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ACADEMIC APPOINTMENTS:

2025-present Professor of Accounting, Cheung Kong Graduate School of Business
2015-2025 Associate Professor of Accounting, Cheung Kong Graduate School of Business
2012-2015 Assistant Professor of Accounting, Cheung Kong Graduate School of Business
2010-2011 Assistant Professor of Accounting, National University of Singapore

EDUCATION:

2005-2010 PhD of Accounting, University of Texas at Dallas

RESEARCH:

Referred Journal Publications:

“Dynamic Adjustment of CEO Incentives, Contracting Frictions and Firm Performance”, with Robert Bushman and Zhonglan Dai. *The Accounting Review*, 100 (4): 53-78, 2025.

“Brand Capital and Corporate Investment Efficiency”, with Kam C Chan, Kevin Li, Tongxia Li. *European Financial Management*, 31 (2), 909-951, 2025.

“Does Political Uncertainty Obfuscate Narrative Disclosure?”, with Mohamed Mekhaimer and Marwa Soliman. *The Accounting Review*, Vol. 99, No. 4, 2024.

“Proprietary Information Cost of Contracting with the Government”, with Jiapeng He, Kevin Li, and Ningzhong Li. *The Accounting Review*, Vol. 99, No. 2, 2024.
2021 AAA Annual Meeting Best Paper Award for Government and Non-for-Profit Section

“Managerial Career Concerns and Corporate Tax Avoidance: Evidence from the Inevitable Disclosure Doctrine”, with Ningzhong Li and Terry Shevlin. *Contemporary Accounting Research*, Vol. 39, No. 1, Spring 2022 (Lead article).

“Restrictions on Managers’ Outside Employment Opportunities and Asymmetric Disclosure of Bad versus Good News”, with Ashiq Ali and Ningzhong Li. *The Accounting Review*, Vol. 94, 2019 (Lead article).
Its brief version is published on *Columbia Law School's Blog on Corporations and the Capital Markets*.

“Management Team Incentive: Dispersion and Firm Performance”, with Robert Bushman and Zhonglan Dai. *The Accounting Review*, Vol. 91, 2016.

“Conservative Reporting and Securities Class Action Lawsuits”, with Michael Ettredge and Ying Huang. *Accounting Horizon*, Vol. 30, 2016.

“An Evaluation of Chinese Firms’ Profitability: 2005-2013”, with Jing Liu and James Ohlson. *Accounting Horizon*, Vol. 29, 2015.

“CEO Tenure and Earnings Management”, with Ashiq Ali. *Journal of Accounting and Economics*, Vol. 59, 2015.

“Discussion of Board Interlocks and the Diffusion of Disclosure Policy”. *Review of Accounting Studies*, Vol. 19, No. 3, September 2014.

“Executive Pay-Performance Sensitivity and Litigation”, with Zhonglan Dai and Li Jin. *Contemporary Accounting Research*, Vol. 31, Issue 1, Spring 2014.

“Do Institutional Investors Pay Attention to Customer Satisfaction and Why?”, with Xueming Luo, Ran Zhang and Jaakko Aspara. *Journal of the Academy of Marketing Science*, Vol. 42, Issue 2, March 2014.

“Voluntary Disclosure and Information Asymmetry: Evidence from the 2005 Securities Offering Reform”, with Nemit O. Shroff, Amy X. Sun, and Hal D. White. *Journal of Accounting Research*, Vol. 51 No. 5 December 2013.

“Restatement Disclosures and Management Earnings Forecasts”, with Michael Ettredge and Ying Huang. *Accounting Horizon*, Vol. 27, Issue 2, June 2013.

“Earnings Restatements and Differential Timeliness of Accounting Conservatism”, with Michael Ettredge and Ying Huang. *Journal of Accounting and Economics*, Vol. 54, Issue 2, 2012 (Lead article).

“Asymmetric Cash Flow Sensitivity of Cash Holdings”, with Dichu Bao and Kam C. Chan. *Journal of Corporate Finance*, Vol. 18, 2012.

“Bank Discrimination, Holding Bank Ownership, and Economic Consequences: Evidence from China”, with Zhengfei Lu and Jigao Zhu. *Journal of Banking and Finance*, Vol. 36, No.2, 2012.

“Organizational Capital”, with Baruch Lev and Suresh Radhakrishnan. *Abacus: A Journal of Accounting, Finance and Business Studies*, Vol. 45, No. 3, 2009.

Selected Working Papers:

Field of Accounting:

“Assisting Job Interviews with Generative Artificial Intelligence: Effects on Selecting Value-Aligned Employees”, with Yao Lu and Xinyu Zhang.

“Disclosing Bad News: Evidence from Voluntary Product Recall Announcements”, with Philip G. Berger, Zhonglan Dai, and Feida Zhang.

“Do Artificial Intelligence Technologies Complement or Displace Human Accountants? Evidence from Firms’ Responses to Accounting Errors”, with Zhao Jin, Ke Na, and Feida Zhang.

