

# Kerwin Xiang Liao

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## About Me

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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

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|---|-------------|
| <b>University of South Carolina</b> , Columbia, U.S.          | 2021 – 2025 |
| • M.I.B., Doctoral student in International Business          |             |
| <b>The Chinese University of Hong Kong</b> , Shenzhen, China  | 2018 – 2019 |
| • M.Sc. in Economics  |             |
| <b>University of International Relations</b> , Beijing, China | 2010 – 2014 |
| • B.M. in Administrative Management                           |             |

## Research

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- [1] "Institutional Changes, Information Diffusion, and Organizational Adaptation: Evidence from Chinese Politically Connected Firms", *working paper, reframing, 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] "Microfoundations of Corporate Political Connections: Backgrounds, Cognitive Values, and R&D Investments", *working paper*.
- [3] "Aggregation or Constraint? Organizational Decision Making, Corporate Political Connections, and R&D Investment", *working paper*.
  - Organization Science Winter Conference (2025, Los Angeles)
- [4] "Modelling the Development of Absorptive Capacity: Aggregating up from the Micro Level" (with Scott Turner), *Simulation model setup*.
- [5] "Fictitious Adaptation: Competitive Environments, Organizational Misconduct, and Market Backfire", *Data collection*.
- [6] "Problemistic Search, Beliefs in Bad Luck, and Suboptimal Dilemma", *Idea Development*

## Presentations and Workshops

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| 2025 | Organization Science Winter Conference (Los Angeles) <ul style="list-style-type: none"><li>- Doctoral Consortium</li><li>- Paper Presentation</li></ul>   |
| 2024 | Strategic Management Society Annual Conference (Istanbul) <ul style="list-style-type: none"><li>- Paper Presentation</li></ul> Academy of Management Annual Conference (Chicago) <ul style="list-style-type: none"><li>- OMT Division Doctoral Consortium</li><li>- OMT Division Global Research Consortium</li><li>- PDW on Empirical Research on Organizational Search Roundtable Discussion</li><li>- Paper Presentation</li></ul> |

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|      | 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

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| 2024 | Travel Grant, University of South Carolina Graduate School<br>Academy of Management Review Bridge Program Graduation Certificate              |
| 2022 | Travel Grant, University of South Carolina Graduate School<br>Doctoral Consortium Scholarship, Academy of International Business USNE Chapter |
| 2021 | Research Grant, University of South Carolina<br>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

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| <b>Lecturer</b> , Introduction to International Business (IBUS 301) | Fall 2024   |
| <b>Teaching Assistant</b> , Globalization and Business (IBUS 310)   | 2022 - 2024 |

## Service

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

### Service to the field:

- Ad hoc reviewer:
  - Academy of Management Annual Conference (2022 - present)
  - Strategic Management Society Annual Conference (2025 - present)
  - Academy of International Business Annual Conference (2022 - 2024)

## Industry Experience

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

## Additional Education

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| <b>National University of Singapore</b> , Singapore.   | 2014.7 – 2014.9 |
| <ul style="list-style-type: none"> <li>• Master of Public Policy Program, Lee Kuan Yew School of Public Policy</li> <li>• Dropped due to financial issues and mismatch of career path</li> </ul> |                 |
| <b>Renmin University of China</b> , Beijing, China.  | 2021            |
| <ul style="list-style-type: none"> <li>• B.A. in Economics, Self-Taught Higher Education (<i>STHEE</i>)</li> </ul>   |                 |

## Skills

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Python, Stata, R, SQL, ~~ETX~~

## Languages

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

*Last Updated: January 2025*