

# Jingqiu Ren

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## EDUCATION

Texas A&M University 2019 - 2023  
Ph.D., Sociology  
*Major: Demography*  
*Minor: Spatial Applications in Social Demography*

Cornell University – Master of Industrial and Labor Relations 2001  
*Major: Human Resources Management*

Lanzhou University – Bachelor of Science 1999  
*Major: International Business*

## RESEARCH INTERESTS

Social and Applied Demography  
Population Health  
Labor and Workforce Analysis  
Spatial Applications of Demographic Analysis

## PUBLICATIONS

### ***Peer-reviewed Publications***

Huang, Wan, **Jingqiu Ren**. 2023. "Migration Aspiration and Desire of International Students: Chinese International Students Under Strain Amid Geopolitical Tension and the Covid-19 Pandemic". *Transitions: Journal of Transient Migration*. [https://doi.org/10.1386/tjtm\\_00049\\_1](https://doi.org/10.1386/tjtm_00049_1)

**Ren, Jingqiu**, Arthur Sakamoto, and Ryan Earl. 2022. "The Growth and Spatial Assimilation of the Asian American Population, 1860-2018". *Sociological Mind*. <https://doi.org/10.4236/sm.2022.123007>

**Ren, Jingqiu**, Ryan Earl, and Ernesto F.L. Amaral. 2022. "Novel healthcare model, continuation of inequality: Exploring the role of micro hospitals in Texas health-care access through demographic spatial modeling." In: *Research in the Sociology of Health Care, Health and Health Care Inequities, Infectious Diseases and Social Factors, Vol. 39*. (Jennie Jacobs Kronenfeld, ed.). Bingley: Emerald Publishing Limited, 123–147. <https://doi.org/10.1108/S0275-495920220000039010>

**Ren, Jingqiu** and Joe Feagin. 2020. "Face Mask Symbolism in Anti-Asian Hate Crimes." *Ethnic and Racial Studies*. <https://doi.org/10.1080/01419870.2020.1826553>

### ***Presentations, Conference Proceedings, and Non-Refereed Publications***

**Ren, Jingqiu** and Ernesto F.L. Amaral. "Exploring Healthcare Worker Mobility In the US: A Spatial Perspective". American Sociological Association 2023 Annual Meeting. August 17-21, 2023. (Accepted)

**Ren, Jingqiu** and Ernesto F.L. Amaral. "Where Have All the Healthcare Workers Gone: Healthcare Workforce Internal Migration Profile and Spatial Distribution". American Sociological Association 2023 Annual Meeting. August 17-21, 2023. (Accepted)

**Ren, Jingqiu**. 2023. "From Tokyo Subway to Berlin U-Bahn: A Radical Rethinking from Intersectional Womanness to Interconnected Humanness." In: ***World Making in Nepantla*** (Gloria González-López, Sharmila Rudrappa and Christen Smith ed.). University of Texas Press. (upcoming)

**Ren, Jingqiu**, Dylan Nguyen, and Ernesto F.L. Amaral. "Healthcare Workers As Internal Migrants in the United States, 2005-2019". Southwestern Social Science Association 2022 Annual Meeting. April 20-23, 2022.

**Ren, Jingqiu**, Dylan Nguyen, and Ernesto F.L. Amaral. "Internal Migration Profile and Spatial Distribution of Healthcare Workers in the United States, 2005-2019". Population Association of America 2022 Annual Meeting, April 6-9, 2022.

**Ren, Jingqiu**, Ryan Earl, and Ernesto F.L. Amaral. "Exploratory Demographic Spatial Modeling of Micro Hospital Accessibility in Texas". American Sociological Association 2021 Virtual Annual Meeting. August 6-10, 2021.

Huang, Wan and **Jingqiu Ren**. "Stay or Return? Immigration Intentions of Chinese Students Under Strain in the U.S.". American Sociological Association 2021 Virtual Annual Meeting. August 6-10, 2021.

