

# SHIRLEY QIAN JIN

q.jin1@uu.nl  
shirley-jin.github.io

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<b>ACADEMIC POSITIONS</b>	<b>Utrecht University</b> Assistant Professor, School of Economics	8/2023 -
	<b>City University of Hong Kong</b> Postdoctoral Fellow, Department of Public and International Affairs	2 - 7/2023
	<b>The Hong Kong Polytechnic University</b> Research Assistant, Department of Applied Social Sciences	2019
	<b>City University of Hong Kong</b> Research Assistant, Department of Public Policy	2016 – 2018
<b>EDUCATION</b>	<b>The Hong Kong Polytechnic University</b> Ph.D., Social Entrepreneurship Dissertation Title: <i>Three Essays on Social Enterprises' Legitimacy Building</i> Committee: Lu Yu (Chair), Patrick Haack (HEC Lausanne), Joel Bothello (Concordia University), Yanto Chandra, Grace Seo	2019 - 2022
	<b>The Chinese University of Hong Kong</b> M.A., Social Policy	2015 - 2016
	<b>Zhongnan University of Economics and Law</b> B.A., Philosophy	2011 - 2015
<b>PEER-REVIEWED ARTICLES</b>	[2] Stratos Ramoglou, Yanto Chandra, <b>Qian Jin</b> . 2025, “Opportunity Search in the Era of Generative Artificial Intelligence: Navigating Uncertainty in an Expanding Universe of Imaginable but Unknowable Futures”, <i>Journal of Management Studies</i> , <a href="#">DOI</a> [1] Yanto Chandra, <b>Qian Jin</b> . 2023, “Winning the Heart and Shaping the Mind with ‘Serious Play’: The Efficacy of Social Entrepreneurship Comics as Ethical Business Pedagogy”, <i>Journal of Business Ethics</i> , 188: 441–465. <a href="#">DOI</a>	
<b>OTHER PUBLICATIONS</b>	[2] <b>Qian Jin</b> , Yanto Chandra. 2026, “AI Supported Qualitative Research: Coding and Pattern Identification”, book chapter in <i>The Elgar Companion to Research Methods for Social Enterprise</i> , edited by <i>Janelle Kerlin</i> and <i>Yanto Chandra</i> , Edward Elgar. Scheduled [1] Shang Liang, <b>Qian Jin</b> . 2025, “A Compassion Paradox: Can AI Truly Bridge the Empathy Gap in Human Relationships?”, book chapter in <i>Artificial Intelligence and the Future of Human Relations: Eastern and Western Perspectives</i> , edited by <i>Yanto Chandra, Ruiping Fan</i> , Springer. <a href="#">DOI</a>	

**WORKING  
PAPERS**

- [7] "Title hidden as per double-blind review guideline", with Guang Zhu, Liang Shang, Tao Wang. Revise&Resubmit at *Journal of Business Venturing*
- [6] "Title hidden as per double-blind review guideline", with Yanto Chandra, Long Wang, Yuehan Lu. Under review at *Organization Science*
- [5] "Title hidden as per double-blind review guideline", with Yanto Chandra, Long Wang, Yuehan Lu. Under review at *Journal of Public Administration Research and Theory* (ranked 1/90 in public administration field by Clarivate)
- [4] "Title hidden as per double-blind review guideline", with Yanto Chandra, Pascal Dey and On Ki Wong. Preparing submission to *Entrepreneurship & Regional Development*
- [3] "Methodology paper about images", with Yanto Chandra. Preparing for submission to *Journal of Management Studies*
- [2] "Compassion organizing on crowdfunding platforms" with Shang Liang, Yanto Chandra. Preparing for submission to *Academy of Management Discoveries*
- [1] "AI-enabled methodology in qualitative studies" with Shang Liang, Yanto Chandra, Stratos Ramoglou. Manuscript in preparation

