reassessing Disparity in Access to Higher Education in Contemporary China." *China Quarterly*, 220: 1131-1135.
- Loyalka, P., Liu C.F., Song, Y.Q., Yi, H.M., Huang, X.T., Wei, J.G., Zhang, L.X., Yao, S.J, *Chu, J., Rozelle, S. (2013). "Can Information and Counseling Help Students from Poor, Rural Areas Go to High School? Evidence from China." *Journal of Comparative Economics*, 41(4): 1012-1025.
- Carnoy, M., Loyalka, P., Froumin, I. (2013). University Expansion in the BRIC Countries and the Global Information Economy. *Change: The Magazine of Higher Learning*.
- Loyalka, P., Song, Y.Q., Wei, J.G, *Zhong, W.P., Rozelle, S. (2013). "Financial Aid, College Decisions, and Information: Evidence from a Cluster-RCT in China." *Economics of Education Review* 36: 26-40.
- Chen, X.X., Yao, S., Yi, H.M., Zhang, L.X., Mo, D., *Chu, J., Loyalka, P., Rozelle, S. (2013). The Impact of a Senior High School Tuition Relief Program on Poor Junior High School Students in Rural China." *China World and Economy*.
- Yi, H.M., Zhang, L.X., Liu, C.F., *Yue, A., *Yang, C., *Chu, J., Loyalka, P., *Maani, M., Wei, J.G. (2013). "A Report Card: How Are Secondary Vocational Schools in China Measuring Up to Government Benchmarks?" *China World and Economy*.
- Loyalka, P., Wei, J.G., Song, Y.Q. (2012). "Is Aid Reaching Poor Students? The Distribution of Student Financial Aid across China's Higher Education System." *China Economic Review*, 23(4): 898-917.
- Loyalka, P., Song, Y.Q., J.G. Wei. (2012). "The Effects of Attending Selective College Tiers in China." *Social Science Research*, 41: 287-305.
- Liu C.F., Zhang, L.X., Rozelle, S., Loyalka, P. (2010). "The Effect of Primary School Mergers on Academic Performance of Students in Rural China." *International Journal of Educational Development*, 30(6): 570-585.

Books and Reports

Carnoy, M., Loyalka, P., Dobryakova, M., Dossani, R., Froumin, I., *Kuhns, K., Tilak, J. & Wang, R. (2013). *University Expansion in a Changing Global Economy: Triumph of the BRICs?* Palo Alto, CA: Stanford University Press.

Carnoy M., *T. Beteille, *I. Brodziak, *P. Loyalka, and *T. Luschei (2009). “Do Countries Paying Teachers Higher Relative Salaries Have Higher Student Mathematics Achievement?” *Teacher Education and Development Study in Mathematics (TEDS-M)*. Report for the International Association for the Evaluation of Educational Achievement (IEA).

Working Papers

Loyalka, P., *Popova, A., Li, G.R., Liu, C.F., *Shi, H. (2017). “Unpacking Teacher Professional Development.” *Revise and Resubmit: American Economic Journal: Applied Economics*.

Loyalka, P., Sylvia, S., Liu, C.F., *Chu, J., Shi, Y.J. (2016). “Pay by Design: Teacher Performance Pay Design and the Distribution of Student Achievement.” *Revise and Resubmit, Journal of Labor Economics*.

Loyalka, P., Kuzmina, Y., Zakharov, A. (2016). “Catching the Big Fish Little Pond (Effect): Causal Evidence from 33 Countries and Regions”. *Revise and Resubmit: Comparative Education Review*.

Wang, L., *Wu, M.Y., Shi, Y.J., *Cheng, Y.Z., Loyalka, P., *Chu, J., *Kenny, K., Rozelle, S. (2017). “The Effect of Teacher Looping on Student Achievement: Evidence from Rural China” *Revise and Resubmit: Teaching and Teacher Education*.

Li, F., Loyalka, P., Yi, H.M., Shi, Y.J., and Rozelle, S. (2017). “Ability Tracking and Social Trust in China's Rural Secondary School System.” *Revise and Resubmit: School Effectiveness and School Improvement*.

*Lu, M.C., Loyalka, P., Shi, Y.J., Liu, C.F., Liu, C.F., Rozelle, S. (2017). “The Impact of Teacher Professional Development Programs on Student Achievement in Rural China.” *Revise and Resubmit: Journal of Development Effectiveness*.

Loyalka, P., *Shi, Z.L., Li, G., Kardonova, E., Chirikov, I., Liu, L., Yu, N, Hu, S.F., Liping, Ma, *Guo, Fei, Shi, H., *Johnson, N., *Wang, H. (2017). “The Impact of Faculty Research on Student Achievement.” *Submitted to Proceedings of the National Academy of Sciences*.

