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EMPLOYMENT & OTHER AFFILIATION

- Jul 2012-, Assistant Professor of Accounting, Carlson School of Management, University of Minnesota
- Sep 2009-Jun 2012, Assistant Professor of Accounting, Rutgers Business School, Rutgers University
- Jan 2015, Visiting Assistant Professor, The Hong Kong University of Science & Technology
- Jun 2006-Dec 2006, Full-time Tax Consultant, Deloitte Tax LLP, Detroit, Michigan

EDITORIAL POSITIONS

- Associate Editor, Journal of Financial and Quantitative Analysis (JFQA), Jan 2018 – present

EDUCATION

- Ph.D. in Business Administration (Accounting), Tulane University, Jan 2009
- Visiting Ph.D. Student, University of Michigan, Fall 2005 (*Displaced by Hurricane Katrina*)
- M.A. (Accounting), Tulane University, May 2005
- B.A. (Accounting), Tsinghua University, China, Jul 2002 (*Graduated 1st in Class*)

PEER-REVIEWED PUBLICATIONS

- [8] “Imperfect Accounting and Reporting Bias” (with Allen Huang and Wenyu Wang), *Journal of Accounting Research*, September 2017, 55 (4), 919-962.
- [7] “Equity Vesting and Investment” (with Alex Edmans and Katharina Lewellen), *Review of Financial Studies*, July 2017, 30 (7), 2229-2271 (**Lead Article, Editor’s Choice**).
 - *Co-Winner of the 2017 IRRC Institute Research Award*
 - *Winner of the Wharton School-WRDS Award for the Best Empirical Finance paper at the 2015 WFA Meeting*
- [6] “Short Selling and Earnings Management: A Controlled Experiment” (with Allen Huang and Jonathan Karpoff), *Journal of Finance*, June 2016, 71 (3), 1251-1294.
- [5] “Foreign Institutional Ownership and the Global Convergence of Financial Reporting Practices” (with Mark Maffett and Bohui Zhang), *Journal of Accounting Research*, June 2015, 53 (3), 593-631.
- [4] “Does Stock Liquidity Enhance or Impede Firm Innovation?” (with Xuan Tian and Sheri Tice), *Journal of Finance*, October 2014, 69 (5), 2085-2125.

- *Semifinalist for the Best Paper Award in Corporate Finance at the 2011 FMA Meeting*
- [3] “Inside Debt and the Design of Corporate Debt Contracts” (with Divya Anantharaman and Guojin Gong), *Management Science*, May 2014, 60 (5), 1260-1280.
 - *Winner of the Best Paper Award at the 2011 AAA Mid-Atlantic Region’s Meeting*
- [2] “The Effect of Liquidity on Governance” (with Alex Edmans and Emanuel Zur), *Review of Financial Studies*, June 2013, 26 (6), 1443-1482.
- [1] “Stock Market Liquidity and Firm Value” (with Thomas Noe and Sheri Tice), *Journal of Financial Economics*, October 2009, 94 (1), 150-169.

BOOK CHAPTER

- Executive Debt-like Compensation (with Divya Anantharaman) *Corporate Governance: Recent Developments and New Trends*: Chapter II.2, Sabri Boubaker, Bang Dang Nguyen, and Duc Khuong Nguyen (eds.), Springer Press, 2012, 139-157.

WORKING PAPERS

- “The Bright Side of Earnings Management” (with Renhui Fu)
- “The Long-Term Consequences of Short-Term Incentives” (with Alex Edmans and Allen Huang)
 - *Co-Winner of the 2017 ICPM Research Award*
 - *Co-Winner of the 2017 IRRC Institute Research Award*
- “Consistency as A Path to Comparability: Benefits and Costs” (with Michael Iselin and Gaoqing Zhang)
- “Insurance Coverage Predicts Patient Outcomes in Patients Transferred between Hospitals” (with Michael Usher, Christine Fanning, Madeline Carol, Amay Parikh, Anne Joseph, and Dana Herrigel)

CONFERENCE PRESENTATIONS (including scheduled & invited; * indicates presentation by co-author)

- “The Long-Term Consequences of Short-Term Incentives”
 - 2018 ICPM Discussion Forum in Toronto; 2018 Executive Compensation Conference in Rotterdam*; 2018 Financial Intermediation Research Society Conference*; 2017 UNC/Duke Fall Camp; 2017 Stanford Theory and Inference in Capital Market Research Conference*
- “Consistency as A Path to Comparability: Benefits and Costs” previously titled “Financial Statement Comparability: Benefits and Costs”
 - 2017 Yale School of Management Fall Accounting Research Conference; 2017 Indiana U - Hoosier Accounting Research Conference; 2017 U Penn-Wharton Spring Accounting Conference; 2017 Minnesota Empirical Accounting Research Conference*
- “Imperfect Accounting and Reporting Bias” previously titled “Do Accounting Errors Breed Fraud?”

