

# Kerwin Xiang Liao

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## About Me

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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

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**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

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- [1] **Liao, K. X.** Contesting State Predation: Political Capital, Power Dependence, and Cross-Listing. Working paper, *target: Administrative Science Quarterly*.
- [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

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- 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

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- 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

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

## Service

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**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

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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

## Skills

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R, Python, Stata, SQL,  $\text{\LaTeX}$

## Languages

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

*Last Updated: September 2024*