

## Yaxuan CHEN

Peter and Stephanie Nolan School of Hotel Administration  
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Cornell University  
Ithaca, NY

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### EMPLOYMENT

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**Cornell University, Nolan School of Hotel Administration** Ithaca, NY  
Assistant Professor of Accounting July 2024 -

### EDUCATION

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**Harvard Business School** Cambridge, MA  
PhD in Business Administration (Accounting and Management) 2024

**University of Illinois Urbana-Champaign** Urbana, IL  
Master of Science in Finance 2018

**University of Hong Kong** Hong Kong SAR  
Bachelor of Business Administration in Accounting and Finance 2017

### RESEARCH INTERESTS

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Organizational Design, Management Control Systems, and Organizational Culture

### PUBLICATIONS

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“**Upward Influencers in Teams**” (with Wei Cai and Jee-Eun Shin), *Journal of Accounting Research*, Forthcoming

- Media mention: *The Economist* (print edition); *The Economist Podcast* (Editor’s Picks); *The Wall Street Journal*; *Columbia Business School Press Release*

### WORKING PAPERS

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“**Empowered Learning as a Control System**” (with Wei Cai and Yuefei Chen)

“**Inconsistency in Organizational Culture**” (solo-authored)

“**Incorporating Core Values in Performance Evaluation**” (with Jasmijn Bol, Robert Grasser, Serena Loftus and Tatiana Sandino)

### SELECTED WORK-IN-PROGRESS

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“**Core Values and Costly Signaling**” (with Wei Cai, Dennis Campbell and Yufei Chen)

“**Workplace Supportive Monitoring: A Field Experiment**” (with Yutong Chen and Timo Vogelsang)

“**Employee Selection and Socialization**” (with Anjali Bhatt)

“**Job Title as a Management Control**” (with Martin Wiernsperger)

**“Cultural Inconsistency: Evidence from M&A Activities”** (solo-authored)

### **INVITED PRESENTATIONS AND CONFERENCES (PRESENTER\*, DISCUSSANT<sup>^</sup>)**

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2025 Harvard Business School Information, Markets, and Organizations Conference; Harvard Extension School\* (scheduled); Columbia Business School Junior Accounting Faculty Conference (scheduled); AAA Management Accounting Section Meeting\* (scheduled)

2024 Field Experiments in Accounting Conference; AAA Annual Meeting; Cornell Mini Camp; Inaugural Columbia Management Accounting Conference; University of Southern California\*; Frankfurt School of Finance and Management\*; University of Hong Kong\*; Cornell University\*; AAA Management Accounting Section Meeting\*,<sup>^</sup>

2023 *JMAR* Rookie Camp\*; *JAE* Conference; Boston Accounting Students Symposium; AAA Annual Meeting; MIT Asia Conference in Accounting; Harvard Business School Information, Markets, and Organizations Conference; Wharton Spring Accounting Conference; AAA Management Accounting Section Meeting\*,<sup>^</sup>

2022 AAA Annual Meeting; CAPANA Conference; Global Management Accounting Research Symposium; Harvard Business School Information, Markets, and Organizations Conference; AAA Management Accounting Section Meeting

2021 AAA Annual Meeting; Performance Management Field Research Symposium

### **ACADEMIC SERVICE**

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#### **Ad-hoc Reviewer**

AAA Management Accounting Section Meeting; Hawaii Accounting Research Conference; Society for Financial Studies Cavalcade Asia-Pacific Conference

### **TEACHING EXPERIENCE**

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**“Reimagining Capitalism: Business and Big Problems”** 2022

- MBA elective curriculum, Harvard Business School
- Teaching fellow for Professor Ethan Rouen

**“Investment I” and “Investment II”** 2018

- iMBA required curriculum, University of Illinois Urbana-Champaign
- Teaching fellow for Professor Scott Weisbenner

### **HONORS AND AWARDS**

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Doctoral Fellowship, Harvard Business School 2019 - 2024  
Academic Excellence Award, University of Illinois at Urbana-Champaign 2018  
Dean’s Honors List, University of Hong Kong 2014, 2016