**GRANTS**

- [7] *Co-I*, "Imagination in the Age of AI: Rethinking Social Entrepreneurial Ideation for Sustainable Value Creation", with Echo Liang Shang (*PI*), Guang Zhu, Yutong Wang  
**Global Open Research Program on Sustainable Social Value, Tsinghua University**, CNY100,000, 2025
- [6] *Co-I*, "From Us, For Us: Making Sense of 'Community' in Social Entrepreneurship through an Embeddedness Lens", with Echo Liang Shang (*PI*)  
**Research Cluster Fund, The Education University of Hong Kong**, HK\$1,497,460, 2025
- [5] *Main applicant*, "'Being human' in Artificially Intelligent Organizations: Recasting how we include the Human Roles when Integrating AI in the Workplace", with Samuele Murtinu, Payal Arora, Pinar Yolum, Dandan Xia, Mathias Boënne, Anouk de Regt, Marianna Capasso  
**Utrecht University Human-Centered AI Seed Money**, €8,000, 2024
- [4] *Main applicant*, "Generative AI in the Future of Work", with Dandan Xia, Samuele Murtinu  
**U.S.E. Data Fund, Utrecht University**, €2,000, 2024
- [3] *Co-I*, "Cues of Compassion: Enhancing Compassionate Organizing in the Digital Age", with Echo Liang Shang (*PI*)  
**Dean's Research Fund, The Education University of Hong Kong**, HK\$198,800, 2024 - 2025
- [2] *Co-I*, "Nurturing the Passion and Enhancing the Outcomes of Artificial Intelligence-Driven Entrepreneurs and Innovators", with Yanto Chandra (*PI*), Echo Liang Shang  
**Teaching Development Grant, City University of Hong Kong**, HK\$270,000, 2024 - 2026
- [1] *Co-I*, "The Generative AI paradigm shift and the future of work: how does Generative AI affects employment, work processes and human workers' competencies?", with Mathias Boënne (*PI*), Julia Penning De Vries, Samuele Murtinu  
**U.S.E. Starter Grant, Utrecht University**, €300,000, 2024 - 2028

**On Media** Yanto Chandra, **Qian Jin**, “Can ChatGPT Do Data Science?”, **AI Business**, [Link](#), July 2022

**TEACHING**

**Utrecht University**

*Master's Level*

Thesis supervision for Master's programmes *Business and Social Impact*, *Business Development and Entrepreneurship* (2024 - now)

USEMSE Sustainable Entrepreneurship and Development (2023 - now)

*Bachelor's Level*

EC3SE Social Entrepreneurship (2024 - now)

EC2EBE Essentials of Entrepreneurship (2023 - now)

Thesis supervision for Bachelor's programme *Applied Economics* (2025)

**The Hong Kong Polytechnic University**

Social Entrepreneurship and Enterprises (2021 Jury Panel)

Social Policy (2020)

**CONFERENCE PRESENTATIONS** [9] Stratos Ramoglou, Yanto Chandra, Qian Jin, “Machine and Human Symbiosis in the Search for Entrepreneurial Opportunities”.

**AOM 2025, Copenhagen**

[8] Qian Jin, Liang Shang, Ejian Zhou, “From Giving to Organizing: Unveiling the Key Determinants of Compassion Organizing in Philanthropic Crowdfunding”.

**AOM 2024, Chicago**

[7] Qian Jin, Yanto Chandra, “Visuals as Culture: How Hybrid Organizations Construct Legitimacy on Instagram”.

**EGOS 2024, Milan**

[6] Qian Jin, Yanto Chandra, “What Drives Social Enterprises’ Cognitive Legitimacy: Implications from Consumers’ Legitimacy Judgement”.

**Organizational Legitimacy Workshop 2024, AOM 2021, ISIRC 2021, ISTR 2021**

[5] Yanto Chandra, Qian Jin, “Toward a Theory of Entrepreneurial Action in Blockchain: Approach and Avoidance”.

