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Employment	Cheung Kong Graduate School of Business, China		
	Associate Professor of Accounting Assistant Professor of Accounting	2025-present 2020-2025	
	The University of Hong Kong, Hong Kong		
	Assistant Professor of Accounting	2014-2020	
Education	Simon Business School, University of Rochester, USA Ph.D. Accounting M.S.B.A., Applied Economics	2009-2014	
	University of Missouri, Columbia, USA M.A., Statistics M.A., Economics	2004-2007	
	Shanghai University of Finance and Economics, China B.S., Statistics B.A., Accounting	2000-2004	
PUBLICATIONS	Taxes and Executive Pay: Evidence from Nonqualified Deferred Compensation (sole-authored)		
	Management Science, forthcoming.		
	Politicians' Ideology, State Intervention, and Corporate Taxation (with Terry Shevlin, Danqing Wang, and Wenjia Yan)		
	<u>Management Science</u> , forthcoming.		
	Client Restatement Announcement, Audit Office Human Capital Investment, and Audit Quality Improvements (with Daniel Aobdia, Xuejiao Liu, and Hong Wu)		
	Journal of Accounting and Economics (2025), 79(2-3): 101741.		
	The Influence of Labor Market Power in the Audit Profession (with Daniel Aobdia, Qin Li, and Hong Wu)		
	<u>The Accounting Review</u> (2024), 99(5): 65-95.		
	Is Conservatism Demanded by Performance Measurement in Cor	npensation Contracts? Evidence	

Is Conservatism Demanded by Performance Measure from Earnings Measures Used in Bonus Formulas (with Ivy Zhang and Yong Zhang) Review of Accounting Studies (2024), 29: 809-851.

Languages and Corporate Tax Avoidance (with Wenjia Yan) *Review of Accounting Studies* (2022), 27: 148-184.

CEOs' Outside Opportunities and Relative Performance Evaluation: Evidence from a Natural Experiment (sole-authored) Journal of Financial Economics (2020), 137(3): 679-700.

SEMINAR The Inaugural NYU Shanghai and NYU Stern Joint Accounting Research Conference\*, 2025 Presentations Shanghai; The University of Melbourne<sup>\*</sup> 2024 Southwestern University of Finance and Economics, Peking University; University of Hong Kong\*; Accounting and Economics Society Annual Conference\*, New York; HKU ESG Conference<sup>\*</sup>, Hong Kong 2023 Antai Forum of Accounting and Capital Market, Shanghai 2023 2022Purdue University<sup>\*</sup>; University at Buffalo<sup>\*</sup>; Central University of Finance and Economics<sup>\*</sup>; Shanghai University of Finance and Economics<sup>\*</sup>; International Symposium on Audit Research<sup>\*</sup>; MIT Asia Conference in Accounting University of Michigan<sup>\*</sup>; Hong Kong Baptist University; MIT Asia Conference in Accounting 2021 University of Amsterdam<sup>\*</sup>; Drexel University<sup>\*</sup>; Northeastern University<sup>\*</sup>; University of Cal-2020ifornia, Irvine<sup>\*</sup>; Hong Kong University of Science and Technology; City University of Hong Kong; Sun Yat-sen University; Tongji University; Shanghai University of Finance and Economics; 2020 Conference on Auditing and Capital Markets<sup>\*</sup> 2019University of International Business and Economics; Chinese University of Hong Kong; Hong Kong Baptist University; Xi'an Jiaotong University; University of Hong Kong; 2019 FARS Midyear Meeting, Seattle Hong Kong University of Science and Technology; University of Hong Kong; University of 2018 Toronto<sup>\*</sup>; Hong Kong Baptist University; Huazhong University of Science and Technology<sup>\*</sup>; 2018 CKGSB Accounting Research Conference, Beijing; 2018 Annual Symposium of China Journal of Accounting Research, Guangzhou;  $29^{th}$  CFEA Conference, New Orleans;  $41^{st}$ EAA Annual Congress, Milan; 30<sup>th</sup> AsianFA Annual Meeting, Tokyo; MIT Asia Conference in Accounting, Hong Kong; FMA Annual Meeting\*, San Diego; CAAA Annual Conference\*, Calgary; the Fourth CEIBS Accounting and Finance Symposium<sup>\*</sup>, Shanghai City University of Hong Kong; Hong Kong Polytechnic University; University of Hong Kong; 2017 Xiamen University; University of Melbourne<sup>\*</sup>;  $28^{th}$  CFEA Conference, Philadelphia; AAA Annul Conference<sup>\*</sup>, San Diego; Journal of International Accounting Research Conference<sup>\*</sup>, Adelaide Chinese University of Hong Kong\* 2016

	Boston College; Rice University; Chinese University of Hong Kong; University of Hong Kong; 2014 Hong Kong University of Science and Technology; National University of Singapore			
	(*presentation by coauthors, <sup>†</sup> scheduled)			
Teaching	Cheung Kong Graduate School of Business Financial Accounting (Chinese/Finance MBA) Managerial Accounting (Chinese/Finance MBA) Accounting Information and Decision Making (Second-Generation Leaders) Managerial Accounting (English MBA)	2022-Now 2020-Now 2021-Now 2020-2021		
	The University of Hong Kong Introduction to Financial Accounting Boot Camp of Economics for Master of Accounting	2014-2020 2018		
Honors and Awards	Best Paper Award, the 2018 Annual Symposium of China Journal of Accounting Research 2018			
	Best Paper Award (Semi-finalist), Financial Management Association			
	PI, General Research Fund of Hong Kong Research Grants Council (HK\$490,966)			
	PI, General Research Fund of Hong Kong Research Grants Council (HK\$244,800)			
	PI, Early Career Scheme of Hong Kong Research Grants Council (HK\$228,614)	2015-2017		