

Kerwin Xiang Liao

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Education

University of South Carolina, Columbia	2021 – 2026
Ph.D. in Business Administration	
The Chinese University of Hong Kong, Shenzhen	2018 – 2019
M.Sc. in Economics	

Research Focus

Strategic Cognition, Ambiguity and Interpretation, Cognitive Heterogeneity, Adaptive Structuring

Research

- [1] "From Signal to Shift: How Organizations Interpret Institutional Change and Navigate Uncertainty", *Under Preparation for Submission to Administrative Science Quarterly*. [Draft available upon request]
 - Academy of Management Annual Conference OMT Division (2024, Chicago)
 - Strategic Management Society Annual Conference - Track A: Corporate Geopolitics (2024, Istanbul)
- [2] "Microfoundations of Corporate Political Connections: Backgrounds, Cognitive Values, and R&D Investments", *Under Review at Strategic Organization*.
- [3] "From Cognitive Templates to Collective Learning: How Individual Learning Styles Shape Organizational Knowledge Evolution", *Theoretical development paper, under Preparation for Submission to Academy of Management Review*
- [4] "Structuring Morality: How Organizational Architecture Shapes Sensegiving under Contested CSR Expectations", *Empirical working paper on contested CSR interpretation*
- [5] "The Moral Fault Line: A Simulation-Based Theory of Ethical Cognition in Polarized Organizational Contexts", *Theoretical working paper*
- [6] "Aggregation or Constraint? Organizational Decision Making, Corporate Political Connections, and R&D Investment", *working paper*.
 - Organization Science Winter Conference (2025, Los Angeles)
 - Nominated for AOM OMT Best Student Paper Award 2025
- [7] "Modelling the Development of Absorptive Capacity: Aggregating up from the Micro Level" (with Scott Turner), *Conceptual framework and agent-based simulation in development*.

Presentations and Workshops

2025	Organization Science Winter Conference (Los Angeles) <ul style="list-style-type: none">- Doctoral Consortium- Paper Presentation
2024	Strategic Management Society Annual Conference (Istanbul) <ul style="list-style-type: none">- Paper Presentation Academy of Management Annual Conference (Chicago) <ul style="list-style-type: none">- 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

Teaching

Lecturer, Introduction to International Business (IBUS 301) Fall 2024
Teaching Assistant, Globalization and Business (IBUS 310) 2022 - 2024

Service

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)

Other Service

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

Industry Experience

Chinese Academy of Financial Inclusion: Research Assistant (Beijing, China) 2020 – 2021
Morningstar, Inc.: Operations Analyst (Shenzhen, China) 2017 – 2018

Skills

Python, Stata, R, SQL, \LaTeX

Languages

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

Last Updated: January 2025