

## Huacong Liu, Ph.D.

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Google scholar: <https://scholar.google.com/citations?user=hxcMYtIAAAAJ&hl=en&oi=ao>

### PROFESSIONAL APPOINTMENTS

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<b>2021 -</b>	<b>Associate Professor</b> , Shanghai Jiao Tong University, Shanghai, China
<b>2018 - 2020</b>	<b>Research Associate</b> , University of Hamburg & UNESCO Institute for Lifelong Learning, Hamburg, Germany
<b>2018</b>	<b>Policy Analyst</b> , UNESCO Global Education Monitoring Report, Paris, France
<b>2017</b>	<b>Thomas J. Alexander Fellow</b> , OECD Directorate for Education and Skills, Paris, France

### EDUCATION

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<b>2017</b>	<b>Ph.D. in Higher Education</b> , Pennsylvania State University
<b>2012</b>	<b>M.A. in Higher Education</b> , University of British Columbia
<b>2007</b>	<b>M.A. in Economics</b> , Shanghai University of Finance and Economics
<b>2004</b>	<b>B.A. in Management</b> , Zhengzhou Institute of Aeronautical Industry Management

### GRANTS AWARDED

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<b>2022</b>	Shanghai Pu Jiang Talent Program Funds, 150,000 RMB, PI, <b>China</b>
<b>2019</b>	Open Society Foundation Research Funds, 5000 Euros, PI, <b>Germany</b>
<b>2018</b>	Hamburg Landesforschung sförderung, 170 million Euros, Co-PI, <b>Germany</b>
<b>2017</b>	OECD Thomas J. Alexander Grant, 12,000 Euros, PI, <b>France</b>
<b>2016</b>	American Institutes for Research PIAAC Funds, 10,000 USD, PI, <b>U.S.</b>
<b>2016</b>	The University of Chicago Summer School on Socioeconomic Inequality Grant, <b>U.S.</b>
<b>2015</b>	Pennsylvania State University Roger L. Williams and Karen Magnuson Program Endowment in Higher Education Scholarship, <b>U.S.</b>
<b>2014&amp;2016</b>	Pennsylvania State University Writing Group Grant, <b>U.S.</b>

### PUBLICATIONS (PEER-REVIEWED JOURNALS)

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- Liu, H., Li, L., Sun, Y., & Yu, Y. (2025). Gender gaps in STEM career expectations: Evidence from PISA in China, Japan, South Korea, and Singapore. *Journal of Comparative Education*. In Chinese.
- Pendola, A. & Liu, H. (2025). Comparing Cultures of School Leadership Effectiveness: Rural Leadership Behaviors between China and the U.S.? *International Journal of Educational Research*. 2025-06. (SSCI, Q1)
- Wang, M. & Liu, H. (2025). School-to-school Collaboration, Student Learning Outcomes, and Mediating Factors – Evidences from Shanghai’s Strong School Project. *ECNU Review of Education*. 2025-05.

