

Xiaomei (Grazia) Xiong

University of South Carolina
Darla Moore School of Business
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(I do **not** need work Visa sponsorship)

EDUCATION

Ph.D. in Accounting, Expected May 2022
University of South Carolina, Columbia, SC

Master of Science in Accounting, December 2016
University of Missouri-Kansas City, Kansas City, MO
Honor Recipient

Bachelor of Arts, Italian Language and Culture Studies, June 2010
Xi'an International Studies University, Xi'an, China

RESEARCH AND TEACHING INTERESTS

Research Interests

Managerial accounting; behavioral accounting research; judgment and decision making; experimental economics; incentive systems and performance.

Teaching Interests

Managerial Accounting; Financial Accounting.

RESEARCH ACTIVITIES

Working Papers

“How the Level of Firm Support for Employee Volunteering Affects Employee Productivity and Altruistic Behavior Inside the Firm” (Dissertation)

- Committee: Andrew Newman (Chair), Tim Brown, Scott Jackson, Marlys Lipe, and Ivo Tafkov
- Proposal successfully defended (May 2021)

“The Effect of Reward Frequency on Performance for Cash Rewards and Tangible Rewards” (with Andrew Newman, Ivo Tafkov, and Nathan Waddoups)

- Under 2nd round review at *The Accounting Review*
- Outstanding Paper Award at Management Accounting Section 2021 Midyear Meeting

“Does Pay Transparency Help or Hurt? Evidence on Employee Motivation” (with Andrew Newman and Robert Grasser)

- Revising manuscript for submission to a top 6 journal
- IMA Doctoral Summer Research Scholarship, \$5,000 (2019)
- The Riegel and Emory Research Grant, \$3,760 (2020)

“Controllability Bias” (with Jonathan Gay, Scott Jackson, and Nathan Waddoups)

- Under review at *Review of Accounting Studies*
- Moore School of Business Research Grant, \$2,242 (2020)

Research in Process

“The Effect of Reward Frequency and Reward Conditionality on Employee Behaviors” (with Andrew Newman, Ivo Tafkov, and Nathan Waddoups)

- Research design phase
- The Reigel and Emory Research Grant, \$3,600 (2021)

“Discontinuation of Incentives and Prospect Theory” (with Chelsea Rae Austin, and Donna Bobek Schmitt)

- Research design phase
- The Reigel and Emory Research Grant, \$3,600 (2021)

Presentations of Research (presenter in parenthesis)

“The Effect of Reward Frequency on Performance for Cash Rewards and Tangible Rewards”

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| AAA Management Accounting Section Midyear Meeting (Xiong) | January 2021 |
| AAA ABO Research Conference (Xiong) | October 2020 |
| University of Texas at Austin (Tafkov) | October 2020 |
| University of Indiana (Newman) | September 2020 |
| University of Arizona (Newman) | March 2020 |
| University of South Carolina (Xiong) | February 2020 |

“Does Pay Transparency Help or Hurt? Evidence on Employee Motivation”

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| AAA Annual Meeting (Xiong) | August 2021 |
| AAA ABO Research Conference (Newman) | October 2020 |
| University of South Carolina (Xiong) | November 2018 |

“Controllability Bias”

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| University of Kentucky (Jackson) | September 2019 |
| University of Massachusetts Amherst (Jackson) | November 2018 |

Discussion of Research

“Promote Internationally or Hire Externally? The Role of Trust, Reciprocity, and Performance Measurement Precision” by Eric Chan, Jeremy Lill, and Victor Mass.

2021 AAA ABO Research Conference October 2021

“Tend to One’s Own House: The Effect of Firm CSR on Employee Effort” by Jeremy Douthit, Zhiping Zhao, and Patrick Martin.

2021 AAA Annual Meeting August 2021

- “The Effect of Forecast Uncertainty and Time Pressure on Honesty and Hedging in Budget Slack” by Anne Farrell, Sean Peffer, Kristian Rotaru, and Axel Schulz.
2021 AAA Management Accounting Section Midyear Meeting January 2021
- “The Impact of Feedback Distribution and Performance-Contingent Bonuses on Learning and Performance” by Jeremy B. Lill, and Alice Muncy.
2020 AAA Annual Meeting August 2020
- “Sustainability Strategy Map and Management Sustainability Decisions” by Jingyu Gao, Yukun Li, and Shengjie Xia.
2020 AAA Annual Meeting August 2020
- “Measurement Basis, Personal Norms, and CSR Performance” by Jason Kuang, Ziyang Li, and Suyun Wu.
Graduate Research Accounting Conference at Emory University July 2019

