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| **Xiang (Kerwin) LIAO** | (Last Updated in April 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 | Liao, X. K. Contesting State Predation: Political Capital, Power Dependence, and Cross-Listing. Working paper, target: Administrative Science Quarterly.  Liao, X. K. & Turner, S. Modelling the Development of Absorptive Capacity: Aggregating up from the Micro Level. Early stage.  Liao, X. K. Competitive Environment and Organizational Misconduct. Data analysis.  Liao, X. K. When Institutional Complexity Knocks at the Door: Corporate Strategies in the era of Polarization. Early stage, target: Academy of Management Review.  Liao, X. K. Government’s Dilemma: Hike in the Administrative Costs or Sprawl of Social Nonconfidence. Master Degree Thesis, Working paper.   * Advisor: Xiaojian Zhao, Monash University Department of Economics | | |
| Book Chapters | Liao, X. K.(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  Liao, X. K.(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) | | |
| Presentations | - Bridging the Walls: How Cross-Listed Firms Achieve Legitimacy Transmission  - 2022 at Academy of International Business USNE Conference | | |
| Workshops and Symposia | - Academy of Management Review Bridge Program,  - Attendee, Organization Design Community Conference  - Attendee, Organization Design Community Idea Workshop  - Attendee, Doctoral Students Consortium at AIB USNE Conference | | 2024  2023  2023  2022 |
| AWARDS / honours | - Travel Grant ($500), University of South Carolina Graduate School  - Doctoral Consortium Scholarship, Academy of International Business USNE Chapter  - Research Grant ($7,000), University of South Carolina  - PhD Scholarship, University of South Carolina  - First Class Subject Prize, The Chinese University of Hong Kong, Shenzhen Finance Institute  - Outstanding Undergraduate Thesis Award, University of International Relations  - Undergraduate Research Grant (CNY¥4,000), University of International Relations | | 2022  2022  2021  2021 - 2026  2019  2014  2013 |
| Teaching | - University of South Carolina  - Instructor, Introduction to International Business (IBUS 301)  - Teaching Assistant, Globalization and Business (IBUS 310, for Andrew Spicer) | | Fall 2024  Springs 2022 - 2024 |
| Service | Service to the Field  - Ad hoc reviewer for:  - Academy of Management Conference (OMT, STR, IM)  - Academy of International Business | | |
| Professional Affiliations | - Academy of Management, member  - Academy of International Business, member | | 2022 – present  2022 – present |
| Private secTor employment | **Chinese Academy of Financial Inclusion**, Beijing, China  *Research Assistant, Research Division*  **Morningstar, Inc.**, Shenzhen, China  *Operations Analyst, Level II Support, Direct & Reporting*  *QA Automation Engineer, Direct Cloud, Manager Research*  *Data Research Analyst, Global ETF*  **New Oriental Education & Technology Group**, Beijing, China  *High School English Lecturer* | | 2020.1 – 2021.5  2017.9 – 2018.7  2015.11 – 2017.9  2014.9 – 2015.11  2012.6 – 2013.6 |
| 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) | | |