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**(ESCI, Q1)**

- Zhang, C., Sun, N., Jiang, Y., **Liu, H.**, & Huang, Q. (2025). The impact of peer tutoring programs on students' academic performance in higher education: A meta-analysis. *The Asia-Pacific Education Researcher*, 34(4), 1495-1506. (SSCI, Q1)
- Zhang, C., & **Liu, H.** (2025). Science literacy of primary and secondary school teachers: Development patterns and improvement strategies. *Shanghai Educational Research*, (10), 64–71. In Chinese.
- Liu, H.**, & Zhang, Z. (2025). How does the allocation of teachers' working time affect work stress? *Shanghai Education*, (3), 62-65. In Chinese.
- Qu, L., Shao, J., Bai, Y., & **Liu, H.** (2023). Cultural reproduction or cultural mobility: The influence of individual characteristics and student engagement on academic achievement of the first-generation college students in Chinese Research University. *International Journal of Educational Research*, 117, 102119. (SSCI, Q2)
- Liu, H.**, Fernandez, F., and Dutz, G. (2022). Educational Attainment, Use of Numeracy at Work, and Gender Wage Gaps: Evidence from 12 Middle-Income Countries. *International Journal of Educational Development*, 92, 102625. (SSCI, Q2)
- Liu, H.** (2022). How Do Affirmative Action Bans Affect the Racial Composition of Postsecondary Students in Public Institution?" *Educational Policy*, 36(6), 1348–1372. (SSCI, Q2)
- Grotlüschen, A., Desjardins, R. and **Liu, H.** (2020). "Literacy and numeracy: Global and comparative perspectives." *International Review of Education: Journal of Lifelong Learning* 66, 127–137. UNESCO, Paris.
- Liu, H.** (2020). Low-numeracy adults, motivational factors in learning, and their employment, education or training status in Germany, the U.S., and South Korea." *ZDM mathematics education*, 52(3). (SSCI, Q2)
- Qu, L. & **Liu, H.** (2020). Skill Assessment Shift: Research on the OECD Study on Social Emotional Skills. *International and Comparative Education*, 2020(7). (CSSCI, in Chinese)
- Fernandez, F. and **Liu, H.** (2019). "Examining Relationships Between Soft Skills and Occupational Outcomes among U.S. Adults With—and Without—University Degrees." *Journal of Education and Work*, 32(8), 650-664.
- Liu, H.**, Fernandez, F., and Grotlüschen, A. (2019). Examining self-directedness and its relationships with lifelong learning and earnings in Yunnan, Vietnam, Germany, and the United States. *International Journal of Educational Development*, 70, 102088. (SSCI, Q2)
- Cooper, R., and **Liu, H.** (2019). Mismatch in human capital accumulation. *International Economic Review*, 60(3), 1291-1328. (SSCI, Q3 in Economics)
- Liu, H.** and Metcalfe, A.S. (2016). Internationalizing Chinese Higher Education: a glonacal analysis of local layers and conditions. *Higher Education*, 71(3), 399-413. (SSCI, Q1)

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**COMMISSIONED POLICY PAPERS (NOT PEER-REVIEWED)**

- Yano, S., Linne C., Rasera, J. & **Liu, H.** (2021). Counting the cost: achieving literacy in countries of the Global Alliance for Literacy. UNESCO Institute for Lifelong Learning, Hamburg, Germany.
- Liu, H.** (2018). Affordability of Tertiary Education - Indicators and targeting financing policies. Commissioned Paper for The Global Education Monitoring Report (GEMR) 2019, UNESCO, Paris.
- Liu, H.** (2018). Education Systems, Education Reforms, and Adult Skills in the PIAAC. *OECD Education Working Papers*, No. 182, OECD Publishing, Paris, doi:10.1787/19939019.

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**Liu, H.** and Fernandez, F. (2018). Examining the Ways that Numeracy Skills and Soft Skills are Related to Occupational Status: The Case of U.S. Workers. *American Institutes for Research Commissioned Paper*. Washington, DC., U.S.

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## SELECTED PRESENTATIONS

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**Liu, H.,** Li, L, Sun, Y., & Yu, Y. (**November, 2025**). Gender gaps in STEM career expectations: Evidence from PISA in China, Japan, South Korea, and Singapore. 11th Forum for Empirical Education Research, Shanghai, **China**.

**Liu, H.,** Li, L, Cao B., Fernandez, F. & Chykina, V. (**March, 2025**). Math Teacher Training, Student Math Performance and Math-related Career Expectations. 2025 Comparative International Education Society meeting, Chicago, **U.S.**

**Liu, H. (July, 2024).** Why Don't Adults Complete Degree and Certificate Programs? Identifying Disparities by Prior Schooling, Cognitive and Non-cognitive skills. Faculty of Education, University of Hamburg invited seminar, Hamburg, **Germany**.

