

Chen Liang

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EMPLOYMENT

- Assistant Professor
 - Department of Operations and Information Management
 - School of Business, University of Connecticut
August 2019 – Present

EDUCATION

- Ph.D. in Information Systems
 - W. P. Carey School of Business, Arizona State University
 - Advisors: Bin Gu and Yili (Kevin) Hong
 - GPA: 4.0/4.0
August 2015 – August 2019
- M.S. in Information Science
 - School of Information Management, Sun Yat-sen University
 - GPA: 4.0/4.0
September 2013 – June 2015
- B.S. in Information Management and Information Systems
 - School of Information Management, Sun Yat-sen University
 - GPA: 3.9/4.0
September 2009 – June 2013

RESEARCH INTERESTS

Topics: Future of Work, Artificial Intelligence, Digital Platforms, FinTech, Bias and Discrimination
 Methodologies: Econometrics, Field and Lab Experiments, Machine Learning, Analytical Modeling

AWARDS & HONORS

Dean's Ackerman Scholar, UConn School of Business, 2024-2026
 Best Paper Nominee, China Summer Workshop on Information Management (CSWIM), 2024
 ACM CHI (a premier CS conference on HCI) Best Paper Honorable Mention Award, 2024
 Association for Information Systems (AIS) Early Career Award, 2023
 INFORMS Information Systems Society (ISS) Gordon B. Davis Young Scholar Award, 2023
 INFORMS eBusiness Best Paper Award Runner-up, 2023
 Best Research Paper Award, UConn School of Business, 2023
 Research Excellence Program Fund, University of Connecticut, 2022
 Best Paper in Track Award (IS and the Future of Work Track), International Conference on Information Systems (ICIS), 2021
 INFORMS eBusiness Best Paper Award Runner-up, 2021
 Best Reviewer Award, International Conference on Information Systems (ICIS), 2019
 Best Paper Nominee, Conference on Information Systems and Technology (CIST), 2019

NSF Doctoral Dissertation Research Improvement Grant (DDRIG), 2018
 Best Paper Award, Workshop on Information Systems and Economics (WISE), 2018
 Best Paper Award, China Summer Workshop on Information Management (CSWIM), 2018
 Best Paper Award, Hawaii International Conference on System Sciences (HICSS), 2017
 Best Paper Nominee, Hawaii International Conference on System Sciences (HICSS), 2017
 Best Paper Nominee, Pacific Asia Conference on Information Systems (PACIS), 2018
 Graduate & Professional Student Association (GPSA) Outstanding Research Award, ASU, 2018
 Outstanding Research Award, Department of Information Systems, W. P. Carey School of Business, 2018
 National Scholarship, Ministry of Education, China, 2014 (top 1%)
 Excellent Dissertation for the Bachelor's Degree, SYSU, 2013
 Excellent Graduate, SYSU, 2013

RESEARCH GRANTS

Research Excellence Program Fund (PI), University of Connecticut, 2022-2024
 NSF Doctoral Dissertation Improvement Grant (Co-PI), 2018-2020
 NET Institute Grants (PI), 2016, 2017, 2018
 Center for the Study of Economic Liberty Research Grant (PI), Arizona State University, 2017-2018
 Robert Wood Johnson Foundation, Future of Work (Research Assistant), 2017-2019

REFEREED JOURNAL PUBLICATIONS

1. **Chen Liang**, Yili Hong, and Bin Gu. (2024). Monitoring and Home Bias in Global Hiring: Evidence from an Online Labor Platform. *Information Systems Research*, Forthcoming.
Conferences: CIST 2017, ICIS 2017, WISE 2017, CSWIM 2018 (*Best Paper Award*), SCECR 2018, PACIS 2018 (*Best Paper Nominee*), HICSS 2018, WEBEIS 2018
Funding: NET Institute Grant, Robert Wood Johnson Foundation, Center for the Study of Economic Liberty Research Grant
2. **Chen Liang**, Yili Hong, and Bin Gu. (2024). Monitoring and the Cold Start Problem in Digital Platforms: Theory and Evidence from Online Labor Markets. *Information Systems Research*, Forthcoming.
Conferences: CIST 2016, ICIS 2016, WISE 2016, HICSS 2017 (*Best Paper Award*), BU Platform Symposium 2018
Funding: NET Institute Grant, Robert Wood Johnson Foundation
3. Jingbo Hou, **Chen Liang**, and Pei-yu Chen. (2024). Local vs. Social: How Social Information Intensity Shapes Preventive Behavior in the Context of COVID-19. *Production and Operations Management*, Forthcoming.
4. **Chen Liang**, Ji Wu, and Xinxin Li. (2023). Do 'Likes' in a Brand Community Always Make You Buy More? *Information Systems Research*, Forthcoming.
Conferences: CIST 2020

