

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](#)]
- Academy of Management Annual Conference OMT Division (2024, Chicago)
 - Strategic Management Society Annual Conference - Track:A Corporate Geopolitics (2024, Istanbul)
 - **[Rejected]** Academy of International Business Annual Conference (2024, Seoul)
- [2] "Aggregation or Constraint? Organizational Decision Making, Corporate Political Connections, and Innovation Investment", *Theory and Arguments Revision*.
- Organization Science Winter Conference (2025, Los Angeles)
- [3] "Modelling the Development of Absorptive Capacity: Aggregating up from the Micro Level" (with Scott Turner), *Simulation model setup*.
- [4] "Competitive Environments, Corporate Political Connections and Organizational Misconduct", *Data collection*.
- [5] "Problemistic Search, Beliefs in Bad Luck, and Firm Performance", *Idea Development*

Presentations and Workshops

- 2025 Organization Science Winter Conference (Los Angeles)
- Doctoral Consortium
 - Paper Presentation
- 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 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

Additional Education

National University of Singapore, Singapore. 2014.7 – 2014.9
 • Master of Public Policy Program, Lee Kuan Yew School of Public Policy
 • Dropped due to financial issues and mismatch of career path
Renmin University of China, Beijing, China. 2021
 • B.A. in Economics, Self-Taught Higher Education

Skills

Python, Stata, R, SQL, \LaTeX

Languages

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

Last Updated: November 2024