Ernesto F.L. Amaral, Shih-Keng Yen, **Jingqiu Ren**, Cynthia Luz Cisneros Franco. "Factors Associated with Internal Migration at the Local Level in the United States". Population Association of America 2021 Annual Meeting, May 5-8, 2021.

**Ren, Jingqiu** and Ryan Earl. "Demographic Analysis of Texas Micro-Hospital Patient Base Using Spatial Modeling". Southwestern Social Science Association 2021 Virtual Annual Meeting. April 15-17, 2021.

**Ren, Jingqiu**, Ryan Earl, and Ernesto F.L. Amaral. "A Population Spatial Analysis on Social Accountability of Micro-Hospitals in Texas". Consortium of Universities for Global Health 2021 Virtual Conference, March 12-14, 2021.

**Ren, Jingqiu** and Theresa Morris. 2020. "Life on Cloud Nine: How Entertainment During Mass Quarantine in China Provides Potential Insight into the Future of Social Interactions." *Quarantined Across Borders Collection*. Media Rise Publications. <https://hdl.handle.net/1969.1/188168>

## **PROFESSIONAL EXPERIENCE**

### **Insider Intelligence**

2022

*Senior Analyst, Demographics*

Analyzed demographic trends for various cohorts and produced top trending reports for marketers and strategists with insights of demographic impact on digital transformations for retail, health, media, and financial services industries.

2018-2019

### **Texas A&M University, Academic Affairs Business Services**

*Director*

Provided executive leadership for all areas of human resources and payroll, servicing 47 business departments under the Division of Enrollment & Academic Services of Texas A&M University for over 2,000 staff and student employees. Transformed the HR department through process mapping and digitization. Improved accountability by introducing service tracking measures. Enhanced staff engagement through team building and mentoring. Served on university's subject expert committee to analyze HR job groups, identify necessary skills and competencies, and develop training plans. Won Pillar of Excellence Award.

### **Texas A&M Transportation Institute**

2009-2018

*Assistant Director*

Provided leadership and coordination of human resources functions for over 600 professional research staff, including recruiting, compensation, payroll, workforce planning, organizational development, employee relations, professional development, benefits and wellness program, reporting and compliance. Redesigned and implemented a competency-based performance evaluation program for different levels of researchers. Conducted organizational and workforce analyses to advise senior leadership on solutions. Served as Diversity Council chair. Developed and implemented compliance procedures for the TAMU system, state, and federal laws and regulations. Served as investigator for employee relations, civil rights, and Title IX complaints. Represented agency to participate on Texas A&M University System committees for high impact projects and initiatives including organizational restructuring as well as the development and implementation of a system-wide pay plan that consolidated job titles and pay ranges for 11 universities and 8 agencies under Texas A&M University System.

### **Texas A&M University**

2007-2008

*Senior Classification and Compensation Analyst*

Performed compensation analysis for university non-faculty positions. Conducted job analysis to determine proper classification of positions on job titles, skill requirements, salary ranges, and Fair Labor Standards Act exemption statuses. Provided answers and policy interpretations regarding position classifications and compensation programs.

### **Texas A&M AgriLife**

2004-2005

*Human Resources Generalist*

Provided HR generalist support for Agriculture Experiment Stations of Texas A&M University. Managed recruitment and compensation. Reviewed and revised employment policies. Developed structured interview process and trained client groups on interviewing skills. Developed and refined online employment system,

performance management system, and applicant data tracking system. Designed compensation surveys and conducted data analysis for on- and off- campus positions.