5. Jingbo Hou*, **Chen Liang***, Pei-yu Chen*, and Bin Gu. (2023). Can Telework Adjustment Help Reduce Disaster-Induced Gender Gap in Job Market Outcomes? (* Equal Authorship) *Information Systems Research*, Forthcoming.
Conferences: SCECR 2021, CIST2021, ICIS 2021 (*Best Paper in Track Award*), WISE 2021, HICSS 2022
6. Jing Peng, and **Chen Liang**. (2023). On the Differences Between View-Based and Purchase-Based Recommender Systems. *Management Information Systems Quarterly*, 47(2), 875-900.
Conferences: CIST 2021
7. **Chen Liang**, Jing Peng, Yili Hong, and Bin Gu. (2023). The Hidden Costs and Benefits of Monitoring in the Gig Economy. *Information Systems Research*, 34(1), 297-318.
Conferences: SCECR 2019, CIST 2019 (*Best Paper Nominee*), CODE 2019, INFORMS 2021 (*eBusiness Best Paper Runner-up*)
Funding: NSF Doctoral Dissertation Improvement Grant, Robert Wood Johnson Foundation
8. **Chen Liang**, Yili Hong, Pei-yu Chen, and Benjamin Shao. (2022). The Screening Role of Design Parameters for Service Procurement Auctions in Online Service Outsourcing Platforms. *Information Systems Research*, 33(4), 1324-1343.
Conferences: HICSS 2018, WIST 2018
9. Ziru Li*, **Chen Liang***, Yili Hong*, and Zhongju Zhang* (* Equal contribution). (2021). How Do On-demand Ridesharing Services Affect Traffic Congestion? The Moderating Role of Urban Compactness. *Production and Operations Management*, 31(1), 239-258.
10. **Chen Liang**, Zhan (Michael) Shi, and Raghu Santanam. (2019). The Spillover of Spotlight: Platform Recommendation in the Mobile App Market. *Information Systems Research*, 30(4), 1296-1318.
Conferences: WeB 2016
11. Ni Huang, Bin Gu, Gord Burtch, Yili Hong, **Chen Liang**, Kanliang Wang, Dongpu Fu, Bo Yang. (2019). Motivating User-Generated Content with Performance Feedback: Evidence from Randomized Field Experiments. *Management Science*, 65(1), 327-345.
Conferences: SCECR 2016, CIST 2016, CODE 2016, ICIS 2016, HICSS 2017 (*Best Paper Nominee*)

SELECTED REFEREED CONFERENCE PROCEEDINGS

1. Zhuoyan Li, **Chen Liang**, Jing Peng, and Ming Yin. (2024). The Value, Benefits, and Concerns of Generative AI-Powered Assistance in Writing. The 42nd ACM Conference on Human Factors in Computing Systems (*ACM CHI 2024*), Honolulu, HI, May 2024. (*ACM CHI* is a top-tier CS conference on HCI, h-5 index: 122, h5-median: 174) *Best Paper Honorable Mention Award, top 5% of submissions*
2. Xinru Wang, **Chen Liang**, and Ming Yin. (2023). The Effects of AI Biases and Explanations on Human Decision Fairness: A Case Study of Bidding in Rental Housing Markets. In *Proceedings of the Thirty-Second International Joint Conference on Artificial Intelligence (IJCAI-23)* Edith Elkind (Ed.). International Joint Conferences on Artificial Intelligence Organization, 3076-3084. (*IJCAI* is a top-tier CS conference on AI, h5-index: 133, h5-median: 197)

