Shan Wang (王姗)

Curriculum Vitae

Department of Accounting
Loyola Marymount University (LMU)
Los Angeles, California 90045

Phone: (310) 338-7660
Email: shan.wang@lmu.edu
Web: Personal Website | LMU Faculty Webpage

ACADEMIC POSITIONS

Associate Professor (with tenure)	Loyola Marymount University, United States	2023–present
Assistant Professor	Loyola Marymount University, United States	2015–2023
Instructor	University of Oregon, United States	2011–2015

Visiting Positions

Visiting Fellow	University of Macerata, Italy	Mar–Apr 2026

EDUCATION

Ph.D. in Accounting	University of Oregon, United States	2015
M.S. in Accounting	California State University, Fullerton, United States	2010
M.S. in Chemistry	University of California, Riverside, United States	2008
M.E. in Chemical Engineering	Tai Yuan University of Technology, China	2005
B.E. in Chemical Engineering	Tai Yuan University of Technology, China	2002

RESEARCH*

Interests

Executive Human Capital and Top Management Teams; Corporate Governance; Corporate Reporting and Disclosures; Corporate Taxation; Innovation and Sustainability

Academic Publications

[1] "When Does Top Management Team Functional Diversity Matter in Large Organizations?" (with Frances Fabian and James Plečnik). Forthcoming in *Journal of Organizational Behavior.* [ABDC A*] [Journal] [SSRN]

[2] "The Effects of Top Management Team Age Diversity During a Crisis: Evidence from the COVID-19 Pandemic" (with James Plečnik). *Journal of Management Accounting Research*, 36 (3): 177–203, Fall 2024. [ABDC A*] [Journal] [SSRN]

[3] "Top Management Team Functional Diversity and Management Forecast Accuracy" (solo-authored). *Accounting Horizons*, 37 (3): 243–278. September 2023. [ABDC A] [Journal] [SSRN]

[4] "Effective Board Monitoring over Earnings Reports and Forecasts: Evidence from CFO Outside Director Appointments" (with Seungmin Chee and Steve Matsunaga). *Journal of Accounting and Public Policy*, 41 (5): 106981 1–25. Sep–Oct 2022. [ABDC A*] [Journal]

[5] "Six Decades of U.S. Tax Reform: Why has the Average Couple's Tax Burden Increased?" (with James Plečnik). *Accounting Historians Journal*, 48 (2): 67–79, December 2021. [ABDC B] [Journal]

[6] "Top Management Team Intrapersonal Functional Diversity and Tax Avoidance" (with James Plečnik). *Journal of Management Accounting Research*, 33 (1): 103–128, Spring 2021. [ABDC A*] [Journal]

* The standard practice in accounting research is to list authors alphabetically to denote equal contribution.

Practice-Oriented Publications

[7] "Why Transparency Means Different Things in China and the United States?" (solo-authored). In *China in Dialogue: Persistent and Emerging Conversations*, edited by Simon G.M. Koo et al., forthcoming. The Beijing Center Press. [Book]

[8] "Diversity Matters: Overcoming the Friction of Different Functional Backgrounds" (with Frances Fabian and James Plečnik). *California Management Review*, April 8, 2026. [Journal]

Education Publications

[9] "The Blessings and Burdens of Working at a Jesuit Business School: Reflections from Accounting Faculty at Different Career Stages" (with Laurel Franzen, Larry Kalbers, Zining Li, James Plečnik, and Yini Wang). Forthcoming in *Jesuit Higher Education: A Journal*.

Working Papers

[10] "Top Management Team Functional Diversity and Risk Factor Disclosures" (with Cristina Bailey and Joshua Filzen).

[11] "Accounting as a Boundary Discipline: How Institutional Contexts Shape Disciplinary Development" (solo-authored).

[12] "Board Faultlines and Corporate Green Innovation" (with Xiaoqing Feng)

[13] "From the Boardroom to the Bottom Line: CMO Board Presence, Unanticipated Marketing Expenditure, and Firm Performance" (with Sijun Wang).

[14] "The Value of General Expertise in Outside Board Members: Evidence from Appointments of Chief Financial Officers" (with Seungmin Chee and Steve Matsunaga).