**Bristol-Myers Squibb Company**

2001-2004

*Human Resources Manager*

Selected by the corporate Accelerated Leadership Program to rotate through positions in HR administration, change management, project management, and compensation. Implemented custom talent management system. Defined HR service delivery model, role-based HR data access, and SOPs for HR service center. Conducted global employee surveys. Served as Project Manager for global HR team in partnership with a top global consulting firm and managed the talent stream of the corporate-wide retention initiative, including establishing global talent inventory, conducting talent analysis, and facilitating world-wide retention plan. Served as compensation analyst for US and global markets, conducting job evaluations and compensation reviews for targeted functions, divisions and jobs as well as conducting competitive market survey and trend analysis. Conducted sales incentive compensation plan analysis for 26 countries. Served as HR Generalist for Corporate Staff and Intercontinental divisions with 103 international markets in Asia/Pacific, Middle East, South Africa, and Latin America. Mapped core HR processes and developed talent management scorecard as metrics tools for HR and managers. Assessed and developed HR communications strategy for Intercontinental divisions. Partnered with operations directors, general managers, and global HR heads to assess marketer competency levels and form development strategies to close skill and competency gaps. Served as HR Manager for research and technical operations. Provided full range HR generalist support in areas of staffing, compensation, employment, employee relations, and compliance. Assisted with preparation of union negotiations.

**RESEARCH AND TEACHING EXPERIENCE**

Research Assistant

Fall 2020 –  
Spring 2022

Assisted Texas Restricted Data Center (TXRDC) Director, Census Administrator, and TXRDC researchers with research projects and proposal development projects using restricted federal statistical data.

Research Assistant

Spring 2020 –  
Spring 2021

Assisted with research project on creating digital boundary files based on 1940 census enumeration district information to link historical population data to spatial locations and enable quantitative analysis of population distribution in urban space over time.

Teaching Assistant

Spring 2020

SOCI 217 Introduction to Race and Ethnicity

## **PROFESSIONAL DEVELOPMENT**

Academy for Future Faculty, CIRTL@TAMU Teaching Fellow Certificate by Center for the Integration of Research, Teaching, and Learning (CIRTL) funded by National Science Foundation (NSF)	2021-2022
ICPSR Summer Program in Quantitative Methods of Social Research Certificate: Regression Analysis for Spatial Data	2021
ICPSR Summer Program in Quantitative Methods of Social Research Certificate: Introduction to LaTeX Processing System; Introduction to R Statistics Computing Environment; Regression Analysis II -Linear Models; Multilevel Models I - Introduction and Application	2020
Texas A&M Transportation Institute Leadership Enhancement and Development Certificate: CONNECT Program Series for organizational leadership	2017
Texas A&M Transportation Institute Leadership Enhancement and Development Certificate: CORE Program Series for individual leadership	2015

## **HONORS AND AWARDS**

Outstanding Graduate Paper Award 2021 Southwestern Sociological Association Conference	2021
Induction to Phi Kappa Phi Honor Society	2021
Summer Research Fellowship Sociology Department, Texas A&M University	2021
Summer Research Fellowship Sociology Department, Texas A&M University	2020
Graduate Student Research Scholarship Award Sociology Department, Texas A&M University	2020
Sociology Scholarship Award Texas A&M University	2019
Pillar of Excellence Staff Award Division of Enrollment and Academic Services, Texas A&M University	2018

## **SERVICE**

<i>Current Sociology</i> Reviewer	2022
<i>Southwestern Sociological Association</i> 2022 Annual Meeting Session Organizer and Chair	2022
<i>Journal of American College Health</i> Reviewer	2021
<i>American Sociological Association</i> Medical Sociology Section Listserv Manager	2021 - 2022
<i>American Sociological Association</i> 2021 Annual Meeting Medical Sociology Session Co-organizer	2021
<i>Southern Demographic Association</i> Co-manager of SDA social media	2020 - 2022
<i>Aggie Research Leadership</i> Managed and mentored undergraduate research teams to conduct research projects	2020

## **SKILLS**

Bilingual proficiency in English and Chinese, elementary proficiency in Japanese

Experience with ArcGIS Pro, QGIS, Stata, SPSS, R, Tableau, MaxQDA, Qualtrics