**AOM 2023, Online**

[4] Qian Jin, Yanto Chandra, “An Experimental Study on How Social Enterprises Build Rhetorical Legitimacy and Its Effects on Consumer Responses”.

**AOM 2022, Online**

[3] Alex Jingwei He, Yanto Chandra, Qian Jin, “Covid-19 Response with Asian Characteristics: Observations from a Topic Modelling Approach”.

**American Political Science Association’s Annual Meeting 2022**

[2] Yanto Chandra, Qian Jin, “An Experimental Evaluation of Graphic Novel for Social Entrepreneurship Education”.

**The International Council for Small Business 2021, Online**

*\*Among The Top 37 Paper Submissions*

[1] Qian Jin, Yanto Chandra, “Social Enterprises’ Legitimacy Acquisition and its Influences on Consumer Behavior”.

**Conducting Experiments in Entrepreneurship Research Workshop**, Centre of Entrepreneurship, The University of Groningen, 2021

<b>INVITED TALKS &amp; LECTURES</b>	<p>“Structural Equation Modeling using SPSS AMOS and R”  <b>PIA6204: Statistical Analysis in Public Policy and Management, City University of Hong Kong</b>, March 2024</p>
	<p>“Regression Analysis: Moderator and Mediator”  <b>PIA6204: Statistical Analysis in Public Policy and Management, City University of Hong Kong</b>, February 2023</p>
	<p>“Social Enterprises’ Legitimacy Building: The Linguistic and Visual Approaches”  <b>School of Economics, Utrecht University</b>, January 2023</p>
	<p>“Re-engineering Legitimacy in Social Entrepreneurship: The Effectiveness of Rhetorical Strategies and Their Effect on Consumer Responses”  <b>Asia-Pacific Entrepreneurship and Innovation Society, The University of Adelaide</b>, May 2022</p>
<b>PROFESSIONAL ACTIVITIES &amp; SERVICE</b>	<p><b>Manuscript Reviewer</b>, Journal of Business Venturing, Journal of Management Studies, Journal of Business Ethics, Journal of Business Venturing Insights, Management and Organization Review, Social Enterprise Journal, the Academy of Management Annual Meetings</p>
	<p><b>PhD Daily Supervisor</b>, Simon Huijben, Emma Diel (Utrecht University)</p>
	<p><b>PhD Qualifying Panel</b>, Jianxiang Tan (City University of Hong Kong)</p>
	<p><b>Co-organizer</b>, “Computational Social Science for the Big Texts Era” International Symposium for Centre for Social Policy and Social Entrepreneurship, The Hong Kong Polytechnic University and Qualtrics (May 2021)</p>
	<p><b>Co-organizer</b>, “Social Entrepreneurship in Context” International Symposium for Centre for Social Policy and Social Entrepreneurship, The Hong Kong Polytechnic University (January 2021)</p>
	<p><b>External Academic Consultant</b>, Youth Of Differences Ambassador (YODA) Program 2.0 Project Evaluation, Dialogue in the Dark Hong Kong, 2024-2026</p>
<b>SKILLS</b>	<p><b>Programming Languages:</b> Python, R, SQL</p>
<b>MEMBERSHIP &amp; AFFILIATION</b>	<p>Academy of Management (2021 - )  International Society for Third-Sector Research (2021 - )  Centre for Social Policy and Social Entrepreneurship, The Hong Kong Polytechnic University (CSPSE) (2020 - )</p>

**REFERENCES**

<b>Patrick Haack</b> Professor Department of Strategy, Globalization and Society HEC Lausanne - University of Lausanne <a href="mailto:patrick.haack@unil.ch">patrick.haack@unil.ch</a>	<b>Joel Bothello</b> Professor emlyon business school <a href="mailto:bothello@em-lyon.com">bothello@em-lyon.com</a>
<b>Yanto Chandra</b> Professor Department of Public and International Affairs City University of Hong Kong <a href="mailto:ychandra@cityu.edu.hk">ychandra@cityu.edu.hk</a>	