[15] "When Does Director Network Centrality Matter for Green Innovation?" (with Xiaoqing Feng).

[16] "From CFO to CEO: The Role of General Human Capital" (solo-authored).

[17] "Auditor Sentiment and Client Misstatements" (with Timothy Haight, Zining Li, and James Plečnik).

[18] "Does Appointing a Former CFO as CEO Influence a Firm's Accounting Policies?" (with Steve Matsunaga and Eric Yeung). [SSRN]

Prior Publications in Materials Science

"Hydrothermally Stable Aluminosilicate Mesostructures Prepared from Zeolite ZSM-5" (*first author*, with Tao Dou et al.) *Journal of Materials Science*, 42 (2007): 401–405. Journal H Index: 187. [Journal]

"A Novel Method for the Preparation of MOR/MCM-41 Composite Molecular Sieve" (*first author*, with Tao Dou et al.) *Catalysis Communications*, 6 (2005): 87–91. Journal H Index: 126. [Journal]

"Synthesis, Characterization, and Catalytic Properties of Stable Mesoporous Molecular Sieve MCM-41 Prepared from Zeolite Mordenite" (*first author*, with Tao Dou et al.) *Journal of Solid State Chemistry*, 177 (2004): 4800–4805. Journal H Index: 148. [Journal]

INVITED PRESENTATIONS AND CONFERENCES (^{P}=Presenter; ^{D}=Discussant; ^{M}=Moderator)

2026 Journal of International Accounting Research (JIAR) Conference, Seoul, Korea

Journal of Accounting, Auditing and Finance (JAAF) Symposium, Xiamen, China [P]
Zhejiang Gongshang University, School of Accounting, Hangzhou, China [P]
China in Dialogue Symposium, Beijing & Hangzhou, China [P]
University of Macerata, Research Seminar Series on Corporate Governance and Decision-Making, Italy [P]
AAA Management Accounting Section (MAS) Midyear Meeting, Nashville, TN [P, D]

2025 United Nations Climate Change Conference COP30, Virtual
Haskell & White Corporate Reporting and Governance Conference, Los Angeles, CA
AAA Annual Meeting, Chicago, IL
China University of Petroleum, Beijing, China [P]
Southern California Accounting Research Forum (SCARF), San Diego, CA
AAA Management Accounting Section (MAS) Midyear Meeting, Austin, TX [P]

2024 AAA Annual Meeting, Washington, DC
Southern California Accounting Research Forum (SCARF), Los Angeles, CA
AAA Management Accounting Section (MAS) Midyear Meeting, Orlando, FL [P]

2023 AAA Management Accounting Section (MAS) Midyear Meeting, Atlanta, GA [P]
AICPA CGMA Teaching Symposium, Virtual

2022 Contemporary Accounting Research on Unpacking Machine Learning, Virtual
Care Conference: Accountability in a Sustainable World, Virtual
AAA Annual Meeting, San Diego, CA
MIT Sloan Asia Conference in Accounting, Virtual
Chinese Accounting Professors' Association of North America (CAPANA) Conference, Virtual
AAA Western Region Meeting, Long Beach, CA [M]
AAA Management Accounting Section (MAS) Midyear Meeting, Virtual

2021 AAA MAS/Institute of Management Accountants Teaching Case Conference, Virtual
AAA Annual Meeting, Virtual [P]
Chinese Accounting Professors' Association of North America (CAPANA) Conference, Virtual
AAA CPA Evolution Model Curriculum Launch, Virtual
AAA Spark: Meeting of the Regions, Virtual [P]
LMU College of Business Administration Research Workshop, Virtual [P]
SAS Global Forum, Virtual
AAA Financial Accounting and Reporting Section (FARS) Midyear Meeting, Virtual
AAA Management Accounting Section (MAS) Midyear Meeting, Virtual

2020 AAA Management Accounting Section (MAS) Midyear Meeting, Houston, TX

2019 AAA Annual Meeting, San Francisco, CA [P]
AAA Intensive Data and Analytics Summer Workshop, Orlando, FL
Ernst & Young Academic Resource Center Colloquium, Seattle, WA
AAA Financial Accounting and Reporting Section (FARS) Midyear Meeting, Seattle, WA
AAA Management Accounting Section (MAS) Midyear Meeting, Fort Lauderdale, FL

