

# ZHIQI XU

The Hague, The Netherlands 2518AX | +31687887823 | [zhiqi.s.x@outlook.com](mailto:zhiqi.s.x@outlook.com) | [www.zhiqixu.com](http://www.zhiqixu.com)

## SUMMARY

Interdisciplinary rural development researcher and policy analyst specializing in poverty alleviation, community-driven development (CDD), and evidence-based policy evaluation. With a background in psychology and behavioral science, I examine how small farmers, rural institutions, and policymakers navigate development challenges and policy interventions. My research integrates mixed-methods analysis, stakeholder engagement, and program evaluation to drive inclusive and sustainable rural development. Committed to bridging research, policy, and practice, I work closely with government agencies, NGOs, and small farmer communities to ensure research translates into actionable strategies.

## EDUCATION

12/2020 - **Ph.D. in Development Studies** (Expected 2025)

Present International Institute of Social Studies (ISS), Erasmus University Rotterdam - The Hague, Netherlands

- Research Focus: **Rural development, grassroots policy innovation, and social and economic preferences of farmer communities**, with implications for **poverty reduction and sustainable livelihoods**.
- Methods: **Mixed methods** integrating policy analysis, behavioral science, and field-based evaluations.

09/2016 - **Master of Law: Social Psychology**

07/2019 Central University of Finance and Economics - Beijing, China

- Thesis: *Economic preferences of farmers and pastoralists in China: An experimental economics approach*
- Published: Xu, Z., & Xin, Z. (2019). Differences in risk preferences under farming and nomadic cultures: Evidence and analysis frameworks. *Advances in Psychological Science*, 27(9), 1631–1642.

09/2011 - **Bachelor of Economics: Economics, Taxation**

07/2015 Central University of Finance and Economics - Beijing, China

- Specialized in tax policy, financial markets, and economic regulations

## RESEARCH & WORK EXPERIENCE

12/2020 - **PhD Researcher**

Present ISS, Erasmus University Rotterdam

*Evaluating Social and Cultural Preferences & Adaptive Strategies for Elder Care in Rural China* (Research Innovation Facility Grant, 2022 -2024)

- **Led an evaluation of rural aging and elder care solutions**, assessing cultural norms, social preferences, and policy responses among small farmers and rural households.

- **Designed and implemented fieldwork, household surveys, and a randomized controlled trial (RCT)** across 14 villages in two provinces, evaluating the effectiveness of community-driven elder care initiatives.
- **Collaborated with village cadres and grassroots organizations** (e.g., Sichuan Jintang County Social Worker Association & Women's Association) to co-design programs, collect data, and assess policy impact.
- **Research Output:** Paper in preparation.

***Narratives, Risk Preferences, and Policy Decisions of Village Cadres in Rural China***  
(PhD Central Fund, 2022 - Present)

- **Examined how policy narratives shape village cadres' policy responses**, using the Narrative Policy Framework (NPF) to analyze risk-taking in rural governance and poverty alleviation strategies.
- **Designed and conducted a survey experiment** involving 210 village cadres from 98 counties across 23 provinces, testing the behavioral impact of top-down (state-led) vs. bottom-up (self-agency) poverty alleviation narratives.
- **Contributed to policy evaluation and governance studies** by demonstrating how narrative framing influences frontline implementers' policy choices, with implications for rural economic development, poverty reduction strategies, and policy communication.
- **Research Output:** Paper in preparation.

***Policy Innovation & Entrepreneurship in Poverty Alleviation: An Eco-Tourism Case Study***  
(PhD Central Fund, 2021 - Present)

- **Conducted a case study on poverty alleviation policy innovation**, analyzing how an NGO program leveraged national policy changes to transform impoverished communities through eco-tourism, local capacity building, and structured village planning.
- **Examined community-driven development strategies**, including heritage renovation, environmental restoration, entrepreneurship promotion, and cooperative-led decision-making.
- **Evaluated the program's impact on rural economic sustainability, gender empowerment, and household financial resilience**, highlighting policy innovations that helped small farmers and women gain economic independence and elevate their social status.
- **Research Output:** Paper under review in *Policy Sciences*.

**04/2023 – Lecturer & Examiner, *Evaluation of Development Policies, Programmes, and Projects***  
**07/2024 (ISS-4341)**

ISS, Erasmus University Rotterdam

- **Examiner:** Assessed students' competencies in **Terms of Reference (ToR), logical frameworks (logframes)**, and evaluation methodologies, ensuring analytical rigor and alignment with evaluation standards.
- **Course Contribution:** Helped design course content and assignments, focusing on evaluation paradigms, evidence-based decision-making, and policy learning.
- **Lectures & Discussions:** Led sessions on:

- *Values and Politics in Evaluation* – Examined how values, political contexts, and stakeholder interests influence evaluation outcomes.
- *Evaluation Debate* – Facilitated critical discussions on participatory evaluation approaches and their effectiveness in development policy.
- **Student Engagement:** Recognized for fostering analytical thinking and methodological rigor, receiving an average teaching rating of 4/5.

