HENGLONG (MATTHEW) LUO

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EDUCATION

University of Oxford, United Kingdom
D.Phil. in Sociology, Department of Sociology   2020–2024
- Supervisor: Man-Yee Kan
- Thesis: Human Agency and Instrumental Rationality: Applying Human Capital to Gender Inequalities and Intergenerational Stratification

University of Cambridge, United Kingdom
M.Phil. in Education Research, Faculty of Education   2019–2020
- Graduated with Distinction, Ranking Top 1 of the program
- Supervisor: Rob Gruijters

University College London, United Kingdom
M.Res. in Management, School of Management   2017–2019
- Supervisors: Bart Vanneste; Vaughn Tan

M.Sc. in Management, School of Management   2016–2017
- Graduated with Distinction, in Dean's List
- Supervisor: Bart Vanneste

Guangdong University of Foreign Studies (GDUFS), China
Bachelor of Economics in Finance, School of Finance   2013–2016
- Graduated with 93%, Ranking Top 1/157 students

Bachelor of Management in Public Administration, School of Politics and Public Administration   2012–2016
- Graduated with 92%, Ranking Top 1/80 students

INTERCOLLEGIATE EDUCATION

London Business School, United Kingdom
Basic Readings in Business   2017
- Instructor: Donal Crilly
Innovation and Entrepreneurship   2018
- Instructors: Gary Dushnitsky & Colleen Cunningham
Sociological Foundations of Strategy   2018
- Instructors: Isabel Fernandez-Mateo & Aharon Cohen-Mohliver
Strategy Core   2018
- Instructors: Sendil Ethiraj & Freek Vermeulen

Bayes Business School (formerly Cass), United Kingdom
Quantitative Methods II: Experimental Design Section   2018
-     Instructor: Irene Scopelliti

INSEAD, France
Summer Camp in Computational Organization Science   2018
-     Panel of Instructors: Phanish Puranam, Dan Levinthal, Thorbjørn Knudsen, Chengwei Liu, and Hazhir Rahmandad

(All doctoral-level courses)

RESEARCH INTERESTS

Gender, Social Capital, Agency, Rationality, Career, Diversity, Equity, and Inclusion (DEI), Decision-making

RESEARCH PROJECTS

"Norms, Interest, or Both? The Mutual Confirmation of Gender Ideology and Economic Gains in China"
(Matthew Henglong Luo, Man-Yee Kan)
-     Stage: Final preparation. Target: Work, Employment Society

"Does Women's Underutilized Human Capital Benefit Their Children's Education? Evidence from China"
(Matthew Henglong Luo, Man-Yee Kan)
-     Stage: Final preparation. Target: Sociology of Education

"Human Capital in The Creation of Social Capital: A Micro-Foundation Perspective"
(Matthew Henglong Luo)
-     Stage: Final preparation. Target: American Journal of Sociology

"Two Types of Human Agency"
(Matthew Henglong Luo)
-     Stage: Final preparation. Target: Theory and Society

"Cultural Norms or Rational Calculation? A Mixed-methods Analysis of Chinese Parents' Educational Aspirations"
(Matthew Henglong Luo, Kefan Xue, Akida Aikedan Ainiwaer)
-     Stage: Drafting manuscript.

"The Meanings of Childcare: An International Comparison of Time Use between China, South Korea, and the US"

(Matthew Henglong Luo, Man-Yee Kan)
- Stage: Drafting manuscript.

"Improved Present, Unchangeable Past? Rewarding Agency or Penalizing Failure"
(Matthew Henglong Luo, Xiaoxiao Niu, and Lei Liu)
- Stage: Data collection & data analysis.

"Cognition and Social Capital"
(Matthew Henglong Luo, Wenxin Xie)
- Stage: Data collection & data analysis.

"Encounter of Feminism and Instrumental Rationality with Masculinism: New Frameworks and Evidence for Workplace Gender Inequalities"
(Matthew Henglong Luo)
- Stage: Experimental design

CONFERENCE TALKS

London Organizational Behavior Research Day, UCL School of Management
Nov, 2022
American Sociological Association (ASA) Annual Conference, Los Angeles
Aug, 2022
Population Association of America (PAA) Annual Conference, Georgia
Apr, 2022
European Consortium for Sociological Research (ECSR) Conference, Virtual
Oct , 2021

SERVICE EXPERIENCES

Professional Service:
Ad hoc reviewer for the **2023 Academy of Management Annual Meeting**   *2023*
- Division: Diversity, Equity, and Inclusion (DEI). Average rating of authors: extremely constructive (5/5); extremely helpful (5/5)
- Division: Career. Average rating of authors: extremely constructive (5/5); extremely helpful (5/5)
Doctoral Writing Group, UCL School of Management   *2019*
OB & Strategy Reading Group, UCL School of Management   *2018-2019*

Admin Service:
Academic and Wellbeing Advisor, UCL School of Management   *2022-now*
Student Representative, Oxford Department of Sociology   *2020-2021*

TEACHING AND SUPERVISION

University of Oxford
Demography and Population, BA Human Science   *2023*

- Responsibilities: Design syllabus, independently deliver 13-hour small-group seminar-style tutorials, grade weekly essays and mock exams, and generate student reports

UCL School of Management
Delivering Results Through People, BSc Management Science *2023*
- Responsibilities: Being a teaching assistant for Dr Raina Brands

Behavioral Science, BSc Management Science *2023*
- Responsibilities: Being a teaching assistant for Dr Felix Danbold

Corporate Strategy, UCL-Peking University Joint MBA program *2019*
- Responsibilities: Design course materials, design final exam, grade final exam, and being a teaching assistant for Dr Bart Vanneste

Strategy by Design, BSc Management Science *2018-2020*
- Responsibilities: Independently deliver tutorials to 20 students for 4 hours per term, office hours, and being a teaching assistant for Dr Vaughn Tan

HONORS & AWARDS

AOM Scholarship, Academy of Management	*2023*
Outstanding Reviewer, Academy of Management	*2023*
The Best Dissertation Award, Cambridge Faculty of Education	*2020*
Studentship, UCL School of Management	*2017-2019*
Dean's List, UCL Faculty of Engineering	*2017*
Undergraduates Outstanding Dissertation, GDUFS	*2016*

MISCELLANEOUS

Technical Skills: Python, R, Stata, SPSS, MS Office

Languages: Mandarin(native), Cantonese(native), English(professional), Japanese(basic)

Certificates: R Programming, Practical Machine Learning, Mathematics for Machine Learning Specialization, Python for Everyone Specialization, Introduction to Data Science in Python, Applied Plotting, Charting Data Representation in Python

Daily Interests: Opera, Classical music, ACG music, English literature, Tennis, Japanese Animation, Cooking

REFERENCES

Man-Yee Kan	Rob Gruijters
Professor	Associate Professor

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University of Oxford
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University of Cambridge
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Lei Liu
Lecturer/Assistant Professor
University of Exeter Business School
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