Reviewer of Papers for Research Conferences

AAA Management Accounting Section Midyear Meeting, 2019, 2020, 2021

- ***Received an Outstanding Reviewer Award (2021)***

AAA Accounting Behavior and Organizations Research Conference, 2019, 2020, 2021

AAA Annual Meeting, 2020, 2021

Academic Conference Attendance

36th Annual Contemporary Accounting Research Conference (2021)

AAA Annual Meeting (2020, 2021)

AAA /Deloitte/J. Michael Cook Doctoral Consortium (2020)

AAA Management Accounting Section Research Conference (2019, 2020, 2021)

AAA ABO Research Conference (2018, 2019, 2020, 2021)

University of South Carolina Palmetto Symposium (2018, 2019, 2021)

Graduate Research Accounting Conference at Emory University (2018, 2019)

Research Assistantships

University of South Carolina, Columbia, SC

- Dr. Andrew Newman – Summer 2018 to present
- Dr. Robert Grasser – Spring 2019 to present
- Dr. Scott Jackson – Fall 2017, Spring 2018, Summer 2018
- Dr. Marlys Lipe – Fall 2017, Spring 2018

University of Missouri –Kansas City, Kansas City, MO

- Dr. Leigh Salzsieder – Spring 2016, Fall 2016
- Dr. Jae C. Jung – Spring 2014

TEACHING

University of South Carolina, Columbia, SC

Primary Instructor – ACCTG 226, Introduction to Managerial Accounting – Fall 2020

- Student Evaluation: 4.9 out of 5.0
- School of Accounting Outstanding Doctoral Student Teaching Award
- Nomination for the University-Wide Outstanding Graduate Teaching Award

University of Missouri-Kansas City, Kansas City, MO

Primary Instructor – ACCTG 210, Introduction to Financial Accounting – Fall 2015

- University-Wide Graduate Teaching Assistant Superior Teaching Award
- Henry W. Bloch School of Management Graduate Teaching Assistant of the Year

Jilin Huaqiao Foreign Languages Institute, Changchun, China

Lecturer – Elementary Italian (II); Extensive Reading of Italian – Fall 2010

OTHER HONORS & AWARDS

- AAA/Deloitte/J. Michael Cook Doctoral Consortium Fellow, 2020
- CMA Doctoral Scholarship, 2020
- AAA MAS Ph.D. Mentorship Program, 2020, 2021
- Commencement Speaker for the Henry W. Bloch School of Management, UMKC, 2016
- Vice Chancellor for Student Affairs and Enrollment Management Honor Recipient, UMKC, 2016
- UM System Graduate Student Leadership Development Program, 2015-2016
- Edward A. Smith Urban Leadership Internship, UMKC, 2015
- Thomas and Alice Miller Scholarship, UMKC, 2014
- UMKC Chancellor's Non-Resident Scholarship, 2013-2016
- Award of 9th World Italian Culture Week Essay Contest- "L'Italiano tra Arte Scienza e Tecnologia", 2010
- China's National Scholarship, 2007, 2009

Pre-PhD PROFESSIONAL EXPERIENCE

Kansas City Area Transportation Authority, Kansas City, MO

Project Manager, February 2017 to July 2017

Project Management Intern, June 2015 to August 2015

Applause App Quality Inc., Boston, MA

Finance Intern, May 2016 to August 2016

H&R Block World Headquarters, Kansas City, MO

Expat Tax Advisor, August 2014 to May 2015

The HALO Foundation, Kansas City, MO

Accounting Intern, January 2014 to July 2014

International Institute of New England, Lowell, MA

Case Management Volunteer, November 2012 to May 2013

China FAW Group, Changchun, China

Italian- Chinese Interpreter and Translator, December 2010 to January 2012

PROFESSIONAL ACTIVITIES

Moderator for The AAA Virtual Annual Meeting, 2020

Moderator for AAA ABO Research Conference, 2018

Director of International Student Mentorship Program, UMKC, 2016

Director of Membership, Beta Alpha Psi, Epsilon Delta Chapter, UMKC, 2016

Treasurer of Kansas City Chinese Association, 2014-2015

International Student Ambassador of UMKC, 2014-2015

PROFESSIONAL AFFILIATIONS

American Accounting Association

- Managerial Accounting Section member
- Accounting, Behavior, and Organization Section member

Institute of Management Accountants member

Junior Accounting Scholars Organization member

REFERENCES

Dr. Andrew Newman

- 803-777-7450
- andrew.newman@moore.sc.edu

Dr. Scott Jackson

- 803-777-3100
- scott.jackson@moore.sc.edu

Dr. Ivo Tafkov

- 404-413-7226
- itafkov@gsu.edu