

## Xiaojin (Jim) Liu

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### ACADEMIC APPOINTMENTS

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| <b>Virginia Commonwealth University, School of Business, Richmond, Virginia</b><br>Assistant Professor, Supply Chain Management and Analytics Department.   | 2018-Present |
| <b>University of Virginia, Darden School of Business, Charlottesville, Virginia</b><br>Post-doctoral Senior Researcher, Technology and Operations Management area, supported by the Batten Institute for Entrepreneurship and Innovation. | 2016-2018    |

### EDUCATION

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| <b>University of Minnesota, Twin Cities, Minnesota</b><br>Ph.D. Supply Chain and Operations Department, Carlson School of Management.  | 2011-2016 |
| <b>Hong Kong Polytechnic University, Hong Kong</b><br>M.Phil. (Master of Philosophy), Business Administration, Department of Logistics and Maritime Studies.   | 2009-2011 |
| <b>Peking University, Beijing, China</b><br>Bachelor of Art, Bio-medical English, Health Science Center.<br>Bachelor of Management, E-Business, School of Electronic Engineering and Computer Science. | 2004-2009 |

### RESEARCH/TEACHING INTERESTS

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#### Research

Innovation and Technology Management for Sustainable and Responsible Operations Management.  
Empirical and Computational Methods with Statistics, Econometrics, Psychometrics, and Data Analytics.

#### Teaching

Operations and Supply Chain Management, Business Statistics, Data Analysis.

### PUBLICATIONS

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1. Kang S., X. Liu, Y. Kim, V. Yoon. 2021. "Can bots help create knowledge? The effects of bot intervention in open collaboration." *Decision Support Systems*, 148, 113601. <https://doi.org/10.1016/j.dss.2021.113601>
2. Adbi, A., X. Liu, A. Mishra. 2021. "Technology licensing and productivity growth: Evidence from manufacturing firms in developing economies." *Manufacturing and Service Operations Management*, Articles in Advance. <https://doi.org/10.1287/msom.2020.0946>
3. Smith, J. S., J. Shockley, S. Anderson, X. Liu. 2020. "Tension in the emergency department? The impact of flow stage times on managing patient-reported experiences and financial productivity." *Decision Sciences*, in press. <http://doi.org/10.1111/deci.12503>
4. Shockley, J., P. Collignon, X. Liu. 2020. "Why do so many good assembly plants close? Toward a new plant stakeholder and total lifecycle management strategy." *Rutgers Business Review*, 5(1), 61-83.
5. Liu, X., A. Mishra, S.M. Goldstein, K.K. Sinha. 2019. "Towards improving factory working conditions in developing countries: An empirical analysis of Bangladesh Ready-Made garment factories." *Manufacturing & Service Operations Management*, 21(2), 251-477. <http://doi.org/10.1287/msom.2017.0679>  
- Profiled in the [Harvard Business School - Key Insights for Managers](#), [Media Coverage - Carlson School](#), [StarTribune](#), [M&SOM Blogs](#).
6. Liu, X., A.C. Yeung, C.K.Y. Lo, T.C.E. Cheng. 2014. "The moderating effects of knowledge characteristics on the financial value of innovative technology products." *Journal of Operations Management*, 32(3), 79-87.

Updated: Sep. 2021

## OTHER PUBLICATIONS

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1. Kumar, P., X. Liu, Zaheer A. 2021. “Forged by fire: Home country IPR reforms and emerging economy firm innovativeness abroad.” *Academy of Management Proceedings* (“Best Papers” accepted for inclusion, approximately 10% of all submission), 2021(1), 1-6, <https://doi.org/10.5465/AMBPP.2021.5>
2. Liu, X., A.C. Yeung, T.C.E Cheng. 2010. “Technological innovation and competitive advantages: What are missing!” Submitted to *Proceedings of the Fourth International Conference on Operations and Supply Chain Management* (ICOSCM 2010). In *Series of Operations and Supply Chain Management in China*, X. Zhao, G. Zhu, B.B. Flynn, eds. (vol. 4).