04/2023 – Lecturer, *Human Behavior, Experiments in Development (ISS-4348)*

07/2024 ISS, Erasmus University Rotterdam

- **Lectures & Key Topics:**
  - *Economics vs. Psychology in Poverty Alleviation* – Compared economic and psychological approaches to understanding poverty and designing interventions.
  - *The "WEIRD" Assumptions in Development* – Critically examined the limitations of Western-centric perspectives in policy design and the relevance of non-WEIRD contexts in development interventions.
- **Student Engagement:** Recognized for an interactive and practical teaching style, receiving an average rating of 4.5/5.

09/2021 – Research Consultant

04/2023 Center of Consultation for Farmers' Association, Beijing

- **Survey Design & Evaluation:** Co-designed a national survey on rural aid programs and policies, covering 216 villages across 23 regions in China. The survey assessed beneficiary satisfaction, program efficiency, and the psychological traits and mindsets of village cadres.
- **Policy Analysis & Reporting:** Conducted data analysis and contributed to a sub-report for the Chinese Academy of Social Sciences Annual Report Series on public-private support for rural development in China.
- **Knowledge Dissemination:** Presented research findings to practitioners, policymakers, and private sector investors at key events, including the China Internet Public Welfare Summit.
- **Case Study Research:** Conducted an in-depth case study on a UNDP-initiated microfinance program (Yilong Farmers' Association, Sichuan Province), analyzing its evolution into a comprehensive financial institution offering sustainable finance products for vulnerable cattle farmers.

11/2022 - Policy Advisory Facilitator

02/2023 Nonghezhijia Rural Development Foundation, Beijing

- **Policy Advisory on the Draft Law on the Rural Collective Economic Organizations in China:** Facilitated a national policy consultation, integrating feedback from 110 stakeholders, including women's associations, ethnic minority representatives, and grassroots officials. Compiled and synthesized 188 recommendations nationwide, drafting key sections of the policy submission for the **Legislative Affairs Committee of the National People's Congress**.
- **Gender-Inclusive Policy Advocacy:** Worked with women's organizations, such as the Green Sprout Rural Women's Development Foundation (Guangdong) and the Huangjin

Village Rural Women's Reading House (Hubei), to incorporate recommendations on **married women's land inheritance rights**.

10/2015 - **Staff Accountant**

03/2016 Ernst & Young (China) Advisory Limited Beijing Branch

- **Tax Policy Research & Advisory:** Conducted policy research and evaluation, providing evidence-based tax policy recommendations to major clients, including Pfizer and Fitch Ratings.
- **Regulatory Compliance & Strategic Advisory:** Provided strategic tax and financial guidance, ensuring corporate compliance with new policies and evolving regulations.
- **Client-Government Relations:** Facilitated client-government engagement, supporting businesses in navigating tax policy compliance and regulatory adaptation.
- **Financial & Policy Analysis:** Developed expertise in balance sheet analysis, transaction data assessment, and financial policy recommendations to support corporate financial decision-making.

## LEADERSHIP, SERVICE & ENGAGEMENT

11/2021 - **Conference Organization**

- 12/2022
- **Conference Organizing Committee Member** | Erasmus University Rotterdam
    - **Co-organized the 18th Development Dialogue**, a global academic conference promoting inclusive and sustainable development for PhD and early-career researchers.
    - **Outreach & Advocacy:** Led the conference communication, outreach, and social media strategy, mobilizing 219 attendees, 67 speakers, and 17 panels, ensuring strong representation from Global South scholars. Co-developed conference themes and dissemination materials to promote discussions on development policy and inclusion.
    - **Event Coordination & Stakeholder Engagement:** Maintained close collaboration with speakers, panel chairs, and sponsors.
    - **Reporting & Institutional Impact:** Co-authored the conference annual report for the Institute Board and external stakeholders.

11/2023- **Academic & Professional Service**

Present

- **Ex Officio Member, Executive Board** | *The Society for the Improvement of Psychological Science* (Since 2025)
- **Journal Reviewer** | *Journal of Development Studies*, *European Journal of Development Research* (Since 2024)
- **Outreach & Impact Committee Member** | *Chinese Open Science Network* (Since 2023)

06/2021 – **Institutional Representation**

- 06/2022
- **PhD Representative** | *ISS PhD Student Association, Erasmus University Rotterdam*

2013 -  
2015

## Volunteer

- APEC 2014 China - Third Senior Officials' Meetings & Related Meetings
- 10th Annual Summer Camp for Children Affected by AIDS | *China National Committee for the Wellbeing of the Youth*
- First ASEAN Youth Cultural Festival | *China National Committee for the Wellbeing of the Youth*

