

## **Hsin-Yi Hsiao, MSc, MBA**

University of Southern California School of Social Work

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### **EDUCATION**

- 2007-present Doctoral student in Social Work, University of Southern California, USA
- 2006 MBA, San Francisco State University, San Francisco, USA  
Dissertation: “A Study of Investor Behavior of Taiwan Stock Market”
- 2000 MSc in Marketing, The University of Birmingham, United Kingdom.  
Dissertation: “An Examination of the Use of the Internet as a Marketing Tool by Taiwan’s Bookstore Retailers”
- 1997 B.A. in Foreign Language and Literature, National Chung Cheng University, Taiwan.

### **PROFESSIONAL INTERESTS**

Employee work & life balance; workplace diversity and inclusion; corporate social responsibility; social enterprise; intercultural communication competence; cross-cultural studies

### **ADVANCED TRAINING**

- July-Aug 2009 ICPSR Summer Program in Quantitative Methods of Social Research, University of Michigan, Ann Arbor, USA

### **HONORS/AWARDS**

- 2007-2011 Graduate Scholarship from the School of Social Work, University of Southern California, USA
- 2008-2009 Research Assistantships from Center on Child Welfare, University of Southern California, USA
- 2007-2009 Provost Fellowship from University of Southern California, USA
- 1993 Outstanding Alumni Fellowship, Ginling Girls’ High School, Taiwan
- 1990-1993 Outstanding High School Fellowship, Ginling Girls’ High School, Taiwan

### **RESEARCH EXPERIENCE**

- Fall 2009 **Research Assistant**, University of Southern California, School of Social Work, USA  
Project: “Taiwanese Social Welfare System” (with Dr. Chi from USC and Dr. Liu from National Taiwan University)  
Major responsibilities: Set up a roadmap that included comprehensive information regarding Taiwan’s social welfare system.
- 2008-present **Research Assistant**, University of Southern California, School of Social Work, USA  
Project: “Implementing LEAN Manufacturing Systems” (with Dr. Mor Barak and Dr. Sriram; funded by Nike)  
Major responsibilities: Conducted literature reviews regarding lean implementation, team work,

cross-cultural communication, cross-cultural training, stereotype and employees' work, family, and community balance. Assisted in IRB submission and instrument development. Conducted qualitative and quantitative data analysis. Assisted article publication based on findings from the data.

2008-present **Research Assistant**, University of Southern California, School of Social Work, USA  
Project: “Managing Diversity: Toward a Globally Inclusive Workplace” (with Dr. Mor Barak)  
Major responsibilities: Conducted literature reviews of worldwide legislations regarding Equal Opportunity Employment, Maternity Leave, antidiscrimination, and protection against sexual harassment in the workplace, culture and communication in the workplace, and diversity management.

2008-01 **Research Assistant**, University of Southern California, School of Social Work, USA  
Project: “When East Meets West- Employees' Work & Life Balance” (with Dr. Mor Barak)  
Major responsibilities: Conducted literature review regarding American, European, and Asian countries' legal provision of maternity and paternity leave. Summarized findings of comparison of work hours, fertility rate, labor force participation, maternity and paternity leave legislation between Eastern and Western countries. Provided work-family balance examples of Asian corporations.

2007-present **Research Assistant**, University of Southern California, Center on Child Welfare, USA  
Project: “Supervision and worker retention” (with Dr. Mor Barak)  
Major responsibilities: Conducted data cleaning and analysis. Assisted in preparing annual research report.

2008-2009 **Project Coordinator**, University of Southern California, Center on Child Welfare, USA  
Project: “Supervision and worker retention” (with Dr. Mor Barak)  
Major responsibilities: Organized and facilitated meetings among university-wide faculty and scholars.

## TEACHING EXPERIENCE

Spring 2009 **Teaching Assistant**, University of Southern California, School of Social Work, USA  
MSW Course: Managing Diversity in a Global Context

2009-11 **Teaching Facilitator**, University of Southern California, School of Social Work, USA  
Workshop: Taiwan Social Welfare System

2006-2007 **Assistant Teacher**, Tzu Chi Academy, San Francisco, USA

1997-1998 **Certified English Teacher**, Ming Hsiung Middle School, Chia-Yi, Taiwan

## CERTIFICATES

- 2002-12 Professional Diploma Program in Business Administration, University of California, Berkeley Extension, Berkeley, USA
- 1998-07 Certificate of Middle High School English Teacher, Taiwan

### **SCHOLARLY ACTIVITIES**

- 2009-08 Academy of Management Annual Meeting, Chicago, USA
- 2008 -01 Society for Social Work and Research 12<sup>th</sup> Annual Conference, Washington DC, USA
- 2004 -10 Financial Management Association Annual Meeting, New Orleans, USA

### **LEADERSHIP**

- 2008-2009 Co- Chair Doctoral Student Association, School of Social Work, University of Southern California, USA
- 1993-1997 Founder and President of Tzu Chi Collegiate Youth Club, National Chung Cheng University, Taiwan
- 1991-1992 Vice President of Student Union, Ginling Girls' High School, Taiwan

### **WORK EXPERIENCE**

- 2003-01 Intern of Marketing Department, AT&T Media Service, San Francisco, USA
- 2000-2001 Product Manager, The Quaker Oats Company of Taiwan Limited, Taiwan
- 1998-1999 Secretary, Horng Chih Corporation (Japanese Export Company), Taiwan

### **COMMUNITY SERVICE AND VOLUNTARY ACTIVITIES**

#### **San Diego, CA, USA**

- 2007-11 Emergency Social Relief for Wildfire Victims

#### **San Francisco Bay Area, CA, USA**

- 2007-01 Town Hall Meeting with Mayor Gavin Newsom for Ending Chronic Homelessness in San Francisco, Richmond Recreation Center.
- 2006-12 Homeless Blanket and Jacket Distribution  
John Muir Elementary School Winter Distribution for Low Income Families, San Francisco.  
San Francisco Otis Shelter Blanket Distribution  
George Washington Elementary School Winter Distribution for Low Income Families
- 2006-06 Monthly Homeless Hot Meal Service
- 2006-09 Disaster Preparedness Expo: A Lesson Learned from Katrina, Jack London Square, Oakland.  
San Francisco Food Bank
- 2006-2007 Tzu Chi Academy
- 2004-2006 Annual San Francisco Chinatown Clean up
- 2004 19<sup>th</sup> Avenue Healthcare Center Home Visit

#### **Taiwan**

- 2005-01 South Asia Tsunami Relief Supplies Manufacturing, Taipei.
- 2002-12 Afghanistan Relief Supplies Manufacturing, Taipei.
- 2001-07 Refugees of Nari Hurricane Meal Service, Taipei.
- 2001-09 Receptionist, World Religious Cooperation Conference, Taipei.
- 2000-07 Victims of September 21 Earthquake Meal Service, Nantou County.
- 2000-06 Hostess, 21<sup>st</sup> Century First International Buddhist Youth Forum: Vision and Leadership, Chinese Youth Buddhist Association, Taipei.

**PROFESSIONAL AFFILIATION**

Academy of Management