

Xinyu Zhang

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ACADEMIC EXPERIENCE

S.C. Johnson Graduate School of Management, Cornell University

Assistant Professor of Accounting	2018 – Present
Clifford H. Whitcomb Faculty Fellowship	2021 – 2022

EDUCATION

The University of Texas at Austin

Ph.D. in Accounting, 2018

Tilburg University

Master of Science in Accounting, 2013

Fudan University; Bocconi University

Double Master's Degree in International Management, 2011

Xi'an Jiaotong University

Bachelor of Management in International Accounting, 2008

RESEARCH INTERESTS

The effects of accounting information and management control practices on individual behaviors

PUBLICATIONS

“Understanding and deterring misreporting in nonprofits: the joint effects of pay level and penalty type” with Eric Chan, *The Accounting Review*, 2021, 96 (4): 157-177, available at: <https://doi.org/10.2308/TAR-2019-0620>

“Working longer but not harder: the effects of incentivizing inputs versus outputs in a heterogeneous workforce” with Eric Chan and Steven Kachelmeier, *The Accounting Review*, 2021, 96 (5): 133-156, available at: <https://doi.org/10.2308/TAR-2018-0097>

“We're in this together: the motivational effects of tangible rewards in a group setting” with Steven Kachelmeier and Michael Williamson, *Contemporary Accounting Research*, *Forthcoming*, available at: <https://doi.org/10.1111/1911-3846.12844>

WORKING PAPERS

“The effects of nonprofit pay and market pay transparency on donor trust and nonprofit governance” with Eric Chan

“A little similarity goes a long way: the effects of relative performance information on subsequent cooperation”, solo-authored

“The negative impacts of misreporting” with Ryan Guggenmos and Kristi Rennekamp

“The joint effect of social distance and social value orientation on budget reporting in multi-level organizations” with Eddy Cardinaels and Bart Dierynck

WORKS IN PROGRESS

“Financial literacy resources” with Lauren Frederick and Kristi Rennekamp

“Narratives” with Natasha Bernhardt and Robert Bloomfield

“Recognition” with Asis Martinez-Jerez and Pablo Casas-Arce

“ESG reporting” with Lauren Frederick, Kristi Rennekamp, and Brian White

“Governance” with Eric Chan and Robert Bloomfield

PRESENTATIONS

Research Workshop Presentations

2022 Cornell University

2022 European Network for Experimental Accounting (ENEAR) Online Seminar

2022 Emory University

2021 East Coast Behavioral Accounting Workshop (ECBAW)

2021 Washington State University

2021 Saint Mary’s University, Canada

2019 Binghamton University

2019 Cornell Financial Reporting Mini Summer Camp

2018 University of Pittsburgh

2018 University of Waterloo, Canada

2018 Cornell University

2017 The University of Texas at Austin

2015 The University of Texas at Austin

Research Conference Presentations

2023 Management Accounting Section Midyear Meeting, Atlanta, GA

2022 Accounting, Behavior and Organizations Research Conference, Phoenix, AZ
2022 Management Accounting Section Midyear Meeting (virtual)
2021 Management Accounting Section Midyear Meeting (virtual)
2020 *European Accounting Review* Conference (virtual)
2020 Management Accounting Section Midyear Meeting, Houston, TX
2019 Accounting, Behavior and Organizations Research Conference, Providence, RI
2019 Global Management Accounting Research Symposium, Lansing, MI
2019 Management Accounting Section Midyear Meeting, Scottsdale, AZ
2018 Accounting, Behavior and Organizations Research Conference, Phoenix, AZ
2018 Accounting PhD Rookie Camp, Miami, FL
2017 Accounting, Behavior and Organizations Research Conference, Pittsburg, PA
2017 Lone Star Accounting Research Conference, Arlington, TX
2017 Management Accounting Section Midyear Meeting, San Juan, PR
2016 Accounting, Behavior and Organizations Research Conference, Albuquerque, NM
2016 Global Management Accounting Research Symposium, Lansing, MI
2015 Management Accounting Section Midyear Meeting, Newport Beach, CA
2014 American Accounting Association (AAA) Annual Meeting, Atlanta, GA

Other Presentation

2020 “Expect Turbulence: Transition from Graduate Student to Faculty Member” at Doctoral Consortium, Management Accounting Midyear Meeting, Houston, TX

MEDIA MENTIONS

“[Your employees could be growing to resent their jobs – this research explains why](#)” by Kate Neilson. *HRM: The news site of the Australian HR Institute*. November 19, 2020.

