
CONTACT INFORMATION	Darla Moore School of Business, 457J3, 1014 Greene Street, Columbia, SC, 29208	<i>Email:</i> xiang.liao@grad.moore.sc.edu <i>Website:</i> https://kerwinliao.github.io/
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EDUCATION	University of South Carolina , Columbia, U.S. Ph.D. Candidate in International Business	2021.8 – 2026.5 (Expected)
	The Chinese University of Hong Kong , Shenzhen, China M.Sc. in Economics	2018.9 – 2019.11
	Renmin University of China , Self-taught Higher Education B.A. in Economics	2021
	University of International Relations , Beijing, China B.M. in Administrative Management	2010.9 – 2014.6

RESEARCH INTERESTS	Organization Theory and Corporate Strategy, Sustainability, Organizational Learning, Organizational Misconduct, Financial Markets	
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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", <i>The Report of Financial Inclusion Development in China (2020)</i> , ed. Duoguang Bei and Xiugen Mo	
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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
- Available at CAFI website: <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, 2024
- Attendee, Organization Design Community Conference 2023
- Attendee, Organization Design Community Idea Workshop 2023
- Attendee, Doctoral Students Consortium at AIB USNE Conference 2022

AWARDS / HONOURS - Travel Grant (\$500), University of South Carolina Graduate School 2022
- Doctoral Consortium Scholarship, Academy of International Business USNE Chapter 2022
- Research Grant (\$7,000), University of South Carolina 2021
- PhD Scholarship, University of South Carolina 2021 - 2026
- First Class Subject Prize, The Chinese University of Hong Kong, Shenzhen Finance Institute 2019
- Outstanding Undergraduate Thesis Award, University of International Relations 2014
- Undergraduate Research Grant (CNY¥4,000), University of International Relations 2013

TEACHING - University of South Carolina
- Instructor, Introduction to International Business (IBUS 301) Fall 2024
- Teaching Assistant, Globalization and Business (IBUS 310, for Andrew Spicer) 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 2022 – present
- Academy of International Business, member 2022 – present

PRIVATE	Chinese Academy of Financial Inclusion , Beijing, China	
SECTOR	<i>Research Assistant, Research Division</i>	2020.1 – 2021.5
EMPLOYMENT	Morningstar, Inc. , Shenzhen, China	
	<i>Operations Analyst, Level II Support, Direct & Reporting</i>	2017.9 – 2018.7
	<i>QA Automation Engineer, Direct Cloud, Manager Research</i>	2015.11 – 2017.9
	<i>Data Research Analyst, Global ETF</i>	2014.9 – 2015.11
	New Oriental Education & Technology Group , Beijing, China	
	<i>High School English Lecturer</i>	2012.6 – 2013.6
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SKILLS	R, Python, STATA, VBA, MySQL	
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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)	
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LANGUAGE	English (Fluent), Mandarin (Native)	