Wang, M. & **Liu, H. (April, 2024).** School-to-school Collaboration, Student Learning Outcomes, and Mediating Factors – Evidences from Shanghai's Strong School Project. *2024 American Education Research Association*, Philadelphia, **U.S.**

Pendola, H. & **Liu, H. (April, 2024).** Comparing Cultures of School Leadership Effectiveness: Rural Leadership Behaviors between China and the U.S. *2024 American Education Research Association*, Philadelphia, **U.S.**

Pendola, H. & **Liu, H. (November, 2023).** Comparing Cultures of School Leadership Effectiveness: Rural Leadership Behaviors between China and the U.S. *2023 University Council for Educational Administration*, Minneapolis, **U.S.**

**Liu, H. & Zhang, Z. (2023, July).** Teachers' Time Allocation and Perception of Stress—Empirical Analysis Based on TALIS 2018. *2023 Chinese Policy Scholars Group (CPSG) Education Forum*, Shanghai, **China**.

**Liu, H. (2023, April & November).** SDG 4.1, Global Trends in SES Achievement Gap and Targeting Policies. *Guest lecture for Education and Development in International Perspectives*, Chinese University of Hong Kong (**CUHK**), **Virtual**.

**Liu, H. (2023, April).** Design and Analysis of Large-Scale Assessment Data — Using OECD Adult Skills Survey (PIAAC) as an Example, *Invited talk at Beijing Normal University*, **Virtual**.

**Liu, H. & Wang, M. (2023, April).** Did the “Strong School Project” in Shanghai improve the quality of low-performing schools? *2023 American Educational Research Association (AERA) Annual Meeting*, Chicago, **U.S. Virtual**.

**Liu, H. (2022, October).** The Global Trend of Educational Inequality and Sustainable Development Goal 4.1. Guest Lecture at Faculty of Education, **University of Macau**, **Virtual**.

**Liu, H. (2021, March).** Education and Development Careers. Education and Development Career Panel, The University of Edinburgh, **Scotland, Virtual**.

**Liu, H. & Zhang, Z. (2022, September & November).** Teachers' Time Allocation and Perception of Stress—Empirical Analysis Based on TALIS 2018. *2022 Forum of Young Scholars in Comparative Education*, Shanghai, **Virtual** & *The Sixth Forum on Education Governance and School Reform at East China Normal University*, **Shanghai, Virtual**.

- Liu, H. (2020, October).** The evolution of assessment of adult skills and International Organizations' Collaboration on Monitoring SDG 4.6. *Invited lecture by Guangzhou University, Guangzhou, China.*
- Liu, H. (2020, February).** Educational Attainment, Use of Numeracy at Work, and Gender Wage Gaps: Evidence from 12 Middle-Income Countries. *Invited Talk at Faculty of Education, Hamburg University, Hamburg, Germany.*
- Liu, H. (2020, October & 2019, December).** History, theoretical background, and practices related to surveys of adult skills by the OECD. *Invited seminar by China Association for Science and Technology, Beijing, China.*
- Liu, H., Fernandez, F., and Grotlüschen, A.** Examining self-directedness and its relationships with lifelong learning and earnings in Yunnan, Vietnam, Germany, and the United States.  
**(2019, September).** *UNESCO Institute for Lifelong Learning and University of Hamburg Jointed Workshop on Adult Education, Hamburg, Germany.*  
**(2019, April)** *Comparative and International Education Society CIES 2019 Annual Conference, San Francisco, US.*
- Liu, H.** Education systems, education reforms, and adult skills in the Survey of Adult Skills (PIAAC).  
**(2018, June).** *AEDE XXVII Meeting of the Economics of Education Association, Barcelona, Spain*  
**(2018, March).** *Comparative and International Education Society CIES 2018 Annual Conference, Mexico City, Mexico.*  
**(2018, February).** *Invited presentation at Institute for Research in Sociology and Economics of Education, University of Burgundy, Dijon, France.*  
**(2017, October).** *Invited presentation at the Education Forum of the Directorate for Education and Skills, OECD, Paris, France.*
- Liu, H.** School Inequality in Shanghai's Secondary Education: Evidence from PISA 2009 and 2012.  
**(2018, April).** *American Educational Research Association (AERA), New York City, U.S.*  
**(2018, March).** *Comparative and International Education Society CIES 2018 Annual Conference, Mexico City, Mexico*
- Liu, H.** Affirmative Action Bans and Student-body Composition.  
**(2018, December).** *Invited presentation at National Chung Cheng University, Taiwan, China.*  
**(2017, April).** *Paper presentation at the annual meeting of the American Educational Research Association (AERA), San Antonio, Texas, U.S.*  
**(2017, March).** *Paper presentation at the annual meeting of the Association for Education Finance and Policy (AEFP), Washington DC., U.S.*  
**(2016, November).** *Paper presentation at the annual meeting of the Association for the Study of Higher Education (ASHE), Columbus, Ohio., U.S.*
- Cooper, R. & Liu, H.** MisMatch in Human Capital Accumulation.  
**(2016, March).** *Paper presentation at the workshop on "Occupations, Skills, and the Labor Market" at ZEW, Mannheim, Germany*
- Liu, H. & Zhang, L.** Vocational Education and Accumulation of Transferable Skills: Evidence from PIAAC (Survey of Adult Skills).

