

Shan Wang (王姗)

Curriculum Vitae

Department of Accounting
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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 (R4 leading researcher) University of Macerata, Italy Mar–Apr 2026 (*scheduled*)

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

My research is grounded in accounting and corporate governance, with interdisciplinary expertise in how organizational decision-makers shape disclosure, taxation, innovation, and sustainability.

- Corporate Reporting and Disclosures; Corporate Governance; Human Capital; Labor Markets; Innovation and Sustainability; Taxation; International and Emerging Markets

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*. [SSRN DOI](#)
- [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*. [SSRN DOI](#)
- [3] “Top Management Team Functional Diversity and Management Forecast Accuracy” (solo-authored). *Accounting Horizons*, 37 (3): 243–278. September 2023. ABDC A. [SSRN DOI](#)
 - Based on My [Ph.D. Dissertation](#) at the University of Oregon, [ProQuest](#), 2015.
- [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. [DOI](#)
- [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. [DOI](#)

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

- [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*. [DOI](#)

Working Papers*

- [7] “Top Management Team Functional Diversity and Risk Factor Disclosures” (with Cristina Bailey and Joshua Filzen). Revise & resubmit at *Journal of Management Accounting Research*.
- [8] “The Value of General Expertise in Outside Board Members: Evidence from Appointments of Chief Financial Officers” (with Seungmin Chee and Steve Matsunaga). Under review at *Management Science*.
- [9] “From CFO to CEO: The Role of Human Capital” (solo-authored). Accepted at *MAS Midyear 2026*.
- [10] “Diversity Matters” (with Frances Fabian and James Plečnik). Under review at *California Management Review*.
- [11] “Director Network Centrality and Green Innovation: The Roles of Environmental Regulation and Industry Characteristics” (with Xiaoqing Feng).
- [12] “Does Appointing a Former CFO as CEO Influence a Firm’s Accounting Policies?” (with Steve Matsunaga and Eric Yeung).
- [13] “Matching CEO Experience with Corporate Strategy: The Case of Former CFOs” (with Steve Matsunaga).
- [14] “The Determinants and Effects of CSR-Based Performance Measures” (with Steve Matsunaga and Rebeca Pérez).
- [15] “Auditor Sentiment and Audit Quality” (with Timothy Haight, Zining Li, and James Plečnik).

Works in Progress*

- [16] “Board Faultlines and Corporate Green Innovation” (with Xiaoqing Feng).
- [17] “When Marketing Meets the Boardroom: The Chief Marketing Officers as an Inside Director” (with Sijun Wang).
- [18] “Seeking Generalists: S&P 500 Index Addition and the Experience of Newly Hired CEOs and CFOs” (with Laurel Franzen and Joshua Spizman).
- [19] “Human Capital and Tax Avoidance: Evidence from the COVID-19 Pandemic” (with James Plečnik).
- [20] “Human Capital and Corporate Transparency: Evidence from the Insurance Industry” (with Anna Grazia Quaranta).
- [21] “The Blessings and Burdens of Working at a Jesuit Business School” (with Laurel Franzen, Larry Kalbers, Zining Li, James Plečnik, and Yini Wang). Accepted proposal at *Jesuit Higher Education: A Journal*.

Other Publications – Prior Research in Environmental Catalysis and Sustainable Materials

- [1] “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. [DOI](#)
- [2] “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. [DOI](#)
- [3] “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. [DOI](#)