- 2016 MIT/Asia Conference in Accounting*; 2016 FARS Midyear Conference*; 2015 Singapore Management University Accounting Symposium*; 2015 Conference on Investor Protection, Corporate Governance, and Fraud Prevention; 2015 Minnesota Empirical Accounting Research Conference
- “Equity Vesting and Investment” previously titled “Equity Vesting and Managerial Myopia”
 - 2016 Oxford-LSE conference*; 2016 Financial Intermediation Research Society Conference*; 2015 Western Finance Association Meeting; 2014 Penn Law Corporate Roundtable*; 2014 Bristol Manchester Corporate Finance Conference*; 2014 University of Washington Summer Finance Conference; 2014 Edinburgh Corporate Finance Conference* ; 2014 FSU SunTrust Beach Conference*; 2014 Utah Winter Accounting Conference; 2013 Financial Research Association Conference; 2013 The Swedish Institute for Financial Research’s workshop on “CEOs, Boards, and other High Potentials”*
- “Short Selling and Earnings Management: A Controlled Experiment”
 - 2015 SEC/Maryland’s Conference on Financial Regulation; 2014 MIT/Asia Conference in Accounting*; 2014 GSU/CEAR Symposium on Corporate Control Mechanisms and Risk; 2014 FARS Midyear Conference; 2013 HKUST Accounting Symposium*; 2013 Conference on Financial Economics and Accounting; 2013 UC Berkeley Multi-disciplinary Conference on Fraud and Misconduct
- “Foreign Institutional Ownership and the Global Convergence of Financial Reporting Practices”
 - 2014 MIT/Asia Conference in Accounting; 2012 HKUST Accounting Symposium; 2012 Singapore Management University Accounting Symposium*
- “Does Stock Liquidity Enhance or Impede Firm Innovation?”
 - 2011 Western Finance Association Meeting*; 2011 Third Paris Spring Corporate Finance Conference; 2011 FMA Annual Meeting*
- “Inside Debt and the Design of Corporate Debt Contracts”
 - 2012 London Business School Accounting Symposium*; 2011 Utah Winter Accounting Conference*; 2011 Fifth Singapore International Conference on Finance; 2011 AAA Annual Meeting*; 2011 China International Conference in Finance; 2011 Fourth Annual CAPANA Conference; 2011 AAA Mid-Atlantic Region's Meeting*
- “The Effect of Liquidity on Governance”
 - 2013 Western Finance Association Meeting; 2012 University of Washington Summer Finance Conference*; 2012 Fourth Paris Spring Corporate Finance Conference*; 2012 Financial Intermediation Research Society Conference*; 2011 Conference on Financial Economics and Accounting
- “The Role of Management Forecast Precision in Predicting Management Forecast Error”
 - 2009 AAA Annual Meeting
- “Stock Market Liquidity and Firm Value”
 - 2007 FMA Meeting; 2007 AAA Annual Meeting

INVITED WORKSHOPS & CONFERENCE PRESENTATIONS (including scheduled; by accounting department unless otherwise noted)

- 2018 Penn State Accounting Research Conference
- 2017 Yale School of Management Fall Accounting Research Conference; UNC/Duke Fall Camp; University of California at Los Angeles; the Inaugural Indiana University Hoosier Accounting Research Conference; University of Pennsylvania -Wharton Spring Accounting Conference; Analysis Group (Boston); Northwestern University
- 2015 Carnegie Mellon University; Washington University at St. Louis; University of Miami; Southern Methodist University; The SEC, Division of Economic and Risk Analysis; University of Minnesota (Strategic Management & Entrepreneurship); The Hong Kong University of Science & Technology; Chinese University of Hong Kong
- 2014 University of Toronto; George State University (Finance), Center for the Economic Analysis of Risk (CEAR) – Symposium on Corporate Control Mechanisms and Risk; University of Chicago; Columbia University; New York University
- 2013 University of New South Wales (Banking and Finance); University of Sydney (Finance); University of Technology Sydney (Finance)
- 2012 University of Houston; University of Rochester; University of Minnesota; University of Florida; University of Texas at Dallas
- 2011 University of Rhode Island (Finance); The University of Massachusetts Amherst (Finance); The Hong Kong University of Science & Technology
- 2010 Baruch College, City University of New York; Tsinghua University; Peking University
- 2009 Rutgers University; Cornerstone Research
- 2008 Queens College, City University of New York

INVITED CONFERENCE DISCUSSIONS

- 2018 University of Minnesota Corporate Finance Conference
- 2015, 2014 MIT/Asia Conference in Accounting
- 2012 Fordham University – Liquidity Risk Management Conference
- 2011 China International Conference in Finance
- 2011, 2009 AAA Annual Meeting
- 2009 Conference on Financial Economics and Accounting
- 2007 FMA Annual Meeting

OTHER SELECTED CONFERENCE ATTENDED (By Invitation)

- Stanford Theory and Inference in Capital Market Research Conference; Carnegie Mini Accounting Conference; Stanford Causality Conference; Stanford Accounting Summer Camp; Utah Winter Accounting Conference; Chicago-UNC GIA Conference; NYU Accounting Summer Camp; U of Houston Bauer Accounting Research Symposium; U of Illinois at Chicago Accounting Research Conference; JAAF Conference; U of Washington Summer Finance Conference; OSU Corporate Finance Conference