3. Jingbo Hou, **Chen Liang**, Pei-yu Chen, and Bin Gu. (2021). Gender Heterogeneity in the Effect of Teleworkability on Labor Market Outcomes During the COVID-19 Pandemic. In *Proceedings of International Conference on Information Systems (ICIS 2021)*, Austin, TX. **Best Paper in Track Award**
4. **Chen Liang**, Yili Hong, Bin Gu, and Jing Peng. (2018). Gender Wage Gap in Online Gig Economy and Gender Differences in Job Preferences. In *Proceedings of International Conference on Information Systems (ICIS 2018)*, San Francisco, CA.

SELECTED WORKING PAPERS (Underline Indicates Doctoral Student Co-Author)

1. **Chen Liang**, Murat Tunç, and Gordon Burtch. Market Punishment of Strategic Generosity: An Empirical Examination of NFT Charity Auctions.
Conferences: WDM 2023, INFORMS 2023
2. Tong Shen, **Chen Liang**, Jing Peng, Mengchen Guang, and Jianbin Li. Breaking the Stigma: The Role of AI in Drug Purchases for Sensitive Health Conditions.
Conferences: CIST 2022, AIML 2022, CODE@MIT 2022, CSWIM 2023, HICSS 2023
3. **Chen Liang**, Jing Peng, Zhuoyan Li, and Ming Yin. The Valuation Paradox of Generative AI: Evidence from Gig Workers.
Conferences: ACM CHI 2024 (**Best Paper Honorable Mention Award**), UF ISOM workshop 2024
4. Ming Gao[§], **Chen Liang**[§], Tong Shen[§], and Zhou Zhou[§]. (§ Authors by alphabetical order) Breaking Language Barriers: A Field Experiment on the Impact of Machine Translation on a Global Matchmaking Platform.
Conferences: WITS 2023, BU Platform Symposium 2024
5. Tong Shen, **Chen Liang**, Xinxin Li, and Chunxiao Li. Beyond Automation: The Impact of Robotaxi Services on Ride-Hailing Consumer Behavior.
Conferences: CIST 2024, INFORMS 2024, SCECR 2024, CSWIM 2024 (**Best Paper Nominee**)
6. Tong Shen, **Chen Liang**, Chunxiao Li, Shuliu Yuan, and Bin Gu. Overcoming Algorithmic Exclusion: Evidence from A Large-Scale Randomized Field Experiment on Human Versus AI Decision-Making.
Conferences: CIST 2023, INFORMS 2023 (**eBusiness Best Paper Runner-up**), CODE@MIT 2023, AIML 2023, SCECR 2023, CSWIM 2023
7. **Chen Liang**[§], Bowen Lou[§], and Mengwei Qu[§]. (§ Authors by alphabetical order) COVID-19 and Platform Switching of Multihoming Workers in the Gig Economy.
Conferences: CIST 2023
Funding: UConn Research Excellence Program Fund
8. **Chen Liang**, Jing Peng, Zhuoyan Li, and Ming Yin. To Disclose or Not: The Impact of AI Assistance Disclosure on Content Evaluation.
Conferences: CIST 2024
9. Stan (Chenbo) Shi, Wang Jin, and **Chen Liang**. Breaking the Glass Ceiling or Breaking Trust: How Does a Female Fraudster Affect Crowdfunding for Female Entrepreneurs?

Conferences: INFORMS 2022, WITS 2023

10. Mengwei Qu, Bowen Lou, **Chen Liang**, Milan Miric. Less is More: The Impact of Flexible PIN-Based Matching in a Ride-Hailing Platform.