CONFERENCES & WORKSHOPS

- 2026 AAA MAS (Management Accounting Section) Midyear Meeting (*presenter, discussant*, scheduled)
- 2025 AAA MAS Midyear Meeting (*presenter*); AAA Annual Meeting; Southern California Accounting Research Forum (SCARF); China University of Petroleum; Haskell & White Corporate Reporting and Governance Conference; United Nations Climate Change Conference COP30
- 2024 AAA MAS Midyear Meeting (*presenter*); AAA Annual Meeting; SCARF
- 2023 AAA MAS Midyear Meeting (*presenter*); AICPA CGMA Teaching Symposium
- 2022 Contemporary Accounting Research on Unpacking Machine Learning; Care Conference: Accountability in a Sustainable World; AAA Annual Meeting; MIT Sloan Asia Conference in Accounting; Chinese Accounting Professors’ Association of North America (CAPANA) Conference; AAA Western Region Meeting (*moderator*); AAA MAS Midyear Meeting
- 2021 MAS/Institute of Management Accountants Teaching Case Conference; AAA Annual Meeting (*presenter*); CAPANA Conference; AAA CPA Evolution Model Curriculum Launch; AAA Spark: Meeting of the Regions (*presenter*); LMU CBA Research Workshop (*presenter*); SAS Global Forum; AAA FARS Midyear Meeting; AAA MAS Midyear Meeting
- 2020 AAA MAS (Management Accounting Section) Midyear Meeting
- 2019 AAA Annual Meeting (*presenter*); AAA Intensive Data and Analytics Summer Workshop; Ernst & Young Academic Resource Center Colloquium; FARS Midyear Meeting; MAS Midyear Meeting
- 2017 AAA Annual Meeting (*discussant, moderator*); AAA New Faculty Consortium
- 2016 California Corporate Finance Conference (CCFC); AAA Annual Meeting (*discussant*); AAA Western Region Meeting (*presenter*); AAA FARS Midyear Meeting
- 2015 CCFC (*discussant*); AAA Annual Meeting (*presenter, discussant, moderator*); Loyola Marymount University (*presenter*); California State University of Los Angeles (*presenter*)
- 2014 California State University of Fullerton (*presenter*); AAA Accounting PhD Rookie Recruiting & Research Camp (*presenter*); AAA Annual Meeting; UBCOW Conference (*presenter*); AAA FARS Midyear Meeting (*presenter*)
- 2013 AAA Annual Meeting (*presenter*); AAA/Deloitte/J. Michael Cook Doctoral Consortium – Lake Tahoe; AAA Western Region Meeting Doctoral Student Faculty Interchange (*presenter*); FARS Doctoral Consortium; Financial Accounting and Reporting Section (FARS) Midyear Meeting
- 2012 UO Accounting Research Workshop (*presenter*); AAA Annual Meeting (*presenter, discussant*)
- 2011 University of Oregon (UO) Accounting Research Workshop (*presenter*); University of British Columbia, Oregon and Washington Conference (UBCOW)

TEACHING

Interests

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

Loyola Marymount University

Doctoral Program:

Topics in Business I (Corporate Governance) (DBA)*

2024–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 I (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)
Created the accounting department's first upper-division undergraduate course focused 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

<i>Instructor</i> , Introduction to Financial and Managerial Accounting (Undergraduate)	2011–2015
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External Teaching

University of Macerata, Italy	Mar 2026 (scheduled)
Invited Research Seminar Series on Corporate Governance and Decision Making (open to all students)	

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

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:

MAS Instructional Resources Committee, member (2020–2024), chair (2024–2025)

AAA Management Accounting Section's (MAS) Executive Committee, member, 2024–2025

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:

University Research Committee, member, 2025–present
Sabbatical Review Committee, member (2023–2024), chair (2024–2025 & Fall 2025)
Academic Technology Committee, member, 2019–2025
Faculty Library Committee, member, 2019–2022

College Level Service:

Course Leader for Topics in Business I (DBA core), 2024–present
DBA Curriculum Committee, member, 2025
Tenure-Track Faculty Third-Year Review Committee, chair, 2025
Employment Data Task Force, Fall 2025
Mentor for New CBA Faculty, 2024–2025
Assurance of Learning (AOL) Standing Committee, member, 2023–present
Co-founder and Co-operator of Research Database Taskforce, 2017–present

Department Level Service:

Course Coordinator for Managerial Accounting (undergraduate business core), 2019–present
Advisor for MSA and MST, 2024–present
Advisor for Undergraduate Accounting Majors, 2023–2024
Accounting Department Executive Committee, member, 2023–present
Accounting Advisory Board, Student Relations Committee, member, 2016–present
Faculty Sponsor for visiting scholars from South Korea (2015–2016, Korea University) and China (2025, Minzu University of China)
Advisor for Rains Research Assistants, 2015, 2016, 2017, 2019, 2025
Classroom Observer, 2022, 2023, 2025
Administrator of Employment Survey for Accounting Majors/MSA/MST, 2020–2025
Part-Time Faculty Review Committee, member, 2023
Accounting Department Student Scholarship Committee, member, 2020–2022
Accounting Curriculum Task Force, member, Summer 2021
Accounting Advisory Board, Curriculum Committee, member, 2015–2016
Advisor of Undergraduate Honors Thesis, 2017–2018

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
Community of Scholar Summer Research Grant, LMU	7 times since 2018
FARS Excellence in Reviewing Award, AAA Annual Meeting	2021
Faith & Justice Research Grant, LMU, United States	2017
AAA 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
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PERSONAL INFORMATION

Languages: English, Chinese (Native; Mandarin)