

Kerwin Xiang Liao

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About Me

My research applies organization theory to analyzing questions in technology, innovation, organizational design, organizational search, and corporate strategies. I am avid for bringing diverse methods into my research, including computational simulation, formal modelling, lab experimentation, as well as case studies to build and test theories.

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] **Liao, K. X.** Contesting State Predation: Political Capital, Power Dependence, and Cross-Listing. Working paper, *target: Administrative Science Quarterly*. [[Link](#)]
- [2] **Liao, K. X.** and Turner, S. F. Modelling the Development of Absorptive Capacity: Aggregating up from the Micro Level. *Early stage*.
- [3] **Liao, K. X.** Corporate Political Connections and Firm Innovation Performance. *Data analysis*.
- [4] **Liao, K. X.** Competitive Environments and Organizational Misconduct. *Data analysis*.

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 Roundtable 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 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, SMS Annual Conference (2024)

Service to the field:

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

R, Python, Stata, SQL, \LaTeX

Languages

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

Last Updated: September 2024