Conferences: INFORMS 2024

SELECTED CONFERENCE PRESENTATIONS

1. Chen Liang, Jing Peng, Zhuoyan Li, and Ming Yin. To Disclose or Not: The Impact of AI Assistance Disclosure on Content Evaluation. Conference on Information Systems and Technology 2024 (CIST 2024), Seattle, USA.
2. Tong Shen, Chen Liang, Xinxin Li, Chunxiao Li, and Shuliu Yuan. Beyond Automation: The Impact of Robotaxi Services on Ride-Hailing Consumer Behavior. Conference on Information Systems and Technology 2024 (CIST 2024), Seattle, USA.
3. Ming Gao, Chen Liang, Tong Shen, and Zhou Zhou. Impact of Machine Translation on a Large Global Matchmaking Platform. BU Platform Strategy Research Symposium, Boston, USA.
4. Tong Shen, Chen Liang, Xinxin Li, Chunxiao Li and Shuliu Yuan. Beyond Automation: The Impact of Robotaxi Services on Ride-Hailing Consumer Behavior. The China Summer Workshop on Information Management 2024 (CSWIM 2024), Xiamen, China. **Best Paper Award Nominee**
5. Mengwei Qu, Chen Liang, Chunxiao Li, Shuliu Yuan and Bin Gu. The Toll of Driver Moral Hazard on Ride-Hailing Platforms. The China Summer Workshop on Information Management 2024 (CSWIM 2024), Xiamen, China.
6. Tong Shen, Chen Liang, Xinxin Li, Chunxiao Li and Shuliu Yuan. Beyond Automation: The Impact of Robotaxi Services on Ride-Hailing Consumer Behavior. The Statistical Challenges in Electronic Commerce Research (SCECR 2024), Lisbon, Portugal.
7. Stan (Chenbo) Shi, and Chen Liang. Breaking the Glass Ceiling or Breaking Trust: How Does a Female Fraudster Affect Crowdfunding for Female Entrepreneurs? Workshop on Information Technologies and Systems (WITS 2023), Hyderabad, India.
8. Tong Shen, Chen Liang, Ming Gao, and Zhou Zhou. Can AI-powered Translation Help You Find a Match? — Evidence from A Field Experiment on A Global Matchmaking Platform, Workshop on Information Technologies and Systems (WITS 2023), Hyderabad, India.
9. Tong Shen, Chen Liang, Chunxiao Li, Shuliu Yuan, and Bin Gu. AI Versus Human Decision-Making: Evidence from A Large-Scale Randomized Field Experiment. 2023 Conference on Artificial Intelligence, Machine Learning, and Business Analytics (AIML 2023), Philadelphia, PA.
10. Tong Shen, Chen Liang, Chunxiao Li, Shuliu Yuan, and Bin Gu. AI Versus Human Decision-Making: Evidence from A Large-Scale Randomized Field Experiment. Conference on Digital Experimentation (CODE 2023), MIT, MA.
11. Chen Liang, Bowen Lou, Mengwei Qu. COVID-19 and Platform Switching of Multihoming Workers in the Gig Economy. Conference on Information Systems and Technology 2023 (CIST 2023), Phoenix, AZ.
12. Chen Liang, Tong Shen, Chunxiao Li, Shuliu Yuan, and Bin Gu. Stimulating Consumption on a Limited Budget with AI vs. Human: Evidence from A Large-Scale Randomized Field Experiment. Conference on Information Systems and Technology 2023 (CIST 2023), Phoenix, AZ.