2017 AAA Annual Meeting, San Diego, CA [D, M]
AAA New Faculty Consortium, Leesburg, VA

2016 California Corporate Finance Conference (CCFC), Los Angeles, CA
AAA Annual Meeting, New York, NY [D]
AAA Western Region Meeting, Seattle, WA [P]
AAA Financial Accounting and Reporting Section (FARS) Midyear Meeting, Newport Beach, CA

2015 California Corporate Finance Conference CCFC, Los Angeles, CA [D]
AAA Annual Meeting, Chicago, IL [P, D, M]
Loyola Marymount University, Los Angeles, CA [P]
California State University of Los Angeles, Los Angeles, CA [P]

2014 California State University of Fullerton, Fullerton, CA [P]
AAA Accounting PhD Rookie Recruiting & Research Camp, Miami, FL [P]
AAA Annual Meeting, Atlanta, GA

University of British Columbia, Oregon and Washington Conference (UBCOW), Seattle, WA [P]
AAA Financial Accounting and Reporting Section (FARS) Midyear Meeting, Houston, TX [P]

2013 AAA Annual Meeting, Anaheim, CA [P]
AAA/Deloitte/J. Michael Cook Doctoral Consortium, Lake Tahoe, CA
AAA Western Region Meeting Doctoral Student Faculty Interchange, San Francisco, CA [P]
AAA Financial Accounting and Reporting Section (FARS) Doctoral Consortium, San Diego, CA
Financial Accounting and Reporting Section (FARS) Midyear Meeting, San Diego, CA

2012 University of Oregon Accounting Research Workshop, Eugene, OR [P]
American Accounting Association (AAA) Annual Meeting, Washington, DC [P, D]

2011 University of Oregon Accounting Research Workshop, Eugene, OR [P]
University of British Columbia, Oregon and Washington Conference (UBCOW), Seattle, WA

TEACHING

Interests

Corporate Governance, Data Analytics for Decision Making, Management Accounting, Financial Accounting

Loyola Marymount University

Doctoral Program:

Topics in Business (Corporate Governance) (DBA)[※]	2024–present
DBA Dissertation	
Committee Chair (Eric Custis)	2026–present
Committee Member (Ershen Ali)	2026–present

Master Program:

Accounting Analytics for Decision Making (MSA, MST)[※]	2020–present
Accounting Information, Analysis & Evaluation (MSA)	2018

Undergraduate Program:

Strategic & Managerial Analysis (BSA)[※]	2021–present
Cost Management (BSA)	2017–2018
Managerial Accounting (BBA/BSA)	2016–present
Financial Accounting (BBA/BSA)	2015–2016

[※]New Course Development:

- Topics in Business (Doctoral program, Fall 2024)
  Led the development of a research seminar for the inaugural DBA program and designed course content on accounting research with a focus on corporate governance.
- Strategic & Managerial Analysis (Undergraduate program, Fall 2021)
  Redesigned the former *Cost Management* course into the accounting department's first upper-division course centered on data analytics for managerial decision making.
- Accounting Analytics for Decision Making (Master program, Spring 2020)
  Developed the first data analytics course in the Master of Accounting program, emphasizing managerial decision making through a case-based analytics approach.

University of Oregon

Instructor, Introduction to Financial and Managerial Accounting (Undergraduate) 2011–2015

SERVICE

External Service to the Academy

Ad-Hoc Referee:

Journals: Journal of Accounting and Public Policy, Journal of Management Accounting Research, Accounting Horizons, The British Accounting Review, Journal of Accounting Literature, Advances in Management Accounting, Long Range Planning, Academy of Management Discoveries, Accounting Historians Journal, Emerging Markets Review, Research in International Business and Finance, Journal of Financial Research

Conferences: AAA Management Accounting Section (MAS) Midyear Meeting, AAA FARS Midyear Meeting, Hawaii Accounting Research Conference (HARC), AAA Annual Meeting, AAA Meeting of the Regions, Western Region Meeting

Grants: Swiss National Science Foundation

Accounting Profession:

AAA Management Accounting Section's (MAS) Instructional Resources Committee, Member (2020–2024), Chair (2024–2026)