## WORKING PAPERS

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1. “Do environmental and product social practices help suppliers strengthen their relationships with key buyers? The moderating role of supply-side and demand-driven uncertainty.” With Y. Kou, J. Shockley, J. Smith. *Decision Sciences*, 4th Round Revise and Resubmit.
2. “Telemedicine-enabled delivery of care in clinics: An empirical analysis of the antecedents and consequences.” With S.M. Goldstein, K.K. Sinha, K. Soderberg. *Journal of Operations Management*, Revise and Resubmit.  
- Profiled in *Discovery at Carlson*, Fall 2020.
3. “Forged by fire: Home country IPR reforms and emerging economy firm innovativeness abroad.” With P. Kumar, A. Zaheer. *Research Policy*. Under Review.
4. “Government support and cross-border innovation: A quasi-experiment in China.” With K. Chen, Y. Li, K. Linderman. *Journal of Operations Management*, Reject and Resubmit.
5. “Driving supply chain efficiency with analytics-based customer segmentation: A model application in the medical supplies industry.” With J. Shockley, J. Merrick, J. Smith. *Journal of Operations Management*, Reject and Resubmit.
6. “A market-based measure for decarbonizing the shipping industry: Its design and impact assessments.” With Y. Kou, X. Yan, X. Wang, Under Revision.
7. “How does social orientation influence firm innovation?” With R. Chao. *Journal of Operations Management*, Reject and Resubmit.
8. “Evaluating the implementation effectiveness of Clinical Decision Support (CDS) systems: The enabling role of health care provider capability.” With S.M. Goldstein, K.K. Sinha, K. Soderberg.
9. “How much does the firm’s network matter?” With P. Kumar, A. Zaheer. *Strategic Management Journal*, Revise and Resubmit.

## PROJECTS IN PROGRESS

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1. “Improving factory working conditions in developing countries: The implication of buyer-supplier relationship.”
2. “Supply chain sustainability and firm governance.”
3. “Environmental emission and community employment.”
4. “Monitor bias and CSR improvement in supply chains.”

## GRANTS

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### School of Business - Small Research Grants, Virginia Commonwealth University

2020

With J. Shockley, J. Smith, “Does environmental and product social performance strengthen a supplier’s exchange relationships with its major buyers?” \$2,500.

**VCU Office of the Provost - Grants for Faculty Development, Virginia Commonwealth University** 2019  
“The Faculty Success Program (FSP) — Fall 2019 Cohort,” The National Center for Faculty Development and Diversity (NCFDD). Profiled on the [VCU Office of the Provost website](#). \$3,950.

**Batten Institute Faculty Program, University of Virginia** 2016-2017  
With R. Chao, “How does social orientation influence firm innovation?” \$5,000.

**Wells Fargo Foundation - Sustainability Research Grant Program, University of Minnesota** 2015-2016  
With A. Mishra, S.M. Goldstein, and K.K. Sinha, “Sustainable and responsible design and management of global supply chains: Designing work and improving working conditions in supplier factories in developing countries.” \$30,500.

## **HONORS AND AWARDS**

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Finalist, International Management Division - GWU-CIBER Best Paper on Emerging Markets, Academy of Management Conference 2021	2018
Outstanding Reviewer for Decision Sciences Journal, Decision Sciences Institute	2018
Kristy Cua Doctoral Student Excellence Award, Supply Chain and Operations Department, Carlson School of Management, University of Minnesota	2015
Travel Fellowship, Carlson School of Management, University of Minnesota	2013-2015
Summer Research Fellowship, Carlson School of Management, University of Minnesota	2012-2015
PhD Fellowship, Carlson School of Management, University of Minnesota	2011-2015
Best Undergraduate Thesis, Peking University	2009
Student of Honor, Summer School of Statistics for Social Science, Peking University, China	2008
Outstanding Medical Student, Peking University	2005, 2008

## **CONFERENCE PRESENTATIONS**

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“Forged by fire: Home country IPR reforms and emerging economy firm innovativeness abroad.”  
– AOM Annual Conference, 2021.

