

Xiaojin (Jim) Liu

Virginia Commonwealth University, School of Business
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ACADEMIC POSITION

- Virginia Commonwealth University, School of Business, Richmond, Virginia** 2018-Present
Assistant Professor, Supply Chain Management and Analytics.
- University of Virginia, Darden School of Business, Charlottesville, Virginia** 2016-2018
Post-doctoral Senior Researcher, Technology and Operations Management area, supported by the Batten Institute for Entrepreneurship and Innovation.

EDUCATION

- Ph.D., University of Minnesota, Twin Cities, Minnesota** 2016
Supply Chain and Operations Department, Carlson School of Management.
Dissertation: "Essays on human capital in supply chains: Perspectives on social responsibility and technological advancement."
Co-advisors: Prof. Kingshuk K. Sinha and Prof. Susan M. Goldstein.
- M.Phil., Hong Kong Polytechnic University, Hong Kong** 2011
Business Administration, Department of Logistics and Maritime Studies.
- B.A., Peking University, Beijing, China** 2009
Bachelor of Art, Bio-medical English, Health Science Center.
Bachelor of Management, E-Business, School of Electronic Engineering and Computer Science.

RESEARCH EXPERIENCE

Research Interests

Innovation and Technology Management for Sustainable and Responsible Operations Management.
Empirical and Computational Methods with Statistics, Econometrics, Psychometrics, and Data Analytics.

Publication

1. **Liu, X.**, A. Mishra, S.M. Goldstein, K.K. Sinha. 2018. "Towards improving factory working conditions in developing countries: An empirical analysis of Bangladesh Ready-Made garment factories." *Manufacturing & Service Operations Management (M&SOM), articles in advance*. <http://doi.org/10.1287/msom.2017.0679>
2. **Liu, X.**, A.C. Yeung, C.K.Y Lo, T.C.E Cheng. 2014. "The moderating effects of knowledge characteristics on the financial value of innovative technology products." *Journal of Operations Management (JOM)*, 32(3), 79-87. <http://doi.org/10.1016/j.jom.2013.11.003>

Working Papers

3. "The firm productivity implications of technology licensing: Evidence from developing Asian economy manufacturing firms." With A. Mishra. Under review at *Management Science*.
4. "How does social orientation influence firm innovation?" With R. Chao. Under revision.
5. "Evaluating telemedicine adoption in clinics: Accounting for socioeconomic, geographical, organizational and technological antecedents." With S.M. Goldstein, K. Soderberg, K.K. Sinha.
6. "Evaluating the implementation effectiveness of Clinical Decision Support (CDS) systems: The enabling role of health care provider capability." With S.M. Goldstein, K. Soderberg, K.K. Sinha.
7. "Inter-firm work design and technology development: An empirical analysis of human capital on exploration and exploitation." With S.M. Goldstein, K.K. Sinha.

Projects in Process

8. "Improving factory working conditions in developing countries: The implication of buyer-supplier relationship."
9. "Fostering public good contributions to online process knowledge sharing: Evidence from wikiHow."

RESEARCH GRANTS

Batten Institute Fellows Program, University of Virginia 2016-2017
With R. Chao, "How does social orientation influence firm innovation?" \$5,000.

Wells Fargo Foundation - Sustainability Research Grant Program, University of Minnesota 2015-2016
With A. Mishra, S.M. Goldstein, and K.K. Sinha, "Sustainable and responsible design and management of global supply chains: Designing work and improving working conditions in supplier factories in developing countries." \$30,500.

ACADEMIC HONORS AND AWARDS

Kristy Cua Doctoral Student Excellence Award, Supply Chain and Operations Department, Carlson School of Management, University of Minnesota	2015
Travel Fellowship, Carlson School of Management, University of Minnesota	2013-2015
Summer Research Fellowship, Carlson School of Management, University of Minnesota	2012-2015
PhD Fellowship, Carlson School of Management, University of Minnesota	2011-2015
Best Undergraduate Thesis, Peking University	2009
Student of Honor, Summer School of Statistics for Social Science, Peking University, China	2008
Outstanding Medical Student, Peking University	2005, 2008

CONFERENCE PRESENTATIONS

"The firm productivity implications of technology licensing: Evidence from developing Asian economy manufacturing firms."

- POMS Annual Conference, 2018.
- DSI Annual Meeting, 2017.

"How does social orientation influence firm innovation?"

- INFORMS Annual Meeting, 2017.
- MSOM Conference, 2017.
- POMS Annual Conference, 2017, 2018.
- DSI Annual Meeting, 2017.

"Improving factory working conditions in developing countries: The implication of buyer-supplier relationship."

- POMS Annual Conference, 2018.

"Evaluating working conditions in supplier factories in developing economies: An empirical analysis in the global garment industry."

- POMS Annual Conference, 2017.
- Early-Career Sustainable Operations Workshop, 2017.
- DSI Annual Meeting, 2016.
- Industry Studies Conference, 2016.

"Evaluating telemedicine adoption in clinics: Accounting for its antecedents and consequences."

- INFORMS Annual Meeting, 2015, 2017.

