

Sue (Xue) Yang

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ACADEMIC WORK EXPERIENCE

Assistant Professor 06/2023-present
Lyons Research Fellow 01/2025-present
Lyons School of Accounting, Texas Tech University, Lubbock, TX

EDUCATION AND CERTIFICATION

Ph.D. of Accounting (2023) *Eli Broad College of Business, Michigan State University*
MS in Accounting *Kelley School of Business, Indiana University*
MS in Genetics *School of Medicine and Dentistry, University of Rochester*
Medical Degree *with honors* *Health Science Center, Peking University*
Certified Public Accountant (since 2012)

RESEARCH INTERESTS

Management Control Systems, Healthcare, Non-financial Performance, Regulations, and Teams

RESEARCH METHODS AND TECHNOLOGIES

Experimental, Archival, Biometric and Neuroimaging Technologies

TEACHING INTERESTS

Managerial Accounting, Healthcare Accounting, Hospitality Accounting, Data Analysis

TEACHING EXPERIENCE

Texas Tech University

ACCT 2301 Managerial Accounting (Average Rating: 4.60/5.00) 2024-present

Michigan State University

HB 302 Hospitality Managerial Accounting (Rating: 4.57/5.00) Fall 2022

HCM 802 Cost Analysis in Healthcare Industry (Rating: 4.96/5.00) Spring 2021

ACC 202 Principle of Management Accounting (Rating: 4.46/5.00) 2019-2020

PEER-REVIEWED PUBLICATIONS

(1) Chen, Y., Presslee, A., & Yang, S. (2025). The Effect of functional diversity on team creativity: Behavioral and fNIRS evidence. *Management Science* 71:9 8007-8026 (Experimental Neuroaccounting) [DOI Link](#)

(2) Deore, A., Krishnan, R., & Yang, S. (2025). Team identification and transactive memory systems in strategic performance management system design. *Accounting, Organizations and Society*, 115, 101611 (Experimental Teams) [DOI Link](#)

WORKING PAPERS

(3) “The Effects of Self-regarding and Others-regarding Rewards on Creativity: Behavioral and Neurological Evidence” with Adam Presslee and Honghong Tang (Experimental Neuroaccounting) [SSRN Link](#)

1st round R&R at *The Accounting Review*

(4) “Silenced by Fear: NDA-Restricting Regulations and Whistleblowing” with Jonas Heese and Ranjani Krishnan (Mixed Methods Regulations: Archival and Experimental)

Preparing to submit to a top accounting journal

(5) “Financial Tie Transparency: An Elixir or a Double-edged Sword?” with Ranjani Krishnan and Tao Ma (Archival Healthcare Regulations)

Preparing to submit to a top accounting journal

(6) “FDA Revolving Door: Evidence from New Drug Review”, *solo-authored* (Archival Healthcare)

Preparing to submit to a top accounting journal

WORK IN PROGRESS

(7) “Managing remote team interactions: Behavioral and Biometric Evidence” with Yoon Ju Kang and Yi Jing Wu, *data collection phase* (Experimental Neuroaccounting)

(8) “Rewarding Fairness or Distorting Focus? Self- vs. Others-Regarding Incentives in Attractiveness Bias” with Kristian Rotaru and Yu Tian, *proposal phase*

PEER-REVIEWED PUBLICATIONS – MEDICAL RESEARCH (Inactive)

“*Axin2* regulates chondrocyte maturation and axial skeletal development” with Regis J. O’Keefe et al. *Journal of Orthopaedic Research*. 2010 Jan. 28(1):89-95.

“*Axin1* and *Axin2* are regulated by TGF- and mediate cross-talk between TGF- and Wnt signaling pathways” with Regis J. O’Keefe et al. *Annals of the New York Academy of Sciences*. 2007 Nov. 1116:82-99.

“Chemokine-like factor 1 is a functional ligand for CC chemokine receptor 4 (CCR4)” with Ying Wang et al. *Life Science*. 2006 Jan. 78(6):614-21.

