

Xiaomei (Grazia) Xiong, Ph.D.

Assistant Professor of Accounting, Jon M. Huntsman School of Business
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EDUCATION

Ph.D. in Accounting, 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

Research Published

Newman, D. I. Tafkov, N. Waddoups, and G. Xiong. 2024. The Effect of Reward Frequency on Performance under Cash Rewards and Tangible Rewards. *Accounting, Organizations and Society*, forthcoming.

- 2021 Outstanding Paper Award at the AAA MAS Section

Grasser, R. D. Newman, and G. Xiong. 2023. The Effect of Horizontal Pay Transparency on Employee Motivation When Pay Dispersion is Performance-Based and Non-Performance-Based. *Journal of Management Accounting Research*, forthcoming.

Gay, J., S. Jackson, N. Waddoups, and G. Xiong. 2023. Superior-Subordinate Divergence in Controllability Judgments. *Journal of Management Accounting Research*, 1-20.

Wood, D. A., et al. 2023. The ChatGPT artificial intelligence chatbot: How well does it answer accounting assessment questions? *Issues in Accounting Education*, 38 (4): 81-108. (Paper published with 300+ coauthors).

- 2024 Notable Contribution to the Literature Award at the AIS Section

Working Papers

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

- Revise and Resubmit at *Contemporary Accounting Research*
- The Riegel and Emory Research Grant, \$3,600 (2021)

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

- Preparing for submission to a top accounting journal
- *AAA Best 2023 Management Accounting Section Dissertation Award*
- Selected as one of the Best Managerial Rookies to present at JMAR online Rookie Camp

“Virtual Reality in Accounting: Assessing Its Influence on Honesty in Reporting” (with David Wood, Jeffery Pickerd, and Nathan Waddoups)

- Preparing for submission to a Top 6 Accounting Journal

Research in Process

“Time Is Money? The Effect of Gains and Losses in Time-Based and Money-Based Benefits on Employee Motivation” (with Jeremy Douthit, Rachel Martin, and Scott Vandervelde)

- IMA Research Grant, \$11,264 (2023)
- Research design and data collection phase

“The Effects of Feedback Orientation and Feedback Valence on Employee Effort and Subsequent Performance” (with Devon Erickson, Chad Simon, and Steve Smith)

- Research design phase

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

- Data analysis phase
- The Riegel and Emory Research Grant, \$3,600 (2021)

Presentations of Research (presenter in parenthesis)

“The Effect of Reward Frequency and Reward Conditionality on Employee Behaviors”

University of North Texas Accounting Symposium (Newman)	March 2023
AAA Management Accounting Section Midyear Meeting (Waddoups)	January 2023

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

AAA MAS Research Conference	January 2024
AAA ABO Research Conference	October 2022
BYU Accounting Research Symposium	September 2022
University of Delaware	January 2022
Utah State University	January 2022

“The Effect of Reward Frequency on Performance under Cash Rewards and Tangible Rewards”
 Erasmus University (Tafkov) March 2022
 AAA Management Accounting Section Midyear Meeting (Xiong) January 2021
 AAA ABO Research Conference (Xiong) October 2020
 University of Texas at Austin (Tafkov) October 2020
 Indiana University (Newman) September 2020
 University of Arizona (Newman) March 2020
 University of South Carolina (Xiong) February 2020

“The Effect of Horizontal Pay Transparency on Employee Motivation When Pay Dispersion is Performance-Based and Non-Performance-Based”
 Georgia State University (Newman) November 2023
 Chapman University (Newman) March 2022
 Wilfrid Laurier University (Newman) February 2022
 AAA Management Accounting Section Midyear Meeting (Xiong) January 2022
 AAA Annual Meeting (Xiong) August 2021
 AAA ABO Research Conference (Newman) October 2020
 University of South Carolina (Xiong) November 2018

“Superior-Subordinate Divergence in Controllability Judgments”
 University of Kentucky (Jackson) September 2019
 University of Massachusetts Amherst (Jackson) November 2018

Discussion of Research

“Framing the Goal: How a Prosocial Goal Impacts Employee Effort when Goal Frequency Is Considered” by Tyler Thomas and Wioleta Olczak.
2024 MAS Midyear Meeting January 2024

“Use and Design of Peer Evaluations for Bonus Allocations” by Manuel Grieder and Karl Schuhmacher.
2023 AAA Annual Meeting August 2023

“Labor Market Sorting on Organizational Values and the Effect on Budgetary Slack Creation” by Kaitlin Hudspeth, Michael Majerczyk, Wioleta Olczak, and Raymond Stahl.
2023 AAA Annual Meeting August 2023

“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 Pepper, 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

Review for Journals

- Accounting, Organizations and Society (2022, 2023)
- Accounting Perspectives (2022)
- Management Science (2023, 2024)
- Management Accounting Research (2024)
- Journal of Management Accounting Research (2023)
- The Accounting Review (2023)

Reviewer of Papers for Research Conferences

AAA Management Accounting Section Midyear Meeting, 2019, 2020, 2021, 2022, 2023, 2024

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

AAA Accounting Behavior and Organizations Research Conference, 2019, 2020, 2021, 2022

Hawaii Accounting Research Conference, 2022

BYU Accounting Research Symposium, 2022, 2023

AAA Annual Meeting, 2020, 2021, 2023

- ***Received Best Management Accounting Reviewer Award (2021)***

Academic Conference Attendance

Contemporary Accounting Research Conference (2021, 2023)

Tilburg Winter Symposium and Research Camp (2023)

BYU Accounting Research Symposium (2022, 2023)

Palmetto Symposium on Experimental Accounting Research (2018, 2019, 2021, 2023)

PwC Accounting and Tax Symposium (2023)

Deloitte New Faculty Consortium (2023)

AAA Annual Meeting (2020, 2021, 2023)

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

AAA Management Accounting Section Research Conference (2019, 2020, 2021, 2022, 2024)

AAA ABO Research Conference (2018, 2019, 2020, 2021, 2022)

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

TEACHING

Utah State University, Logan, UT

Primary Instructor – ACCT 2020, Managerial Accounting Principles – Fall 2022 to Spring 2024

- Student Evaluation: 4.6 - 4.9 out of 5.0

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

- Employee of the Week, Huntsman School of Business, 2024
- Researcher of the Year, Huntsman School of Business, 2023
- AAA Best Management Accounting Section Dissertation Award, 2023
- Faculty Spotlight at USU Women Making History Month, 2023
- Outstanding Doctoral Student Award, Nominee, University of South Carolina, 2022
- AAA Management Accounting Section Midyear Meeting Outstanding Paper Award, 2021
- 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's 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

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

SERVICE

- Societal Impact Study Group, USU, 2023
- Faculty Speaker for Women Making History Month, USU, 2023
- UTF Award Committee for the Jon M. Huntsman School of Business, 2023
- USU Women in Accounting Committee, 2022- present
- She's Dare Mighty Things Summit, Faculty Facilitator, 2022
- Panelist for Junior Accounting Scholars Organization, 2022
- 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

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

Expatriate 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