

MATTHEW HENGLONG LUO

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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 2022–now
- Academic & Well-being Advisor, Teaching Assistant (Part-Time)

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

RESEARCH PROJECTS

“Improved Present, Unchangeable Past? Rewarding Agency or Penalizing Failure”
(Matthew Henglong Luo, Xiaoxiao Niu, and Lei Liu)

- Stage: Final Editing. Target: Human Resources Management

“Cognition and Social Capital”

(Matthew Henglong Luo, Wenxin Xie)

- Stage: Data collection & data analysis. Target: Journal of Applied Psychology

“Norms, Interest, or Both? The Mutual Confirmation of Gender Ideology and Economic Gains”

(Matthew Henglong Luo, Man-Yee Kan)

- Under review at Social Indicators Research

“Cultural Norms or Rational Calculation? A Mixed-methods Analysis of Chinese Parents’ Educational Aspirations”

(Matthew Henglong Luo, Kefan Xue, Akida Aikedan Ainiwaer)

- Under review at Chinese Journal of Sociology

“Does Women’s Underutilized Human Capital Benefit Their Children’s Education? Evidence from China”

(Matthew Henglong Luo, Guanghui Pan)

- Stage: Drafting manuscript. Target: Sociology of Education

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

(Matthew Henglong Luo)

- Stage: Drafting manuscript. Target: American Journal of Sociology

“Parental Education and Childcare Time: A Multinational Comparison of between UK, US, South Korea, and Japan”

(Matthew Henglong Luo, Man-Yee Kan)

- Stage: Drafting manuscript

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

(Zhuofei Lu, Matthew Henglong Luo)

- Stage: Data analysis. Target: Nature Human Behaviour

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

(Matthew Henglong Luo, Grace Chang)

- Stage: Data analysis. Target: Sex Role

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

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

- Stage: Data analysis. Target: Journal of Family and Marriage

“Encounter of Feminism and Instrumental Rationality with Masculinism: New Frameworks and Evidence for Workplace Gender Inequalities”

(Matthew Henglong Luo)

- Stage: Experimental design

“Two Types of Human Agency”

(Matthew Henglong Luo)

- Stage: Initial

CONFERENCE TALKS

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

invited & scheduled: Sept, 2025

American Sociological Association (ASA) Annual Conference, Chicago	<i>invited & scheduled: Aug, 2025</i>
46th IATUR Conference, Corfu	<i>Oct, 2024</i>
London Organizational Behavior Research Day, UCL School of Management	<i>Nov, 2022</i>
American Sociological Association (ASA) Annual Conference, Los Angeles	<i>Aug, 2022</i>
Population Association of America (PAA) Annual Conference, Georgia	<i>Apr, 2022</i>
European Consortium for Sociological Research (ECSR) Conference, Virtual	<i>Oct , 2021</i>

TEACHING AND SUPERVISION

UCL School of Management	
Business Research, MSc Management	<i>2024</i>
- Responsibilities: Supervising up to 40 postgraduate students' business research reports, independently delivering 6-hour lecture-size workshops	
 Influence and Negotiations, MSc Management	<i>2025-now</i>
- Responsibilities: Being a teaching assistant for Dr Joshua Becker	
 Organisational Behaviour, MSc Management	<i>2025</i>
- Responsibilities: Being a teaching assistant for Dr Clarissa Cortland and Dr Cydney Hurston Dupree	
 Business Strategy, MSc Management	<i>2024-now</i>
- Responsibilities: Being a teaching assistant for Prof Duncan Angwin	
 Delivering Results Through People, BSc Management Science	<i>2023-2024</i>
- Responsibilities: Being a teaching assistant for Dr Raina Brands and Dr Cydney Hurston Dupree	
 Behavioral Science, BSc Management Science	<i>2023-now</i>
- Responsibilities: Being a teaching assistant for Dr Felix Danbold	
 Corporate Strategy, UCL-Peking University Joint MBA program	<i>2019</i>
- 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	<i>2018-2020</i>
- 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:

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:

Academic and Wellbeing Advisor, UCL School of Management

2022-now

DEI Committee Member, Oxford Department of Sociology

2025-now

Student Representative, Oxford Department of Sociology

2020-2021

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 anime, Cooking