“The firm productivity implications of technology licensing: Evidence from developing Asian economy manufacturing firms.”  
– POMS Annual Conference, 2018.  
– DSI Annual Meeting, 2017.

“How does social orientation influence firm innovation?”  
– INFORMS Annual Meeting, 2017, 2020.  
– MSOM Conference, 2017.  
– POMS Annual Conference, 2017, 2018, 2019.  
– DSI Annual Meeting, 2017.

“Improving factory working conditions in developing countries: The implication of buyer-supplier relationship.”  
– POMS Annual Conference, 2018, 2019, 2021.  
– DSI Annual Meeting, 2019.

“Evaluating working conditions in supplier factories in developing economies: An empirical analysis in the global garment industry.”  
– POMS Annual Conference, 2017.  
– Early-Career Sustainable Operations Workshop, 2017.

- DSI Annual Meeting, 2016.
- Industry Studies Conference, 2016.

“Evaluating telemedicine adoption in clinics: Accounting for its antecedents and consequences.”

- INFORMS Annual Meeting, 2015, 2017.
- INFORMS Healthcare, 2015.
- POMS Annual Conference, 2016, 2017, 2021.
- DSI Annual Meeting, 2015.
- Industry Studies Conference, 2016.

“Evaluating the implementation effectiveness of CDS systems: The role of health care provider capability.”

- INFORMS Annual Meeting, 2016.
- POMS Annual Conference, 2015, 2016, 2017, 2018.
- DSI Annual Meeting, 2014.
- Minnesota e-Health Summit, Minneapolis, 2015.

“The effect of inter-firm work design on technology exploration/exploitation and firm performance.”

- POMS Annual Conference, 2015.

“Work design and work safety in manufacturing industry.”

- INFORMS Annual Meeting, 2013.

“Technology creation and work design: The implication of workforce demographics.”

- DSI Annual Meeting, 2013.

“Knowledge transfer across generations: Source for future innovation.”

- U-Spatial Symposium, University of Minnesota, 2012.

“Technologically new products and value creation: The moderating effect of knowledge characteristics.”

- POMS Annual Conference, 2011.
- POMS-HK International Conference, Hong Kong, 2011.
- Joint Conference of the 4<sup>th</sup> International Conference of Operations and Supply Chain Management and the 15<sup>th</sup> Annual Meeting of Asia Pacific Decision Sciences Institute, Hong Kong, 2010.

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## RESEARCH PROJECTS

Research Assistant

- Supply Chain & Operations Department, University of Minnesota, 2011-2016
- Logistics and Maritime Studies, Hong Kong Polytechnic University, 2009-2011

Investigator and Report Writer, National Residence Service Center, 2008

- Project on “Research on energy planning and related policy making in rural area in China,” supported by the national “Eleventh Five-Year Plan.”
- Collected and analyzed the raw data from four provinces, and wrote three survey papers, published in the in-house magazines of the National Residence Service Center.

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## TEACHING EXPERIENCE

**School of Business, Virginia Commonwealth University**

Summer 2021

Instructor, SCMA 675, Operations Management.

Graduate students.