“CEO Tenure and Narrative Disclosure Complexity”, with Marwa Soliman.

Field of Artificial Intelligence:

“Green Because They Leaked: Test-Gated Policy Updates Don’t Certify Safety”, with Ye Chen and Zhuoran Zhuang.

“Right Verdict, Wrong Reason: Counterfactual Attribution Reveals Shortcut Learning in LLM Evaluators”, with Ye Chen and Zhuoran Zhuang.

“The Durable Asset is the Data, Not the Weights” with Ye Chen and Zhuoran Zhuang.

“The Evaluation Bottleneck: Your Biggest Judge is Not Your Best Judge”, with Ye Chen and Zhuoran Zhuang.

“When All LLM Judges Agree: Silent Consensus Makes Deployed Risk Unmeasurable”, with Ye Chen and Zhuoran Zhuang.

Papers Accepted by Refereed Conferences and Forums:

“Protecting Brands, Promoting Payouts: How Trademark Protection Law Shapes Corporate Dividend Policy”, with Yixing Tong, Yike Xu, and Feida Zhang.

- 2025 Financial Markets and Corporate Governance Conference
- 2025 RCEA International Conference of Economics, Econometrics, and Finance

“Assisting Job Interviews with Generative Artificial Intelligence: Effects on Selecting Value-Aligned Employees”

- 2024 *Journal of Accounting Research* Third Registered Reports Conference.

“Proprietary Information Cost of Contracting with the Government”

- 2020 SMU Accounting Symposium
- 2021 AAA FARS Midyear Meeting

“Out-of-equilibrium CEO Incentives, Dynamic Adjustment and Firm Performance”

- 2018 MIT Accounting Asia Conference, Hong Kong
- 2019 China International Conference in Finance

“The Holy Grail of Teamwork: Management Team Synergies and Firm Innovation”

- 2017 12th Conference on Asia-Pacific Financial Markets, Seoul, Korea
- 2017 30th Australasian Finance and Banking Conference, Sydney, Australia

“Management Team Tournament Incentives and Firm Innovation”

- 2016 MIT Asia Conference in Accounting
- 2016 China International Conference in Finance

“Understand the Relation between Executives’ Incentives and Reported Performance”

- 2015 MIT Asia Conference in Accounting

“Managers’ Career Concerns and Asymmetric Disclosure of Bad versus Good News”

- Canadian AAA Annual Conference 2015

“Conservative Reporting and Securities Class Action Lawsuits”

- Canadian AAA Annual Conference 2015
- AAA Annual Conference 2013

“The Effect of Politician Career Concern on Media Slant and Market Return: Evidence from China”

- The Best Paper Award of The Chinese Finance Association (TCFA) 2014
- 2014 NBER-CCER conference
- 2014 MIT Asia Conference in Accounting
- AAA Annual Conference 2014
- 12th China International Conference in Finance 2014
- 3rd Symposium on Emerging Financial Markets: China and Beyond, 2014

“Management Team Incentive Alignment and Firm Value”

- AAA FARS Conference 2013
- 10th China International Conference in Finance 2012

“CEO Incentive Dynamics and Their Effect on Firm Value”

- European Finance Association Annual Conference 2012
- AAA Annual Conference 2011
- 9th China International Conference in Finance 2011
- Capital Market / Corporate Finance Meetings 2011 hosted by Shanghai Advanced Institute of Finance and Cheung Kong Graduate School of Business
- Conference of Corporate Governance hosted by National University of Singapore

“Management Forecasts Subsequent to Financial Restatement Disclosures”

- AAA Annual Conference 2010

“Bank Discrimination, Holding Bank Ownership, and Economic Consequences: Evidence from China”

- AAA Annual Conference 2010

“Earnings Restatements and Differential Timeliness of Accounting Conservatism”

- AAA FARS Conference 2009

“Executive Pay-Performance Sensitivity and Litigation”

- The Harvard Law School Forum on Corporate Governance and Financial Regulation 2011

- NBER (National Bureau of Economic Research) Law and Economics Program Summer Institute Workshop Special Session on Corporate Law Issues 2009
- 7th China International Conference in Finance 2009
- 19th Financial Economics and Accounting Conference 2008

“The Impact of the 2005 Securities Offering Reform on Voluntary Disclosure Before Seasoned Equity Offerings”

- The Harvard Law School Forum on Corporate Governance and Financial Regulation 2011
- AAA Annual Conference 2009
- FMA Annual Conference 2009

“Proximity to Broad Credit Rating Change and Conservatism in Reported Earnings”

- AAA FARS Conference 2009

AWARDS AND HONORS:

2021 AAA Annual Meeting Best Paper Award for Government and Non-for-Profit Section

2017 IBM Global Faculty Award

Outstanding paper award of 12th International Conference on Asia-Pacific Financial Market 2017

The Best Paper Award of The Chinese Finance Association (TCFA) 2014

Consortium Fellow at AAA/Deloitte/J. Michael Cook Doctoral Consortium 2008

Consortium Fellow at AAA FARS Doctoral Consortium 2008