“[To demotivate your Workers, connect pay to hours clocked](#)” by Deborah Lynn Blumberg. *Big Ideas: Research and Insights from Texas McCombs*. October 28, 2020.

- Top post on Reddit r/science on Oct. 31, 2020, with 39.9k upvotes and 1.5k comments

“[Why do nonprofits misreport their financial performance? It’s about manager pay](#)” by Sally Parker. *Big Ideas: Research and Insights from Texas McCombs*. October 14, 2020.

CONFERENCE ATTENDANCE

2022 Emerging Management Accounting Scholars Symposium, Urbana-Champaign, IL
2021 Palmetto Symposium on Experimental Accounting Research (virtual)
2021 CAAA *Contemporary Accounting Research* Conference (virtual)
2020 CAAA *Contemporary Accounting Research* Conference (virtual)
2019 Palmetto Symposium on Experimental Accounting Research, Columbia, SC
2019 Dartmouth Accounting Research Conference, Hanover, NH

- 2018 Cornell Financial Reporting Mini Summer Camp, Ithaca, NY
- 2018 Emerging Management Accounting Scholars Symposium, Urbana-Champaign, IL
- 2017 American Accounting Association (AAA) Annual Meeting, San Diego, CA
- 2016 McCombs Accounting Research Conference, Austin, TX
- 2016 Management Accounting Section Midyear Meeting, Dallas, TX
- 2016 American Economic Association (AEA) Annual Meeting, San Francisco, CA
- 2015 Experimental Research in Accounting Conference, Austin, TX
- 2014 Taxation in a Global Economy Research Symposium, Austin, TX
- 2014 NASD OMX Conference on Capital Markets, Austin, TX
- 2014 Management Accounting Section Midyear Meeting, Orlando, FL

AWARDS & GRANTS

- 2021 Clifford H. Whitcomb Faculty Fellowship, SC Johnson College of Business
- 2021 President's Council of Cornell Women Affinito-Stewart Award Recipient
- 2016 Eugene and Dora Bonham Memorial Fund in Business
- 2015 McCombs School of Business Doctoral Fellowship
- 2014 Eugene and Dora Bonham Memorial Fund in Business
- 2013 Donald D. Harrington Graduate Fellowship

TEACHING EXPERIENCE

Cornell University, Samuel Curtis Johnson Graduate School of Management

- Instructor, NBA 5110 Financial Modeling (Residential MBA), Spring & Fall 2019 - present
- Instructor, NBA 5111 Foundations of Financial Modeling (Undergraduate), Spring 2021

The University of Texas at Austin, McCombs School of Business

- Instructor, ACC 312 Fundamentals of Managerial Accounting, Summer 2015

SERVICE

Internal

- Co-organizer, the Accounting Area Research Workshop (2019 – Present)
- Member, Accounting Faculty Search Committee, Johnson College of Business (2022 – 2023)

External

- Member, Management Accounting Section Paper with Notable Contribution to the Management Accounting Literature Selection Committee (2022 – 2023)
- Mentor, Management Accounting Section Ph.D. Mentorship Program (2021)

Ad hoc Reviewer

- *Accounting, Organization and Society*
- *The Accounting Review*
- *Contemporary Accounting Research*

- *European Accounting Review*
- *Journal of Management Accounting Research*

Conference Reviewer

- Hawaii Accounting Research Conference
- *Contemporary Accounting Research* Conference
- Management Accounting Section Midyear Meeting
- Accounting, Behavior and Organizations Research Conference
- Government and Nonprofit Section Midyear Meeting
- American Accounting Association (AAA) Annual Meeting

PROFESSIONAL EXPERIENCE & AFFILIATIONS

- American Accounting Association (AAA)
- Management Accounting Section, AAA
- Accounting, Behavior and Organizations Section, AAA
- Financial Accounting and Reporting, AAA
- Association of Chartered Certified Accountants, inactive
- Audit Intern, Deloitte L.L.P., Calgary, Canada, 01/2007 – 03/2007