## SKILLS

- **Policy Analysis & Evaluation:**
  - Evidence-based decision-making
  - Program evaluation
  - Policy impact assessment
- **Quantitative & Qualitative Research:**
  - Mixed-methods research
  - Survey & behavioral experiments design
  - Case study
- **Software & Technical Skills:**
  - **R, Stata, Python, and ATLAS.ti** | Data analysis, statistical modeling, and text analysis
  - AI prompting | Research applications
  - Data visualization | Excel, R, Python MS Office Suite | Word, Excel, PowerPoint
- **Stakeholder Engagement & Advisory:**
  - Multi-stakeholder consultations with government agencies, NGOs, grassroots organizations, and international institutions
- **Teaching & Capacity Building:**
  - MA-level teaching
  - Curriculum development
  - Student assessment
- **Conference & Event Management:**
  - Communication
  - Speaker coordination
  - Knowledge sharing
- **Cross-Cultural Communication:**
  - Engagement with diverse stakeholders in international and interdisciplinary settings

## LANGUAGES

<b>English:</b> Proficient	C2	<b>Chinese (Mandarin):</b> Native	C2
<b>Dutch:</b> Elementary	A2	<b>French:</b> Elementary (In progress)	

## SELECTED PUBLICATIONS

### Journal Outputs

- **Xu, Z., & Hout, W.** (2025). Navigating Central and Grassroots Actors in Chinese Poverty Alleviation: A GONGO Initiative Analysis with the Multiple Streams Framework. *Policy Sciences* (under review).
- **Xu, Z. et. al.** (2025). Open science in developing countries: A collection of practical solutions in psychological science. *Advances in Methods and Practices in Psychological Science* (invited paper under review).

- **Xu, Z., & Xin, Z.** (2019). Differences in risk preferences under farming and nomadic cultures: Evidence and analysis frameworks. *Advances in Psychological Science*, 27(9), 1631–1642.
- **Xu, Z., & Xin, Z.** (2018). Statistical analyses in single-subject experiment research: Effect sizes based on non-overlap methods. *Psychology: Techniques and Applications*, 6(2), 89–99.

## Book Chapters

- **Xu, Z., et al.** (2024, June). Building Local Networks for Open Science: A Case Study of the Chinese Open Science Network (COSN). In P. S. Forscher & M. Schmidt (eds), *A Better How: Notes on Developmental Meta-research* (pp 33-47). Busara. DOI: doi.org/10.62372/ISCI6112
- **Xu, Z., et al.** (2022). Yilong Practice: Empowering and Enabling Farmers' Organizations. In Yang, T., Liu, J., & Tong, Z. (Eds), *Exploring the Grassroots Practice of Rural Revitalization* (pp.265-283). Beijing: China Social Sciences Press.
- **Xu, Z., et al.** (2022). Wangjia Village Experiment: Rural Development Beyond Profit Goals in Downstream Enterprises. In Yang, T., Liu, J., & Tong, Z. (Eds), *Exploring the Grassroots Practice of Rural Revitalization* (pp.385-398). Beijing: China Social Sciences Press.

## Academic Blogs & News

- **Xu, Z., et al.** (2023, December 12). The Normative Dimension of Transdisciplinary Cooperation. EADI (European Association of Development Research and Training Institutes) *New Rhythms of Development Blog Series - Debating Development Research*.
- Fan, Y., & **Xu, Z.** (2012-10-10). International comparison of tax policy promotions in OECD countries. *China Taxation News, Theory Section*, p5.

## Reports

- **Xu, Z., et al.** (2022). The Role of Public Welfare Charity in Rural Development and Revitalization (Sub-report). In Yang, T. & Zhu, J. (Ed.), *Annual Report on China's Philanthropy Development* (pp.114-163). Beijing: Social Sciences Academic Press (China).

## KEYNOTE SPEECHES & PRESENTATIONS

### Invited Plenary & Keynote Talks

- Delivering Knowledge to the Last Mile: Lessons from COSN's Grassroots Approach to Empowering Researchers  
*Invited plenary talk, EADI 50th Anniversary Event, The Hague, November 2024*
- How to Reach Hard-to-Reach Populations: Strategies for Inclusive and Ethical Research in Global Contexts  
*Plenary talk, Society for the Improvement of Psychological Science (SIPS) Annual Conference, Nairobi, June 2024*
- Toward Equity and Relevance: Why and How to Reach the 'Hard-to-Reach' Populations  
*Invited talk, Lustrum Event, Erasmus University Rotterdam, March 2024.*
- Open Science in Developing Countries  
*Virtual panel discussion, Big Team Science Conference, October 2023*

## Conference Presentations

- Navigating Central and Grassroots Actors in Chinese Poverty Alleviation: A GONGO Initiative Analysis with the Multiple Stream Framework  
*Conference on Policy Process Research, Syracuse, US, May 2024*
- Examining the Role of Contextual Factors in Rural China's Capacity Development: A Psychological Perspective  
*EADI CEa General Conference 2023: Towards New Rhythms of Development, Lisbon, July 2023.*
- Rural Community Rationality: The Behavioral Logic of Chinese Peasants in Community-Driven Development and Marketization  
*EADI CEa General Conference 2023: Towards New Rhythms of Development, Lisbon, July 2023*