

HENGLONG (MATTHEW) LUO

(Current version: 18 April 2024)

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EMPLOYMENT

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

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-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, 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