Kerwin Xiang Liao

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About Me

My research employs an organizational theory lens to examine the dynamics of creative industries (such as commercial music and film), focusing particularly on industry evolution and entrepreneurial strategies for market shape and adaptation. Through a combination of empirical analysis and computational simulations (e.g., agent-based and NK models), I investigate how these industries evolve over time and the roles that entrepreneurial actions play in shaping their trajectories.

Education

University of South Carolina, Columbia, U.S.   2021 – 2025 (expected)
- Ph.D. in International Business
- Dissertation: Dark Side of Corporate Political Connections in Dynamic Political Environments

The Chinese University of Hong Kong, Shenzhen, China   2018 – 2019
- M.Sc. in Economics

University of International Relations, Beijing, China   2010 – 2014
- B.M. in Administrative Management

Research

[1] "Contesting State Predation: Political Capital, Power Dependence, and Cross-Listing", working paper, *target: Administrative Science Quarterly*. [*Link*]

[2] "Aggregation or Constraint? Organizational Decision Making, Corporate Political Connections, and Innovation Investment", *Data analysis*.

[3] "Modelling the Development of Absorptive Capacity: Aggregating up from the Micro Level" (with Scott Turner), *Early stage*.

[4] "Competitive Environments, Corporate Political Connections and Organizational Misconduct", *Data collection*.

Presentations and Workshops

2024	Strategic Management Society Annual Conference (Istanbul)
	- Paper Presentation
	Academy of Management Annual Conference (Chicago)
	- OMT Division Doctoral Consortium
	- OMT Division Global Research Consortium
	- PDW on Empirical Research on Organizational Search Roundatable Discussion
	- Paper Presentation
	Academy of Management Review Bridge Program
2023	Organization Design Community Idea Workshop, Attendee (Virtual)
2022	Academy of International Business USNE Chapter Conference (Washington, D.C.)
	- Doctoral Consortium
	- Paper Presentation

Awards and Honors

2024	Travel Grant, University of South Carolina Graduate School
	Academy of Management Review Bridge Program Graduation Certificate
2022	Travel Grant, University of South Carolina Graduate School
	Doctoral Consortium Scholarship, Academy of International Business USNE Chapter

2021	Research Grant, University of South Carolina
	PhD Scholarship, University of South Carolina
2019	First Class Subject Prize, The Chinese University of Hong Kong, Shenzhen Finance Institute
2014	Outstanding Undergraduate Thesis Award, University of International Relations

Teaching

Lecturer, Introduction to International Business (IBUS 301)	Fall 2024
Teaching Assistant, Globalization and Business (IBUS 310, for Dr. Andrew Spicer)	2022 - 2024

Service

Student Volunteer, Strategic Management Society (SMS) Annual Conference (2024)

Service to the field:

- Ad hoc reviewer:
  - Academy of Management Conference (2022 - 2024)
  - Academy of International Business Annual Conference (2022 - 2024)

Industry Experience

Chinese Academy of Financial Inclusion: Research Assistant (Beijing, China)	2020 – 2021
Morningstar, Inc.: Operations Analyst (Shenzhen, China)	2017 – 2018
QA Automation Engineer (Shenzhen, China)	2015 – 2017
Data Research Analyst (Shenzhen, China)	2014 – 2015
New Oriental Education & Technology Group: Lecturer (Beijing, China)	2012 – 2013

Skills

Python, Stata, R, SQL, LaTeX

Languages

English (Fluent), Mandarin (Native), Japanese (Basic)

Last Updated: November 2024