- INFORMS Healthcare, 2015.
- POMS Annual Conference, 2016, 2017.
- DSI Annual Meeting, 2015.
- Industry Studies Conference, 2016.

“Evaluating the implementation effectiveness of CDS systems: The role of health care provider capability.”

- INFORMS Annual Meeting, 2016.
- POMS Annual Conference, 2015, 2016, 2017, 2018.
- DSI Annual Meeting, 2014.
- Minnesota e-Health Summit, Minneapolis, 2015.

“The effect of inter-firm work design on technology exploration/exploitation and firm performance.”

- POMS Annual Conference, 2015.

“Work design and work safety in manufacturing industry.”

- INFORMS Annual Meeting, 2013.

“Technology creation and work design: The implication of workforce demographics.”

- DSI Annual Meeting, 2013.

“Knowledge transfer across generations: Source for future innovation.”

- U-Spatial Symposium, University of Minnesota, 2012.

“Technologically new products and value creation: The moderating effect of knowledge characteristics.”

- POMS Annual Conference, 2011.
- POMS-HK International Conference, Hong Kong, 2011.
- Joint Conference of the 4th International Conference of Operations and Supply Chain Management and the 15th Annual Meeting of Asia Pacific Decision Sciences Institute, Hong Kong, 2010.

RESEARCH PROJECTS

Research Assistant

- Supply Chain & Operations Department, University of Minnesota, 2011-2016
- Logistics and Maritime Studies, Hong Kong Polytechnic University, 2009-2011

Investigator and Report Writer, National Residence Service Center, 2008

- Project on “Research on energy planning and related policy making in rural area in China,” supported by the national “Eleventh Five-Year Plan.”
- Collected and analyzed the raw data from four provinces, and wrote three survey papers, published in the in-house magazines of the National Residence Service Center.

TEACHING EXPERIENCE

Instructor, School of Business, Virginia Commonwealth University SCMA 302, Business Statistics. Undergraduate students.	Fall 2018
Instructor, Carlson School of Management, University of Minnesota, Twin Cities SCO 2550, Business Statistics: Data Sources, Presentation, and Analysis. 70 undergraduate students.	Fall 2014
Teaching Assistant, McIntire School of Commerce, University of Virginia Operations Management, online course.	Summer 2018

- Teaching Assistant, McIntire School of Commerce, University of Virginia** Summer 2017
Operations Management, online course with over 200 students.
- Guest Speaker, Carlson School of Management, University of Minnesota, Twin Cities** Spring 2017
Supply Chain and Operations Strategy course.
“Evaluating working conditions in supplier factories in developing economies: An empirical analysis in the global garment industry.”
- Completion of Program for the Advancement of Classroom Excellence (PACE)** 2014
Mentored by Dr. Steven Huchendorf, Carlson School of Management, University of Minnesota, Twin Cities.
- Teaching Assistant, Carlson School of Management, University of Minnesota, Twin Cities** 2011-2015
MBA, up to 120 students
– Data Analysis and Statistics for Managers; Sales & Operations Planning.
Undergraduate, 60 - 110 students
– Introduction to Operations Management; Sourcing and Supply Management; Quality Management and Lean Six Sigma.
- Teaching Assistant, Hong Kong Polytechnic University** 2009-2011
– Introduction to Business Statistics.
- Instructor, Hunan College Students Union, Hunan, China** 2007
– Mathematics, English and Physics for primary and junior school students.

INTERNSHIP EXPERIENCE

- Director Assistant, International Cooperation Office, Capital Medical University** 2008-2009
Organized and coordinated academic activities; Supervised the Academic Scholarship Project and student exchange programs.
- Intern, Wigix, Inc.** 2008
Cooperated with the core technology team members to improve the online shopping and E-Business.
- Intern, Beijing Purkinje General Instrument Co., Ltd** 2006
Responsible for market exploration and expansion in North America; Introduced innovative products.

SERVICE

- Reviewer
- Production and Operations Management.
 - Decision Sciences Journal.
 - Quality Management Journal.
 - Academy of Management Conference.
 - Journal of Small Business and Enterprise Development.
- Session Chair
- INFORMS Annual Meeting, 2013.
 - POMS, 2015, 2018.
 - INFORMS Healthcare Conference, 2015.
 - DSI, 2016, 2017.
 - POMS-HK International Conference, 2011.

COMPUTER SKILLS AND QUALIFICATIONS

- Statistical tools: R, Stata, SPSS, SAS, JMP.
- Programming languages: Python, Java, C, Scala, Bash.
- Web development languages: HTML, CSS, JSP, Javascript.
- Data management and tools: MySQL, SQLite, MS SQL Server.

- National Computer Rank Examination Certificate level 3 by Ministry of Education in China (i.e., a certificate for computer technology and software professional and technical qualification).
- Test for English Majors – Level 4 and 8 (highest certificate for English in China).

PROFESSIONAL AFFILIATIONS

- Institute for Operations Research and the Management Sciences (INFORMS).
- Production and Operations Management Society (POMS).
- Manufacturing and Service Operations Management Society (MSOM).
- R User Group.