13. Chen Liang, Tong Shen, Chunxiao Li, Shuliu Yuan, and Bin Gu. Stimulating Consumption on a Limited Budget with AI vs. Human: Evidence from A Large-Scale Randomized Field Experiment. INFORMS Annual Meeting (INFORMS 2023) (*eBusiness Best Paper Runner-up*), Phoenix, AZ.
14. Xinru Wang, Chen Liang, and Ming Yin. The Effects of AI Biases and Explanations on Human Decision Fairness: A Case Study of Bidding in Rental Housing Markets. The Data Science in a Digital World: Methodology, Organization, and Management (MOM 2023), Boston.
15. Tong Shen, Chen Liang, Jing Peng, Mengchen Guang, Jianbin Li. AI Assistant in Online Pharmacy. 2022 Conference on Artificial Intelligence, Machine Learning, and Business Analytics (AIML 2022), Boston, MA.
16. Tong Shen, Chen Liang, Jing Peng, Mengchen Guang, Jianbin Li. AI Assistant in Online Pharmacy. Conference on Information Systems and Technology 2022 (CIST 2022), Indianapolis, IN.
17. Tong Shen, Chen Liang, Jing Peng, Mengchen Guang, Jianbin Li. AI Assistant in Online Pharmacy. Data Science in a Digital World: Methodology, Organization, and Management (MOM 2022) workshop, Harvard Business School, Boston, MA.
18. Jingbo Hou, Chen Liang, Pei-yu Chen, and Bin Gu. Gender Heterogeneity in the Effect of Teleworkability on Labor Market Outcomes During the COVID-19 Pandemic, 2021 Workshop on Information Systems and Economics (WISE 2021), Austin, TX.
19. Jingbo Hou, Chen Liang, Pei-yu Chen, and Bin Gu. Gender Heterogeneity in the Effect of Teleworkability on Labor Market Outcomes during the COVID-19 Pandemic, Conference on Information Systems and Technology 2021 (CIST 2021), Newport Beach, CA.
20. Jing Peng, and Chen Liang. View-Also-View or Purchase-Also-Purchase: Which Is Better? Conference on Information Systems and Technology 2021 (CIST 2021), Newport Beach, CA.
21. Chen Liang, Ji Wu, Xinxin Li, Do ‘Likes’ in a Brand Community Make You Buy Less?. Conference on Information Systems and Technology (CIST 2020), Zoom.
22. Chen Liang, Jing Peng, Yili Hong, Bin Gu, Economic Cost of Monitoring. MIT Conference on Digital Experimentation (CODE 2019), MIT, MA.
23. Chen Liang, Jing Peng, Yili Hong, Bin Gu, Economic Cost of Monitoring. Conference on Information Systems and Technology (CIST 2019), Seattle, WA. **Best Conference Paper Award Nominee**
24. Chen Liang, Yili Hong, Bin Gu, Jing Peng, Gender Differences in Job Preferences, 2018 Workshop on Information Systems and Economics (WISE 2018), San Francisco, CA. **Best Paper Award**
25. Chen Liang, Yili Hong, Bin Gu, Jing Peng, Gender Wage Gap in Online Gig Economy and Gender Differences in Job Preferences, Conference on Information Systems and Technology (CIST 2018), Phoenix, AZ.
26. Chen Liang, Yili Hong, Bin Gu, Jing Peng, Gender Differences in Job Preferences and Gender Wage Gap in Online Gig Economy. MIT Conference on Digital Experimentation (CODE 2018), MIT, MA.
27. Chen Liang, Yili Hong, Bin Gu, Effects of IT-enabled Monitoring Systems in Online Labor Markets, Platform Strategy Research Symposium 2018, Boston University, MA.
28. Chen Liang, Yili Hong, Bin Gu, Home Bias in Hiring: Evidence from an Online Labor Market, Pacific Asia Conference on Information Systems (PACIS 2018), Yokohama, Japan. **Best Paper Nominee**
29. Chen Liang, Yili Hong, Bin Gu, Home Bias in Online Labor Markets, the 12th China Summer Workshop on Information Management (CSWIM 2018), Qingdao, China. **Best Paper Award**

30. Chen Liang, Yili Hong, Bin Gu, What Drives Home Bias? Evidence from Global Online Labor Markets, Workshop on Information Systems and Economics (WISE 2017), Seoul, South Korea.
31. Zhenhua Wu, Chen Liang, Bin Gu, How Much Monitoring is Optimal in the Online Labor Market- A Signaling Perspective, Workshop on Information Systems and Economics (WISE 2017), Seoul, South Korea.
32. Chen Liang, Yili Hong, Bin Gu, Home Bias in Online Employment, Conference on Information Systems and Technology (CIST 2017), Houston, TX.
33. Chen Liang, Yili Hong, Bin Gu, Effects of IT-enabled Monitoring Systems: Evidence from Fixed and Time-based Contracts in An Online Labor Market, Workshop on Information Systems and Economics (WISE 2017), Dublin, Ireland.
34. Chen Liang, Yili Hong, Bin Gu, Moral Hazards and Effects of IT-enabled Monitoring Systems in Online Labor Markets, the 50th Hawaii International Conference on System Sciences (HICSS 2017), Hawaii, US. **Best Paper Award**
35. Ni Huang, Bin Gu, Gord Burtch, Yili Hong, Chen Liang, Kanliang Wang, Dongpu Fu, Bo Yang, Designing Effective Performance Feedback Notification Systems to Stimulate Content Contribution: Evidence from a Crowdsourcing Recipe Platform, 50th Hawaii International Conference on System Sciences (HICSS 2017), Hawaii, US. **Best Paper Nominee**
36. Chen Liang, Yili Hong, Bin Gu, Effects of IT-enabled Monitoring Systems in Online Labor Markets, in Conference on Information Systems and Technology (CIST 2016), Nashville, TN.

