

MATTHEW HENGLONG LUO

(Current version: April 2026)

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EMPLOYMENT

University of Oxford, United Kingdom
Department of Sociology 2024–now
- Postdoctoral Researcher

University College London, United Kingdom
School of Management 2021–now
- Tutor

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 (Examiners: Jonathan Gershuny, Lindsay Richards)

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

PUBLICATIONS

Luo, M.H., Kan, MY. The Interplay of Economic Resources, Family Decision Power, and Gender Ideology in China. *Social Indicators Research* 181, 24 (2026). <https://doi.org/10.1007/s11205-025-03761-0>

de Grignon Pérez, J. L., Wang, W., Kasyap, T., Luo, M. H., Tang, J. Estimating How Much Children Work: Questionnaires Versus Time Use Diaries. *Journal of Development Economics* 182 (2026). <https://doi.org/10.1016/j.jdeveco.2026.103797>

RESEARCH PROJECTS

“Improved Present, Unchangeable Past? Rewarding Agency or Penalizing Failure”

(Matthew Henglong Luo, Xiaoxiao Niu, and Lei Liu)

- Award: Best Developmental Paper, by the British Academy of Management, Human Resources Management Group

- Under review at Human Resource Management

“Educational Gradients of Housework and Childcare Time in East Asian and Western Countries”

(Matthew Henglong Luo, Grace Chang, Man-Yee Kan)

- Under review at Sociology

“How Does Parental Housework Interact with Children’ Housework Time in Asia? Evidence from Diary Data”

(Matthew Henglong Luo, Kefan Xue, Man-Yee Kan)

- Revision and re-submission for British Journal of Sociology

“Division of Labor, Gender Ideologies, and Subjective Well-being in the UK”

(Grace Chang, Matthew Henglong Luo)

- Under review at Sex Roles

“Does Women’s Underutilized Human Capital Benefit Their Children’s Education in China? A Machine Learning Approach”

(Matthew Henglong Luo, Guanghui Pan)

- Stage: Drafting manuscript

“Enjoyment of Remote Working, Prior-, During-, and Post-COVID 19: Evidence from the UK”

(Zhuofei Lu, Matthew Henglong Luo, Yucheng He)

- Stage: Drafting manuscript

“Human Capital in The Creation of Social Capital: A Micro-Foundation Perspective”

(Matthew Henglong Luo)

- Stage: Data analysis

“When Agency Reproduces Inequality: Instrumental Rationality and the Strategic Expression of Gender Ideology”

(Matthew Henglong Luo, Lei Liu)

- Stage: Data collection

“Innovation, Authority, and Management Practices in Chinese Organizations: A Qualitative Study”

(Matthew Henglong Luo, Lei Liu, Zhuofei Lu)

- Stage: Data collection

CONFERENCE TALKS

British Academy of Management (BAM) Annual Conference, Kent *Sept, 2025*

British Society for Population Studies (BSPS) Annual Conference, Swansea *Sept, 2025*

American Sociological Association (ASA) Annual Conference, Chicago *Aug, 2025*

46th IATUR Conference, Corfu *Oct, 2024*

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*

TEACHING AND SUPERVISION

UCL School of Management
 Business Research, MSc Management *2023-now*
 - Responsibilities: Supervising postgraduate students' business research reports, independently delivering lecture-size workshops

Personal Academic Tutor, MSc Marketing Science *2025-Now*
 Academic and Wellbeing Advisor, MSc Management *2023-2025*
 - Responsibilities: Regularly meeting with students, providing assorted academic, well-being, and career information, and being the first contact for students regarding academic and well-being issues; have advised and mentored 400+ post-graduate students to date

Organizational Behavior, BSc International Management *2025-now*
 - Responsibilities: Independently delivering workshops

Behavioral Science, BSc Management Science *2022-2025*
 - Responsibilities: Being a teaching assistant for Dr Felix Danbold

Influence and Negotiations, MSc Management *2024-2026*
 - Responsibilities: Being a teaching assistant for Dr Joshua Becker

Organizational Behavior, MSc Management *2024-2025*
 - Responsibilities: Being a teaching assistant for Dr Clarissa Cortland and Dr Cydney Hurston Dupree

Delivering Results Through People, BSc Management Science *2022-2024*
- Responsibilities: Being a teaching assistant for Dr Raina Brands and Dr Cydney Hurston Dupree

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

University of Oxford
MSc Sociology *2024-now*
- Dissertation Supervisor

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

SERVICE EXPERIENCES

Professional Service:

Organize Oxford Sociology Department seminar series *2026*
Work in public engagement team at the Oxford Research Festival *2025*
Ad hoc reviewer for the British Academy of Management Annual Meeting *2025*
Ad hoc reviewer for the Academy of Management Annual Meeting *2023-2024*
- 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:

DEI Committee Member, Oxford Department of Sociology *2025-now*
Student Representative, Oxford Department of Sociology *2020-2021*

HONORS & AWARDS

Best Developmental Paper, British Academy of Management *2025*
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
Dean's List, UCL Faculty of Engineering
Undergraduates Outstanding Dissertation, GDUFS

2017-2019
2017
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, Formula 1, Japanese anime, Cooking