(2016, March). Paper presentation at the workshop on "*Occupations, Skills, and the Labor Market*" at ZEW, Mannheim, **Germany**

(2015, November). Paper presentation at the annual meeting of the *Association for the Study of Higher Education (ASHE)*, Denver, Colorado., **U.S.**

Zhang, L. & Liu, H. Exploring the Relationship Between Educational Attainment and Adult Skills Among Young Adults: A Comparative Study Among OECD Countries.

(2015, April). Paper presentation at the annual meeting of the *American Educational Research Association (AERA)*, Chicago, Illinois. **U.S.**

Liu, H. & Metcalfe, A.S. Internationalizing Chinese Higher Education Institutions: “*Jie Gui*” and Global/Local Interpretations of Internationalization.

(2014, November). Paper presented at the annual meeting of the *Association for the Study of Higher Education (ASHE)*, Washington, DC. **U.S.**

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## TEACHING

**Education and International Development**, 2025, 2024, Undergraduate, Shanghai Jiao Tong University

**Academic English**, 2022, 2023, M.Ed program, Shanghai Jiao Tong University

**Future of Education**, 2021, M.Ed program, Shanghai Jiao Tong University

**Individual Study on Large-scale Assessment Data and Educational Research**, 2022, Undergraduate, Shanghai Jiao Tong University

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## GRADUATE STUDENT SUPERVISION

Ziqing Zhang (MA, 2024). The Impact of Middle School Teachers’ Workload on Their Self-Efficacy and Professional Identity in the Context of China’s Shuang Jian Policy.

Huanhuan Wu (MEd, 2024). Comparative Analysis of High School Mathematics Textbooks between China and the U.S.: A Case Study on Probability in Textbooks.

Haozhan Ding (MEd, 2025). Action Research on Cultivating Critical Reading Strategies in High School Students through Teacher Questioning Strategies in English.

Qingzhou Jiang (MEd, 2025). Action Research on High School Chinese Language Expository Writing Teaching Based on the Understanding by Design (UbD) Model.

## **SERVICE TO THE PROFESSION**

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### *Journal Manuscript Reviews:*

Higher Education (2014-)  
Adult Education Quarterly (2018-)  
International Review of Education (2020-)  
Sage Open (2021)

***Consultant for the UNESCO Institute for Lifelong Learning Project “Teachers as lifelong learners and facilitators of lifelong learning”***

### ***Special Issue Editor:***

International Review of Education, Special Issue on literacy and numeracy: Global and comparative perspectives (2020)

### ***Service in Expert Committee:***

Member of committee on China’s civic scientific literacy indicator for the 14<sup>th</sup> Five-year Plan (2019-2023)

## **PROFESSIONAL MEMBERSHIP**

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American Educational Research Association (AERA)  
Economics of Education Association (AEDE)  
Comparative and International Education Society (CIES)  
European Conference on Educational Research (ECER)  
Global Labor Organization (GLO)