

SHIRLEY QIAN JIN

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ACADEMIC POSITIONS	Utrecht University Assistant Professor, School of Economics	8/2023 -
	City University of Hong Kong Postdoctoral Fellow, Department of Public and International Affairs	2 - 7/2023
	The Hong Kong Polytechnic University Research Assistant, Department of Applied Social Sciences	2019
	City University of Hong Kong Research Assistant, Department of Public Policy	2016 – 2018
EDUCATION	The Hong Kong Polytechnic University 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
	The Chinese University of Hong Kong M.A., Social Policy	2015 - 2016
	Zhongnan University of Economics and Law B.A., Philosophy	2011 - 2015
PEER- REVIEWED ARTICLES	[2] Stratos Ramoglou, Yanto Chandra, Qian Jin . 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> , DOI	
	[1] Yanto Chandra, Qian Jin . 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. DOI	
OTHER PUBLICATIONS	[2] Qian Jin , 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 Janelle Kerlin and Yanto Chandra, Edward Elgar. Scheduled	
	[1] Shang Liang, Qian Jin . 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 Yanto Chandra, Ruiping Fan, Springer. DOI	

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 Boënné, 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 Boënné (*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

INVITED TALKS & LECTURES	“Structural Equation Modeling using SPSS AMOS and R” PIA6204: Statistical Analysis in Public Policy and Management, City University of Hong Kong , March 2024
	“Regression Analysis: Moderator and Mediator” PIA6204: Statistical Analysis in Public Policy and Management, City University of Hong Kong , February 2023
	“Social Enterprises’ Legitimacy Building: The Linguistic and Visual Approaches” School of Economics, Utrecht University , January 2023
	“Re-engineering Legitimacy in Social Entrepreneurship: The Effectiveness of Rhetorical Strategies and Their Effect on Consumer Responses” Asia-Pacific Entrepreneurship and Innovation Society, The University of Adelaide , May 2022
PROFESSIONAL ACTIVITIES & SERVICE	Manuscript Reviewer , 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
	PhD Daily Supervisor , Simon Huijben, Emma Diel (Utrecht University)
	PhD Qualifying Panel , Jianxiang Tan (City University of Hong Kong)
	Co-organizer , “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)
	Co-organizer , “Social Entrepreneurship in Context” International Symposium for Centre for Social Policy and Social Entrepreneurship, The Hong Kong Polytechnic University (January 2021)
	External Academic Consultant , Youth Of Differences Ambassador (YODA) Program 2.0 Project Evaluation, Dialogue in the Dark Hong Kong, 2024-2026
SKILLS	Programming Languages: Python, R, SQL
MEMBERSHIP & AFFILIATION	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 -)

REFERENCES

Patrick Haack

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and Society
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emlyon business school
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Affairs
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