*Chu, J., Loyalka, P., Liu, C.F., Li, G.R., Li, Y.Y., *Ramirez, L. (2017). “The Shadow of Failure: Information and Cumulative Advantage in Teacher Grading.” *Submitted to American Sociological Review*.

Loyalka, P., Qu, Y., Wu, B.Z., *Ye, X.Y. (2017). “Do Poor, Rural Students Make Inefficient College & Major Choices? Evidence from China.” *Submitted to Journal of Labor Economics*.

Loyalka, P., Shi, H., *Chu, J., Wei, J.G. (2017). “Are School Admissions Processes in Developing Countries Fair? Evidence from China.” *Submitted to World Development*.

*Chu, J., Loyalka, P., Li, G., Yao, S., *Gao, L.Y., Yi, H.M. (2017). Stereotype Threat in Chinese Vocational High Schools. *Submitted to Sociology of Education*.

Loyalka, P., Q., Yue, Sylvia, S., *Maani, M. (2017). “Absolute versus Comparative Advantage: Consequences for Gender Gaps in STEM and College Access.”

Li, G.R., Li, L.Y., Shi, H., *Johnson, N., Yi, H.M., *Chu, J., Kardanova, E., Loyalka, P. (2017) “Do Resources Matter? The Impacts of Attending Elite Vocational Schools on Student Outcomes in China.”

*Strauber, B., Sorcar, P., Loyalka, P., *Howlett, C., Goldman, S. (2017). Improving Early Childhood Reading through Picture-Embedded Words: Evidence from a Randomized Controlled Trial.

“The Impact of Being Left-Behind on Children’s Mental Health and Academic Achievement (with Yuxi Jiang* and James Chu*).

“Thinking Critically about Critical Thinking: Validating the Russian HEIghten® Critical Thinking Assessment” (with Amy Shaw, Lydia Liu, and other colleagues)

“Validating the Chinese HEIghten® Critical Thinking Assessment” (with Lydia Liu and colleagues)

On-going Research

Higher Education

Loyalka, P., Liu, L., Li, G., Kardonova, E., Chirikov, I., Yu, N, Hu, H., Liping, Ma, Guo, Fei, Shi, Y.J., Shi, H. “Skill Levels and Gains in Undergraduate STEM Programs across the US, China, India, and Russia.”

“Critical Thinking in Higher Education: Evidence from China, India, Korea, and Russia”

“Creativity in Higher Education: Evidence from China, India, Korea, and Russia”

“Relational Reasoning in Higher Education: Evidence from China, India, Korea, and Russia”

“The Impact of College Admissions Rules on Poor and Low-Achieving Students’ Access to College and Elite Colleges” (with Xiaoyang Ye)

“Test Incentives and Achievement: Implications for Comparative Assessments in Higher Education” (with Lydia Liu, Henry Shi, Natalie Johnson, Elena Kardanova)

“The Role of Uncertain Choices in Inequality in College Admissions” (with Sen Zhou)

“The Costs and Benefits of Retaking Competitive Entrance Exams: Evidence from China.”

“The Impact of Faculty Attitudes and Behaviors on Academic Dishonesty in University” (with Li, G., Kardonova, E., Liu, L., Chirikov, I., Yu, N, Hu, H., Liping, Ma, Guo, Fei, Wang, H., Shi, H.)

“The Impact of Faculty Qualifications on Student Achievement” (with Li, G., Kardonova, E., Liu, L., Chirikov, I., Yu, N, Hu, H., Liping, Ma, Guo, Fei, Wang, H., Shi, H.)

“The Impact of Faculty Gender on Student Attitudes and Achievement in STEM Subjects” (with Li, G., Kardonova, E., Liu, L., Chirikov, I., Yu, N, Hu, H., Liping, Ma, Guo, Fei, Wang, H., Shi, H.)

“Leveling the Playing Field: Determining Merit-Based College Quotas across States and Provinces with Examples from the United States and China” (with Ye, X.Y., Li, G., Kardonova, E., Liu, L., Chirikov, I., Yu, N, Hu, H., Liping, Ma, Guo, Fei, Wang, H., Shi, H.)

