

Matthew Henglong Luo

henglong.luo@sociology.ox.ac.uk | Department of Sociology, University of Oxford, 42 Park End St,
Oxford OX1 1JD, UK

EDUCATION

2020.10-Present Department of Sociology, University of Oxford, United Kingdom

- D.Phil. in Sociology
 - Supervisor: Man-Yee Kan

2019.9-2020.9 Faculty of Education, University of Cambridge, United Kingdom

- M.Phil. in Education Research
 - Graduated with Distinction, Ranking Top 1 of the program
 - Dissertation: Educational Aspirations of Chinese Parents: Cultural Values and Realistic Considerations, *awarded the Best Dissertation Award*
 - Supervisor: Rob Gruijters

2018.9-2019.8 School of Management, University College London, United Kingdom

- Ph.D. in Management (integrated M.Phil. and D.Phil.)
 - Supervisors: Bart Vanneste; Vaughn Tan
 - Voluntarily disengaged due to research interests

2017.9-2018.9 School of Management, University College London, United Kingdom

- M.Res. in Management
 - Supervisors: Bart Vanneste; Vaughn Tan

2016.9-2017.9 School of Management, University College London, United Kingdom

- M.Sc. in Management
 - Graduated with Distinction (in Dean's List)
 - Supervisor: Bart Vanneste

2012.9-2016.6 Guangdong University of Foreign Studies (GDUFS), China

- Bachelor of Management in Public Administration
 - Graduated with 92%, Ranking Top 1/80 students

2013.9-2016.6 Guangdong University of Foreign Studies (GDUFS), China

- Bachelor of Economics in Finance
 - Graduated with 93%, Ranking Top 1/157 students

RESEARCH

Research interests

Gender, Social capital, Agency, Rationality, Decision-making, Career outcomes

Work Targeted at Management Journals

- **Luo, Matthew H.**, and Wenxin Xie. Human Capital in the Creation of Social Capital. [Stage: data collection. Target: *Organization Science*]
- **Luo, Matthew H.**, Xiaoxiao Niu, and Lei Liu. Improved Present, Unchangeable Past? Rewarding Agency or Penalizing Failure. [Stage: data collection. Target: *Administrative Science Quarterly*]

Work Targeted at Sociology Journals

- **Luo, Matthew H.**, and Man-Yee Kan. Human Capital Transfer: A New Framework to Explain Female Educational Advantages and Income Disadvantages. [recently rejected by *American Sociological Review* with reviewer comments. Target: *Gender & Society*]
- **Luo, Matthew H.**, and Man-Yee Kan. Does Women's Underutilized Human Capital Benefit Their Children's Education? Evidence from China. [Friendly review]
- **Luo, Matthew H.**, Vicky K. Xue, and Akida Aikedan Ainiwaer. Cultural Norms or Rational Calculation? A Mixed-methods analysis of Chinese Parents' Educational Aspirations. [Under review at *The China Quarterly*]

Selected presentations

- Improved Present, Unchangeable Past? Rewarding Agency or Penalizing Failure. *London Organizational Behavior Research Day*, London, November 2022
- Human Capital in the Creation of Social Capital: A Micro-foundation Model and An Application. *American Sociological Association (ASA) Annual Conference*, Los Angeles, August 2022
- Cultural Norms or Rational Calculation: A Mixed-methods analysis of Chinese Parents' Educational Aspirations. *American Sociological Association (ASA) Annual Conference*, Los Angeles, August 2022
- Educational assortative mating, labor division, and capital transfer: Evidence from China. *Population Association of America (PAA) Annual Conference*, Atlanta, Georgia, April 2022
- Educational assortative mating, labor division, and capital transfer: Evidence from China. *European Consortium for Sociological Research (ECSR) Conference*, Virtual, October 2021.

