

Ruo Shangguan

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Jinan University
The School of Economics

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Employment

Assistant Professor at School of Economics, Jinan University	2022.8 - Present
Adjunct Researcher at Waseda University	2020.10 - 2022.3
Research Assistant at Research Institute of Economy, Trade and Industry (RIETI)	2018.4 - 2022.3
Research Assistant at Graduate School of Economics, University of Tokyo	2014.4 - 2022.3
Consultant at Asian Development Bank	2020.10 - 2021.6

Education

The University of Tokyo	2015.9 - 2020.9
Doctor of Philosophy in Economics	
The University of Tokyo	2013.9 - 2015.8
Master of Arts in Economics	
The University of Hong Kong	2009.9 - 2013.1
Bachelor of Business Administration in Accounting and Finance with first class honors	
Tsinghua University	2008.8 - 2009.6
Exchange student	

Academic Interest

International Economics, Organizational Economics

Publications

Shangguan, R., DeVaro, J. and Owan, H. (2025), "Productivity and Working Hours Within Teams of Knowledge Workers." *International Economic Review* 66: 1645–1664. doi:10.1111/iere.12769

Elhan-Kayalar, Y., K. Kucheryavy, M. Nose, Y. Sawada, and R. Shangguan (2026), "Connectivity Gains From Regional Integration in the Greater Mekong Subregion." *Asian Economic Policy Review* 21, no. 2: 165–179. doi:10.1111/aepr.70031

Working Papers

"The Dynamics of Managerial Attention in Knowledge Work: Evidence from Architectural Projects" with Wouter Dessein, Desmond (Ho-Fu) Lo, Hideo Owan

"Manager Attention in the Knowledge Hierarchy" with Wouter Dessein, Desmond (Ho-Fu) Lo, Hideo Owan

"How Good Managers Steer Their Projects: Front Loading of Team Labor" with Jed DeVaro, Hideo Owan

"Effort and Incentive Pay in Retail Managers" with Hideshi Itoh, Desmond Lo, Chieko Minami

"Shipment Frequency and International Trade Costs" with Anna Ignatenko, Konstantin Kucheryavyy

"Foreign Direct Investment and Trade Dynamics in Vietnam after the US–PRC Trade Dispute" with Yesim Elhan-Kayalar, Konstantin Kucheryavyy, Manabu Nose, Yasuyuki Sawada, Nguyen Thanh Tung

Work-in-Progress

"Promotion Hierarchies: Why Workers Work Harder under Good Bosses" with Guido Friebel, Hideo Owan, Kensuke Sawada

Award

Ministry of Education, Culture, Sports, Science and Technology (MEXT) scholarship	2013-2018
Song Qing Ling foundation "Zhi Yuan" College Student Scholarship	2008 - 2012
Scholarship of 200,000 RMB	

Qualifications and Skills

Native mandarin, fluent in English, conversational Japanese, Cantonese

CFA Level I

JLPT N1: 165/180

Proficient in $\text{\LaTeX}$, Python; basic Stata and Matlab