High Schools

Loyalka et al. (2016). “The Impacts of Introducing Accountability: Evidence from a Randomized Field Trial in Vocational Schools in China”

Teachers

Loyalka et al. (2017). “Teacher Expectations, Math, and Gender” (with Tongtong and Sean Sylvia)

“The Impact of Parent-Teacher Interactions on Student Outcomes in Developing Countries” (with Millie Lin)

Disadvantaged Students (Students with Disabilities, Minorities, Females and STEM)

“The Impacts of Stakes and Stereotype Threat on Minority Student Achievement.” (with Mo Di, Sean Sylvia, Yaojiang Shi, Linxiu Zhang, Scott Rozelle)

Loyalka, P., Greif, A., Lu, M.C., Johnson, N. (2016). “Whose Opinion Matters Most? Experimental Evidence on Gender Stereotype Threats by Social Relations”

Research Projects

Principal Investigator “Assessing and Improving the Quality of Higher Education: An International Comparative Study” (Funded by various sources, *over \$2 million*)

Principal Investigator “Piloting a Certification System for Vocational Schools in China.” (Funded by the *Electronics Industry Citizenship Coalition. ~\$226,000*)

Researcher “Worker Exit from Firms in China.” With Joshua Cohen, Joel Podolny, Ellen Eisen at Apple University.

Principal Investigator “Evaluating the National Teacher Training Policy in China.” (*Funded by 3ie, Ford Foundation, Xu Family Charitable Foundation, GDP (Stanford). ~\$730,000*)

Principal Investigator “Understanding Learning Trajectories in Developing Countries: Using IRT-scaled Tests for Grades 3-9 in China”

Principal Investigator. “Designs for Teacher Incentives.” (*Funded by 3ie, Ford Foundation, Xu Family Charitable Foundation and REAP. ~\$780,000*)

Principal Investigator. “Tools to Improve Internships in China: Developing an Assessment Toolkit to Evaluate Vocational High Schools in Henan.” (*Funded by Apple Inc. and Dell Inc. ~\$430,000*)

Principal Investigator (CIEFR), “Investment in Vocational vs. General Schooling: Evaluating China’s Expansion of Vocational Education and Laying the Foundation for Further Vocational Education Evaluation,” with Stanford, Oxford, Chinese Academy of Sciences (October 2010-2013). (*Funded by 3ie, ~\$850,000*)

Principal Investigator, “Can Special Magnet High Schools for China’s Poorest Equalize College-Going Opportunities? An Extensive Evaluation of Ningxia’s Key Magnet High School Project” with Y.Q. Song and J.G. Wei (June 2009—May 2011). (*Funded by the Ningxia Provincial Government*)

Principal Investigator (for China), “The Impacts of Rapid Higher Education Expansion in the World’s Largest Developing Economies,” with Martin Carnoy, Rafiq Dossani, Isak Froumin, Jandhyala Tilak, Maria Dobryakova (July 2007-Sept. 2011). (*Funded by CIEFR*)

Researcher, “Estimating the Effects of Information on Student Education and Work Choices: Evidence from Two Cluster-RCTs,” with Y.Q. Song and J.G. Wei (2008-2009). (*Funded by CIEFR*)

Conference Papers/Presentations (incomplete)

“Impact of VET on Human Capital Development in China.” 3ie-ADB-PID Making Impact Evaluation Matter Conference 2014, Manila, Sept. 2014. *Awarded “Best Presentation of the Conference”.*

“Gender Choices and STEM in Emerging Economies.” AEFP 2014, San Antonio

“Impact of Vocational Teachers on Student Achievement.” CIES 2014, Toronto

“Impact of VET on Human Capital Development in China.” SREE 2014, Washington D.C.

“Student Workers in China.” EICC, San Francisco, 2013.

“Can Information and Counseling Help Students from Poor, Rural Areas Go to High School? Evidence from China.” Society for Research on Educational Effectiveness (SREE) Spring Conference. Washington D.C., March 7-9, 2013.

“Higher Education and the Role of the State in the BRIC Nations.” Association for the Study of Higher Education (ASHE) Annual Conference. Charlotte, NC, Nov. 17-19, 2011.

“The Impacts of Building Key Magnet High Schools for China’s Disadvantaged Students: Evidence from a Short-Interrupted Time-Series Design with Multiple Comparison Groups.” Minding the Gap: 3ie Impact Evaluation Conference. Cuernavaca, Mexico, June 15-17, 2011.

“The Expansion and Quality of Engineering Education in China.” Comparative International Education Society (CIES) Annual Meeting, Montreal, May 1-5, 2011.

“Is Aid Reaching Poor Students? The Distribution of Student Financial Aid across China’s Higher Education System.” Association for Education Finance and Policy Annual Meeting. Seattle, March 24-26, 2011.

“Financial aid, college choices, and information: evidence from a cluster-RCT in China.” Panel on

Education RCTs in China. American Economic Association's Annual Meeting. Colorado, January 7-9, 2011.

"The Extra Costs of Disability in China." 4th Forum for the Development of Work on Disability in China. Beijing, China, December 1-2, 2010.

