

Fiona (Yingfei) Wang

NUS Business School
National University of Singapore
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ACADEMIC EXPERIENCE

National University of Singapore, Singapore
Assistant Professor of Accounting

2020 – Present

EDUCATION

University of Southern California, Los Angeles, California

Ph.D. in Business Administration (Accounting)

2015 – 2020

Master of Accounting

2012 – 2013

Bachelor of Science in Business Administration, with Honors

2009 – 2013

RESEARCH AND TEACHING INTERESTS

Research: Human Capital; Incentives and Governance; Information Disclosure; Innovation; AI

Methods: Archival; Field; Survey

Teaching: Managerial Accounting; Management Control Systems; Financial Accounting; Audit

PUBLICATION

Metric Intensity and Innovation Dependency ([link](#), with Shelley Xin Li and Kenneth Merchant). *Contemporary Accounting Research*, 2023.

WORKING PAPERS

Pay Ratio Disclosure and Employee Turnover ([link](#), with Chuchu Liang, Ben Lourie, and Hao Qu)

– Revising for 3rd round review at *Contemporary Accounting Research*

Predicting Voluntary Employee Turnover: The Value of Employee Profile Data and Employee Dark Data ([link](#), with Bin Ke, Houyuan Li, and Qingyuan Li)

– Revising for 2nd round review at *Management Science*

Job Market Inequality: The Interplay Among Monitoring Controls, Referrals, and Gender ([link](#), with David Erkens and S. Mark Young)

Innovation Orientation and Employee Non-wage Compensation

– *AAA Management Accounting Section Outstanding Dissertation Award, Runner-Up*

The Impact of ERP Adoption on Corporate Managers' Information Environment: New Data and New Evidence ([link](#), with Kai Guo, Yiyi He, Bin Ke, and Bin Lin)

PRACTITIONER PUBLICATIONS

Metric Intensity and Innovation Dependency ([link](#), with Shelley Xin Li and Kenneth Merchant). *Strategic Finance*, February 2024.

A Review of Corporate Benefits (with Rongnan Huang). *China Management Accounting Review*, January 2021.

AWARDS, HONORS, AND RESEARCH GRANTS

Ministry of Education Tier 1 Grant (SGD 53,000)	2024
AAA Management Accounting Section Outstanding Dissertation Award, Runner-Up	2021
NUS Start-up Grant (SGD 90,000)	2020
AAA Financial Accounting and Reporting Section Excellence in Reviewing Award	2020
AAA Management Accounting Section Best Reviewer Award	2019
USC Wall of Scholars Honoree	2018
USC Rockwell Dennis Hunt Scholastic Award (USD 5,000)	2017
USC Discovery Scholar	2013

TEACHING EXPERIENCE

National University of Singapore, Singapore

Introduction to Financial Accounting (<i>Undergraduate</i>)	2026
Managerial Planning and Control (<i>Master of Accounting</i>)	2023 – 2025
Managerial Accounting (<i>Undergraduate</i>)	2020 – 2025

University of Southern California, Los Angeles, California

Introduction to Managerial Accounting (<i>Undergraduate</i>)	Summer 2018
Introduction to Managerial Accounting (<i>Undergraduate</i> , Teaching Assistant)	Spring 2018
Intensive Accounting Principles and Practices (<i>Master of Accounting</i> , Teaching Assistant)	Summer 2013
– Including Intermediate Accounting A and B, Management Accounting and Control Systems	
Intermediate Financial Accounting (<i>Undergraduate</i> , Teaching Assistant)	Spring 2013
Financial Reporting and Analysis (<i>Undergraduate</i> , Teaching Assistant)	Spring 2013

CONFERENCES AND WORKSHOPS

(^P= Conference presenter, ^D= Discussant, ^C=Coauthor presented)

Seminar with Nobel Laureate Oliver Hart on CSR (moderator)	2025
CUHK Accounting Research Conference	2025
City University of Hong Kong	2025
Singapore Accounting Symposium	2025
Second Conference on Field Experiments in Accounting (Georgetown University)	2025
USC Accounting Mini-Conference	2025
Columbia Management Accounting Conference	2025
Haskell & White Corporate Reporting and Governance Conference	2025
Southern California Accounting Research Forum	2025
Labor and Accounting Conference (Stanford University)	2025
Performance Management Field Research Symposium (University of Wisconsin-Madison)	2025
UC Irvine Accounting Mini-Conference	2025

MAS Midyear Meeting ^C	2025
NUS Accounting Research Symposium (moderator)	2024
Southern California Accounting Research Forum ^C	2024
CEIBS Accounting and Finance Symposium	2024
NUS/NTU/SMU Tri-University Conference	2021, 2022, 2024
MAS Midyear Meeting ^{P, D}	2023
National University of Singapore (brownbag)	2023
Review of Accounting Studies Conference	2020, 2022
Asian and Australasian Society of Labour Economics Conference	2022
Asian Bureau of Finance and Economic Research (section chair)	2022
SMU SOAR Accounting Symposium	2021, 2022
MAS Midyear Meeting ^P	2021
National University of Singapore (brownbag)	2021
National University of Singapore	2020
Shanghai University of Finance and Economics	2020
USC/UCLA/UCI/UCSD Joint Conference	2016 – 2020
Accounting PhD Rookie Recruiting and Research Camp ^P	2019
University of Southern California	2019
AAA Annual Meeting ^D	2019
Global Management Accounting Research Symposium ^P	2019
AIMA World Conference on Management Accounting Research ^C	2019
MAS Midyear Meeting ^D	2019
Conference on Emerging Technologies in Accounting and Financial Economics	2019
MAS Midyear Meeting	2017, 2018
Asia-Pacific Management Accounting Association Annual Conference	2017
AAA Annual Meeting ^D	2017
MIT Asia Conference in Accounting	2017
University of Southern California	2016

PROFESSIONAL SERVICE

2024 AAA Management Accounting Section Dissertation Award Committee Member

Ad-hoc reviewer:

Review of Accounting Studies, Contemporary Accounting Research, Management Science, Management Accounting Research, Journal of Management Accounting Research, FARS Midyear Meeting, MAS Midyear Meeting, AAA Annual Meeting, Hawaii Accounting Research Conference

OTHER PROFESSIONAL EXPERIENCE

Deloitte & Touche LLP , San Francisco, California <i>Audit Associate</i> (Passed all CPA exams)	2013 – 2014
Merrill Lynch, Inc. , Beverly Hills, California <i>Financial Analyst</i>	2012
USC Stevens Center for Innovation , Los Angeles, California <i>Financial Analyst</i>	2010 – 2011