INVITED SEMINARS AND TALKS

Ludwig-Maximilians-Universität München (LMU), November 2024 (Tentative)
 Fudan University, July 2024
 Nankai University, July 2024
 University of Florida, ISOM workshop, February 2024
 Thunderbird School of Global Management, October 2023
 The Chinese University of Hong Kong, Shenzhen (CUHK–Shenzhen), July 2023
 Huazhong University of Science and Technology, July 2023
 Fudan University, The 2023 Academic Symposium on Digital Platform Management, January 2023
 University of Wisconsin–Madison, November 2022
 Shanghai Jiao Tong University, November 2020
 University of Connecticut, January 2019
 University of South California, November 2018

TEACHING

PhD-level Course.

Seminar in Management Information Systems, University of Connecticut, 2024 Spring

Graduate-level Course.

Statistics in Business Analytics, University of Connecticut, 2022 Fall (Rating: 4.8/5.0)

Undergraduate-level Course.

Analytics for Business Intelligence, University of Connecticut, 2024 Fall
Business Information Systems, University of Connecticut, 2024 Spring (Rating: 4.6/5.0)
Business Information Systems, University of Connecticut, 2023 Spring (Rating: 4.5/5.0)
Business Information Systems, University of Connecticut, 2022 Spring (Rating: 4.8/5.0)
Business Information Systems, University of Connecticut, 2021 Spring (Rating: 4.6/5.0)
Business Information Systems, University of Connecticut, 2020 Spring (Rating: 4.5/5.0)
Business Information Systems, University of Connecticut, 2019 Fall (Rating: 4.4/5.0)
Business Database Concepts, Arizona State University, 2018 Fall (Rating: 6.1/7.0)
Business Database Concepts, Arizona State University, 2018 Spring (Rating: 6.5/7.0)

PROFESSIONAL ACTIVITIES

■ University Services

Interim PhD Coordinator (2024)
Research Seminar Coordinator (2022-2024)
Undergraduate Major Advisor (15-20 advisees per year, 2019-2024)
School-level Research Computing Committee, Member (2019-2024)
AIM Committee (formerly MIS Committee), Member (2019-2024)
PhD Qualifying Paper Committee, Member (2022-2023)
BDA Committee, Member (2021-2022)
MIS Scholarship Committee, Member (2020-2022)
MIS Alumni and Corporate Outreach Committee, Member (2019-2020)

■ Referee for Journals

Information Systems Research, Management Science, Management Information Systems Quarterly,
Production and Operations Management, Journal of Management Information Systems

■ Referee/Associate Editor/ Program Committee for Conferences

International Conference on Information Systems (2016, 2017, 2018, 2019, 2020, 2021, 2023, 2024)
Conference on Information Systems and Technology (2016, 2017, 2018, 2019, 2020, 2022, 2023,
2024)
China Summer Workshop on Information Management (2018, 2019, 2020, 2021, 2023, 2024)
Hawaii International Conference on System Sciences (2016, 2017, 2018, 2022)
Pacific Asia Conference on Information Systems (2017, 2018)

■ Referee for Proposals

Hong Kong Research Grant Council

PROGRAMMING SKILLS

R, Python, Stata, Matlab, C++, GAUSS, SAS, LATEX, MySQL, SPSS & AMOS, Mplus, etc.

Last updated: August 2024