Occasional Reviewer

China Economic Review, China Quarterly, Comparative Education Review, Economic Development and Cultural Change, Economics of Education Review, Education Economics, Educational Evaluation and Policy Analysis, Education Finance and Policy, Educational Researcher, International Journal of Educational Development, Journal of Development Economics, Journal of Development Studies, PLOS-ONE, Sociology of Education, Sociological Quarterly, Social Science Research, Studies in Higher Education, World Development

Consulting (incomplete)

Mongolia Department of Education (2012-2013). Higher Education Reform and Planning.

ADB (June 2012 – September 2012). Labor Market and Skills Analysis related to Developing Technical and Vocational Education in Hunan, China.

OECD (November 2011 – February 2012). Preparing a report on gender and education inequality in China, with a focus on gender and STEM education.

World Bank (December 2011 – March 2012). Comparing Engineering Education across the BRICs. Short-Term Consultant. Comparative summary on engineering education quality for the government of India.

World Bank (October 2010 – February 2011). South-South Study Visit on Skills and Vocational Education and Training in China and India. Short-Term Consultant. Wrote an internal report on TVET development and best-practices in selected regions of India and China.

Other Honors and Awards

- Freeman Spogli Institute Chinese Dissertation Fellowship (2007-2008)
- Foreign Language and Area Studies Fellowship, Chinese (2006-2007)
- Alice F. Moore Memorial Fellowship (2004-2005)

Other Affiliations

3ie Expert Roster, Member

Teaching

Economics of Education
Quasi-experimental Research Design
Randomized Experiments in Education
Resource Allocation in Education
International Education Workshop

Other Professional History (US, China, Russia)

Stanford University, Freeman Spogli Institute, Stanford, CA USA

(Sept. 1, 2012 – onwards)

Center Research Fellow

Conduct descriptive and action-based, policy-relevant research on the equity/quality of China's education system. Focus on the educational opportunities/experiences of youth (students entering junior high, high school, and college). Place special focus on improving the opportunities/experiences of disadvantaged youth including poor, rural, female, minority students, and people with disabilities.

Peking University, China Institute for Educational Finance Research, Beijing, China

(Nov. 2007—July 2012)

Assistant Professor

Conducted policy-relevant research on issues related to the Chinese education system. Research focused on improving educational opportunities/experiences of youth (higher, general and vocational high, junior high education). Special focus on issues of education and social inequality for various disadvantaged groups including rural, poor, female, minority students and people with disabilities. Designed and executed randomized experiments and quasi-experiments, designed and coordinated large surveys, analyzed survey/admin data, wrote/published research papers, produced policy briefs for China's MOE and MOF. Interacted with and gave presentations to fellow researchers in China, central government officials from the Ministries of Education and Finance, local (provincial and county) officials, school leaders, foundations and NGOs, teachers, and students (all in Chinese).

Moscow Higher School of Economics, International Center for Education Policy Analysis, Moscow, Russia

(Sept. 2011—present)

Senior Visiting Researcher

Conduct policy-relevant, comparative, and quantitative research on issues related to the Russian education system, with a particular focus on high school and college education.

Xi'an Carmel Information Consulting Co., Ltd., Xi'an, China (Aug. 2002-July 2004)

General Manager/Consultant

Managed the start-up and operation of Carmel Consulting, a Sino-American joint-venture that provides a range of business and image consulting services. Formed partnerships; managed employees, oversaw finances/budget, marketing; met clients, managed projects, conducted trainings, supervised translation business.

Amaranten (ASIA) Network Solutions Co., Xi'an, China (April 2001-Aug. 2002)

Vice General Manager

Oversaw administrative operations for Amaranten ASIA, a joint-venture company that develops and markets firewalls and sells broadband wireless products. Managed administrative staff, HR (hiring, evaluation, training, etc.); organized work flows between sales, technical, and administrative departments; organized marketing and advertising efforts; organized sales strategy meetings; oversaw budget and tracked sales.

AsiaStar Software International Co., Ltd., Xi'an, China (Nov. 2000-Mar. 2001)

Chief Advisor to the General Manager

Created and promoted an "international" corporate culture in a Chinese-owned software company to improve employees' ability to offer first-rate services to American clients. Conducted trainings

including team-building, software engineering principles, CMM quality standards, and communication skills for programmers; delivered presentations to key American clients.

Southwestern Bell Communications, San Ramon, California (April 1997-Dec. 1997)

Product Economics Specialist (Broadband Services Marketing Department)

Forecasted volumes and analyzed revenues for three billion dollar product line.

Part-time lecturer and teacher, Xi'an, China (1998-2004)

Taught English to students from virtually every educational level: kindergarten, primary, middle secondary, upper-secondary, university, and professional.

Tennis Player/Instructor

Participated in tournaments and received world-class training for nearly eight years. NTRP of 6.0.

Languages

English (native)

Mandarin (fluent)

Hindi (conversational)

Citizenship

United States