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| **Xiang (Kerwin) LIAO** | (Last Updated in January, 2024) |

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| Contact Information | Darla Moore School of Business, 457J3,  1014 Greene Street,  Columbia, SC, 29208 | *Email:* xiang.liao@grad.moore.sc.edu  *Website:* https://kerwinliao.github.io/ | |
| EDUCATION | **University of South Carolina,** Columbia, U.S.  **Ph.D. Candidate in International Business**  **The Chinese University of Hong Kong,** Shenzhen, China  **M.Sc. in Economics**  **Renmin University of China,** Self-taught Higher Education  **B.A. in Economics**  **University of International Relations**, Beijing, China  **B.M. in Administrative Management** | | **2021.8 – 2026.5 (Expected)**  **2018.9 – 2019.11**  **2021**  **2010.9 – 2014.6** |
| RESEARCH INTERESTs | Organization Theory and Corporate Strategy, Sustainability, Organizational Learning, Organizational Misconduct, Financial Markets | | |
| Research In progress | **“Contesting State Predation: Political Capital, Power Dependence, and Cross-Listing”**   * Accepted at AOM OMT Division 2024   **“Absorptive Capacity and Individual Learning”**, with Scott Turner   * Preliminary, framing and arguments stage * Agent-based simulation method, based on March (1991)   “**Government’s Dilemma: Hike in the Administrative Costs or Sprawl of Social Nonconfidence**” (In Progress, draft available at https://kerwinliao.github.io/gd.pdf)  Advisor: Xiaojian Zhao, Monash University Department of Economics   * Extension of Rotten Kid Theorem, Trigger Strategy to model the Game | | |
| Book Chapters | **Xiang Liao** (2020) “Asset Management for Wage-Earners and Micro and Small Enterprises”, *The Report of Financial Inclusion Development in China (2020)*, ed. Duoguang Bei and Xiugen Mo  **Xiang Liao** (2020) “White Book of Blue-Collar Workers in Manufacturing (2020)”, ed. Duoguang Bei and Xiugen Mo   * Featured by *Sina Finance* (in Chinese): [https://finance.sina.com.cn/money/bank/bank\_hydt/ 2020-12-21/doc-iiznctke7686513.shtml?cref=cj](https://finance.sina.com.cn/money/bank/bank_hydt/2020-12-21/doc-iiznctke7686513.shtml?cref=cj) * Available at CAFI website: [http://www.cafi.org.cn/upload/file/20201125/160627120965974 2.pdf](http://www.cafi.org.cn/upload/file/20201125/1606271209659742.pdf) | | |
| AWARDS / honours | **First Class Subject Prize**  The Chinese University of Hong Kong, Shenzhen Finance Institute  **Outstanding Undergraduate Thesis Award**  University of International Relations  **Undergraduate Research Grant**  University of International Relations, CNY¥4,000 | | 2019  2014  2013 |
| Professional employment | **Chinese Academy of Financial Inclusion**, Beijing, China  *Research Assistant, Research Division*   * Write reports, Analyze data and Provide technical support to various projects, including but not limited to:   + Financial Diaries China funded by World Bank   + COVID-19 Influence in China   + White Book for Blue-collar Workers in Manufacturing   + Financial Health and Education funded by MetLife   **Morningstar, Inc.**, Shenzhen, China  *Operations Analyst, Level II Support, Direct & Reporting*   * Analyze and process clients' questions in software Direct (functional usage, calculation, methodology)   *QA Automation Engineer, Direct Cloud, Manager Research*   * Code in Python/Java to implement automation testing scripts * Analyze and extract performance data collected by python-based automation tool for weekly reports   *Data Research Analyst, Global ETF*  **New Oriental Education & Technology Group**, Beijing, China  *High School English Lecturer*  *Teaching Assistant* | | **2020.1 – 2021.5**  **2017.9 – 2018.7**  **2015.11 – 2017.9**  **2014.9 – 2015.11**  **2012.6 – 2013.6**  **2012.1 – 2012.5** |
| Skills | R, Python, STATA, VBA, MySQL | | |
| Hobbies | Cooking, Classical Music, Piano, Long time Walking in Cities and Forest, Watching Squirrels/Birds/Pets playing quietly, Purposeless Readings in Philosophy (Schopenhauer; Kant), Psychology (Carl Jung; Rolle May), Political Science & History (Philip Kuhn; Huntington) | | |
| Language | English (Fluent), Mandarin (Native) | | |