Other research experiences

- 2023.1-2023.2 Ad hoc reviewer for the 2023 Academy of Management Annual Meeting
- 2019.1-2019.7 UCL School of Management Doctoral Writing Group (led by Davide Ravasi and Colin Fisher)
- 2018.9-2019.7 UCL School of Management Reading Group, OB & strategy (led by Martin Kilduff and Davide Ravasi)
- 2019.4-2019.5 Doctoral Seminar in Empirical Methods for Quantitative Research (by Vishal Singh, NYU Stern)
- 2018.7 Summer Camp in Computational Organization Science in INSEAD, France
- Panel of Instructors: Phanish Puranam, Dan Levinthal, Thorbjørn Knudsen, Chengwei Liu, and Hazhir Rahmandad

Memberships

American Sociological Association (ASA); Population Association of America (PAA); European Consortium for Sociological Research (ECSR); International Chinese Sociological Association (ICSA)

ATTENDED INTERCOLLEGIATE COURSES

London Business School: Basic Readings in Business (fall 2017, Donal Crilly); Innovation and Entrepreneurship (spring 2018, Gary Dushnitsky & Colleen Cunningham); Sociological Foundations of Strategy (summer 2018, Isabel Fernandez-Mateo & Aharon Cohen-Mohliwer); Strategy Core (fall 2018, Sendil Ethiraj & Freek Vermeulen)

UCL Department of Economics: ECON0065-Microeconomics* (fall 2018, Konrad Mierendorff)
UCL Institute of Education (IOE): Education and Development in Asia* (spring 2019)
Bayes Business School (formerly Cass): Quantitative Methods II: Experimental Design section (spring 2018, Irene Scopelliti)
 (* denotes master-level courses, otherwise doctoral-level courses)

TEACHING EXPERIENCE

Demography and Population (BA Human Science, Keble College and St Hugs College, University of Oxford), Spring 2023

- Responsibilities: design syllabus (including essay questions and reading lists), independently deliver 13-hour small-group seminar-style tutorials, give detailed and constructive feedback on weekly essays, and generate student reports based on their performance in tutorials and weekly essays

Delivering Results Through People (with Dr. Raina Brands, BSc Management Science at UCL), Spring 2023

- Responsibilities: grading

Behavioral Science (with Dr. Felix Danbold, BSc Management Science at UCL), Spring 2023

- Responsibilities: grading

Strategy by Design (with Dr. Vaughn Tan, BSc Management Science at UCL), Fall 2018 & 2020

- Responsibilities: independently deliver tutorials to 20 students for 4 hours per term; office hours; grade assignments and final reports

Corporate Strategy (with Dr. Bart Vanneste, UCL-Peking University Joint MBA program), Summer 2019

- Responsibilities: design course materials, design final exam, grade final exam

SERVICE EXPERIENCE

Academic and Wellbeing Advisor, School of Management, UCL	2022.10-present
DPhil student representative, Department of Sociology, University of Oxford	2020-2021

HONORS & AWARDS

Cambridge Faculty of Education Best Dissertation Award	2020
UCL Studentship	2017-2019
UCL Faculty of Engineering Dean's List	2017
Undergraduates Outstanding Dissertation of GDUFS	2016
Winner of First-Class Academic Performance of GDUFS (3 times)	2012-2015

QUALIFICATIONS

Languages: Native in Mandarin Chinese and Cantonese; Fluent in English (IELST 8.0, June 2019); Basic in Japanese

Computer skills: Python, R, Stata, SPSS, and MS Office

Certificates: R Programming (granted by Johns Hopkins University on Coursera); Practical Machine Learning (granted by Johns Hopkins University on Coursera); Mathematics for Machine Learning Specialization (granted by Imperial College London on Coursera); Python for Everyone Specialization (granted by University of Michigan on Coursera); Introduction to Data Science in Python (granted by University of Michigan on Coursera); Applied Plotting, Charting & Data Representation in Python

(granted by University of Michigan on Coursera)

OTHERS

Daily Interests: Opera, Classical music, ACG music, English literature, Tennis, Japanese Animation, Cooking (especially Japanese cuisine)