MEDIA REFERENCES

- “The Long-Term Consequences of Short-Term Incentives”
 - [Harvard Law School Forum](#); [VoxEU](#)
- “Equity Vesting and Investment”
 - [Financial Times](#); [Economist](#); [Forbes](#); [Financial Times](#); [Washington Post](#)
 - [World Economic Forum](#); [Yahoo](#); [Bloomberg](#); [CNBC](#)
 - [Harvard Law School Forum](#); [VoxEU](#); [Harvard Business Review](#); [Carlson](#); [Knowledge @ Wharton](#); [Tuck Newsroom](#)
- “Short Selling and Earnings Management: A Controlled Experiment”
 - [CFA Digest](#)
 - [Discovery at Carlson](#)
- “Foreign Institutional Ownership and the Global Convergence of Financial Reporting Practices”
 - [Harvard Law School Forum](#)
- “The Effect of Liquidity on Governance”
 - [VoxEU](#); [Discovery at Carlson](#)
 - [Harvard Law School Forum](#); [Oxford University OUPblog](#); [Knowledge @ Wharton](#)
- “Inside Debt and the Design of Corporate Debt Contracts”
 - [Wall Street Journal](#)
 - [Harvard Law School Forum](#)

HONORS AND AWARDS

- 2017 ICPM Research Award
- 2017 IRRC Institute Research Award
- 2016 Award for Exemplary Research, University of Minnesota
- 2015 Award for Exemplary Research, University of Minnesota
- 2015 WFA Meeting’s Wharton School-WRDS Award for the Best Empirical Finance Paper
- 2013 Award for Exemplary Research, University of Minnesota

- 2013 Dean's Small Grants, University of Minnesota
- 2011 Rutgers Technology Management Research Center Faculty Research Award
- 2011 Rutgers Research Resources Committee (RRC) Summer Research Award
- 2011 AAA Mid-Atlantic Region's Meeting Best Paper Award
- 2011 FMA Meeting's Semifinalist for Best Paper Award in Corporate Finance
- 2011 AAA/Deloitte Foundation Trueblood Seminar for Professors Fellow
- 2009 AAA New Faculty Consortium Fellow
- 2008 American Accounting Association (AAA) Doctoral Consortium Fellow
- 2007 Financial Management Association (FMA) Doctoral Consortium Fellow
- 2003~2007 Morton A. Aldrich Fellowship (Tulane University)
- 2006 Deloitte & Touche USA Student Professional Development Award

TEACHING EXPERIENCE

- University of Minnesota
ACCT 2050 (Introduction to Financial Reporting) – Core course offered to sophomores
Teaching evaluation: 5.6/6.0, averaged across 11 sections (class size: 90-120 each section)
- Rutgers Business School
ACCN423 (Accounting for Business Combinations, or Advanced Accounting) – Core course offered to seniors and master's
Teaching evaluation: 4.7/5.0, averaged across 12 sections (class size: 60 each section)
- Tulane University
ACCN413 (Financial Statement Analysis) – Core course offered to seniors
Teaching evaluation: 6.0/7.0, averaged across 2 sections (class size: 40 each section)

SERVICE

- Organizing Committee Member, Empirical Accounting Conference, Carlson School of Management, University of Minnesota, 2015-present
- Research Workshop Organizer, Accounting Department, Carlson School of Management, University of Minnesota, Fall 2013-Spring 2014
- Research Workshop Organizer, Rutgers University Accounting Research Forum, Fall 2009
- Conference Program Committee
 - 2016 CFEA Conference
- Ad hoc Reviewer for

- Accounting journals: *The Accounting Review, Journal of Accounting Research, Journal of Accounting & Economics, Review of Accounting Studies, Contemporary Accounting Research*
 - Finance journals: *Journal of Finance, Journal of Financial Economics, Review of Financial Studies, Journal of Financial and Quantitative Analysis, Review of Finance, Financial Management, Journal of Financial Markets, Journal of Banking and Finance, Journal of Empirical Finance, European Financial Management*
 - Other journals: *Management Science (Accounting & Finance), Journal of Economics & Management Strategy, Journal of Business Finance & Accounting, Journal of Accounting, Auditing & Finance, Review of Quantitative Finance and Accounting, Emerging Markets Finance and Trade, Economic Letters*
 - Conferences and grants: *MIT/Asia Conferences in Accounting, FARS Midyear Meetings, AAA Annual Meetings, CAPANA Conferences, Hong Kong Research Grants Council*
- Doctoral Advising
 - Xinyuan Shao (Minnesota)
 - Eva Liang (Minnesota)
 - Ming Gu (Rutgers, Committee Member): 1st placement: Renmin University of China

PROFESSIONAL CERTIFICATES

- Certified Public Accountant (CPA, inactive), licensed in 2007
- Chartered Financial Analyst (CFA) candidate, passed all three levels
- Certified General Accountant (CGA, inactive), licensed in 2003