AAA Innovation in Accounting Education Award Committee, Member, 2021–2023

FARS Innovation in Financial Accounting Education Award Committee, Member, 2019–2020 & 2022–2023

MAS Jim Bulloch Award for Innovations in Management Accounting Education Committee, Member, 2019–2020

Best Case Award Committee of AAA MAS/IMA Teaching Case Conference, Member, 2018

Planning Committee of AAA Western Region Meeting, Member, 2017

Internal Service

University Level Service:

China Studies Group, Co-organizer, 2026–present

University Research Committee, Member, 2025–present (excluding Spring 2026 due to sabbatical)

Sabbatical Review Committee, Member (2023–2024), Chair (2024–present, excluding Spring 2026 due to sabbatical)

Academic Technology Committee, Member, 2019–2025

Faculty Library Committee, Member, 2019–2022

College Level Service:

Assurance of Learning (AOL) Standing Committee, Member (Accounting Representative), 2023–present

Undergraduate Program Committee, Member, Fall 2026

Course Leader for DBA Core Course (DBAD 7020, Topics in Business), 2024, 2025

DBA Curriculum Committee, Member, Spring 2025

Tenure-Track Faculty Third-Year Review Committee, Chair, 2025

Faculty Mentor for New CBA Faculty, 2024–2025

Research Database Taskforce, Co-founder, 2017–present

Department Level Service:

Course Coordinator for Managerial Accounting (BCOR 2120, undergraduate business core), 2019–present

Deloitte Scholarship Committee for MSA and MST, Co-Chair, 2026-present

Advisor for MSA and MST, 2024–present

Accounting Advisory Board, Student Relations Committee, Member, 2016–present

Advisor for Rains Research Assistants, 2015, 2016, 2017, 2019, 2026

Faculty Sponsor for visiting scholars from Korea (2015–2016, Korea University) and China (2025, Minzu University of China)

Classroom Observer, 2022, 2023, 2025

Administrator of Employment Survey for Accounting Majors/MSA/MST, 2020–2025

Advisor for Undergraduate Accounting Majors, 2023–2024

Part-Time Faculty Review Committee, Member, 2023

Accounting Scholarship Committee, Member, 2020–2022

Accounting Curriculum Task Force, Member, Summer 2021
Advisor of Undergraduate Honors Thesis, 2017–2018
Accounting Advisory Board, Curriculum Committee, Member, 2015–2016

PROFESSIONAL AFFILIATIONS

Institute of Management Accountants (IMA)	since 2024
Chinese Accounting Professors' Association of North America (CAPANA)	since 2021
AAA Management Accounting Section (MAS)	since 2015
AAA Financial Accounting and Reporting Section (FARS)	since 2015
American Accounting Association (AAA)	since 2012

SELECTED GRANTS, AWARDS & HONORS

Visiting Fellowship (R4 – Leading Researcher), University of Macerata, Italy	2026
Center for Asian Business Research Fellowship, Loyola Marymount University	2026
Academic Technology Grant, Loyola Marymount University	2026
Community of Scholar Summer Research Grant, Loyola Marymount University	7 awards, 2018–2025
Center for International Business Education Travel Grant	2023
FARS Excellence in Reviewing Award, AAA Annual Meeting	2021
Faith & Justice Research Grant, Loyola Marymount University, United States	2017
American Accounting Association New Faculty Consortium Fellow	2017
Beta Gamma Sigma International Honor Society	since 2015
Robin & Roger Best Research Award, University of Oregon, United States	2014
AAA/Deloitte/J. Michael Cook Doctoral Consortium Fellow	2013
American Accounting Association (AAA) FARS Doctoral Consortium Fellow	2013
Accounting Doctoral Fellowship, University of Oregon, United States	2010–2015
Terlecky Family Scholarship, California State University, Fullerton, United States	2010
Chemistry Doctoral Fellowship, University of California, Riverside, United States	2006–2008
International and Graduate Student Scholarship, University of Western Ontario, Canada	2005–2006
Outstanding University Graduate of Shan Xi Province, China	2002

PROFESSIONAL WORK EXPERIENCE

Project Manager, Center for Insurance Studies, California State University, Fullerton	2010

PERSONAL INFORMATION

Languages: English, Chinese (Native; Mandarin)