<b>School of Business, Virginia Commonwealth University</b> Instructor, SCMA 320, Production/Operations Management. Undergraduate students.	Spring/Fall 2020, Spring/Fall 2021
<b>School of Business, Virginia Commonwealth University</b> Instructor, FMBA 611, Production/Operations Management. EMBA students.	Fall 2019, Fall 2020, Fall 2021
<b>School of Business, Virginia Commonwealth University</b> Instructor, SCMA 302, Business Statistics. Undergraduate students.	Fall 2018, Spring/Fall 2019
<b>Carlson School of Management, University of Minnesota, Twin Cities</b> Instructor, SCO 2550, Business Statistics: Data Sources, Presentation, and Analysis. 70 undergraduate students.	Fall 2014
<b>McIntire School of Commerce, University of Virginia</b> Teaching Assistant, Operations Management, online course.	Summer 2018
<b>McIntire School of Commerce, University of Virginia</b> Teaching Assistant, Operations Management, online course with over 200 students.	Summer 2017
<b>Carlson School of Management, University of Minnesota, Twin Cities</b> Guest Speaker, Supply Chain and Operations Strategy course. “Evaluating working conditions in supplier factories in developing economies: An empirical analysis in the global garment industry.”	Spring 2017
<b>Completion of Program for the Advancement of Classroom Excellence (PACE)</b> Mentored by Dr. Steven Huchendorf, Carlson School of Management, University of Minnesota, Twin Cities.	2014
<b>Carlson School of Management, University of Minnesota, Twin Cities</b> Teaching Assistant, MBA, up to 120 students – Data Analysis and Statistics for Managers; Sales & Operations Planning. Teaching Assistant, Undergraduate, 60 - 110 students – Introduction to Operations Management; Sourcing and Supply Management; Quality Management and Lean Six Sigma.	2011-2015
<b>Hong Kong Polytechnic University</b> – Teaching Assistant, Introduction to Business Statistics.	2009-2011
<b>Hunan College Students Union, Hunan, China</b> – Instructor Volunteer, Mathematics, English and Physics for primary and junior school students.	2007

## INTERNSHIP EXPERIENCE

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<b>International Cooperation Office, Capital Medical University</b> Director Assistant. Organized and coordinated academic activities; Supervised the Academic Scholarship Project and student exchange programs.	2008-2009
<b>Wigix, Inc.</b> Intern. Cooperated with the core technology team members to improve the online shopping and E-Business.	2008
<b>Beijing Purkinje General Instrument Co., Ltd</b> Intern. Responsible for market exploration and expansion in North America; Introduced innovative products.	2006

## SERVICE

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- Reviewer
- Journals/Collections: 1) *Production and Operations Management*, 2) *Journal of Operations Management*, 3) *Decision Sciences*, 4) *Service Science*, 5) *International Journal of Production Economics*, 6) *Operations Management Research*, 7) *European Journal of Information Systems*, 8)

*Quality Management Journal*, 9) *Journal of Small Business and Enterprise Development*, 10) *International Journal of Fashion Design, Technology and Education*.

- Conferences: POMS Conference, 2017; POMS-China International Conference, 2019; DSI Conference, 2018, 2019; Academy of Management Conference; AAA Diversity Section Meeting, 2020.
- Grants: Grant Proposal for Ministry of Foreign Affairs of Denmark, 2018.

#### Session Chair

- POMS, 2015, 2018, 2019, 2020, 2021.
- INFORMS Annual Meeting, 2013, 2021.
- INFORMS Healthcare Conference, 2015.
- POMS-HK International Conference, 2011.
- DSI, 2016, 2017, 2019.

### COMPUTER SKILLS AND QUALIFICATIONS

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- Statistical tools: R, Stata, SPSS, SAS, JMP, HLM, MLwiN.
- Programming languages: Python, Java, C, Scala, Bash.
- Web development languages: HTML, CSS, JSP, JavaScript.
- Data management and tools: MySQL, SQLite, MS SQL Server.
- National Computer Rank Examination Certificate level 3 by Ministry of Education in China (i.e., a certificate for computer technology and software professional and technical qualification).
- Test for English Majors – Level 4 and 8 (highest certificate for English in China).

### PROFESSIONAL AFFILIATIONS

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- Institute for Operations Research and the Management Sciences (INFORMS).
- Academy of Management (AOM).
- Production and Operations Management Society (POMS).
- Manufacturing and Service Operations Management Society (MSOM).
- Decision Sciences Institute (DSI).
- R User Group.
- Data Science User Group.