CONFERENCE AND PRESENTATIONS

(* = presenter ^ = co-author present # = coordinator ^D=discussant ^R= reviewer)

2026 University of California Santa Barbara* (scheduled)

2026 The University of Illinois Emerging Management Accounting Scholars Symposium

2026 AAA Management Accounting Section Midyear Meeting, Nashville, TN *^R

2025 Florida State University*; ESSEC Business School^; Goethe University Frankfurt^; Purdue University^; Texas Tech University, ISQS Dept.*; University of Cambridge^; University of Calgary^; University of Delaware^

2025 AAA Accounting Behavior and Organizations Midyear Meeting, Indianapolis, IN*^{DR}

2025 AAA Management Accounting Section Midyear Meeting, Austin, TX ^{DR}

2024 AAA Accounting Behavior and Organizations Research Conference, Montreal, CA^{DR}

2024 The University of Illinois Emerging Management Accounting Scholars Symposium

2024 AAA Management Accounting Section Midyear Meeting, Orlando, FL ^{DR}
 2023 AAA Accounting Behavior and Organizations Midyear Meeting, Pittsburgh, PA
 2023 Performance Management Field Research Symposium, Waterloo, CA
 2023 AAA Management Accounting Section Midyear Meeting, Atlanta, GA ^{*R#}
 2022 Chapman University[^]; Harvard University[^]; JMAR Rookie Camp^{*}; Texas Tech University^{*}; University of California Davis^{*}
 2022 AAA Accounting Behavior and Organizations Midyear Meeting, Phoenix, AZ^{*}
 2022 AAA Annual Meeting, virtual meeting ^{*R}
 2022 Midwest Accounting Research Conference, Iowa City, IA
 2022 Global Management Accounting Research Symposium, virtual meeting ^{*R}
 2022 AAA Management Accounting Section Midyear Meeting, virtual meeting [#]
 2021 AAA Annual Meeting, virtual meeting ^{*R}
 2021 Global Management Accounting Research Symposium, virtual meeting ^{^DR}
 2021 Palmetto Symposium on Experimental Accounting Research, virtual meeting
 2021 Performance Management Field Research Symposium, virtual meeting
 2021 AAA Management Accounting Section Midyear Meeting, virtual meeting ^{*R}
 2020 AAA Annual Meeting, virtual meeting ^{R#}
 2020 AAA Management Accounting Section Midyear Meeting, Houston, TX [#]
 2019 Midwest Accounting Research Conference, East Lansing, MI
 2019 Global Management Accounting Research Symposium, East Lansing, MI ^{#R}
 2019 AAA Management Accounting Section Midyear Meeting, Fort Lauderdale, FL

ACADEMIC SERVICE

Ad-hoc Reviewer: Accounting, Organizations and Society, Accounting Horizon, Accounting Perspectives, Journal of Information Systems, Management Science, Management Accounting Research, Production and Operations Management, The British Accounting Review

Outstanding Reviewer: AAA Annual Meeting 2025; AAA MAS Midyear Meeting 2021, 2024

OTHER WORK EXPERIENCE

Tax Accounting Manager (latest) 12/2008-08/2018

Stryker Corporation, Kalamazoo, MI

Fund Accountant Intern 05/2008-08/2008

Pearl Street Venture Funds, Indianapolis, IN

Assurance Intern 01/2008-04/2008

Ernst & Young LLP, Assurance and Advisory Business Services, Indianapolis, IN

HONORS

2025 Lyons Research Fellow, Texas Tech University

2022 Dissertation Completion Fellowship, Michigan State University

2022 Doctoral Student Excellence in Teaching Award, Michigan State University

2021-2023 Deloitte Foundation Doctoral Fellowship

- 2018-2019 Accounting and Information Systems Department Scholarship, Eli Broad College of Business, Michigan State University
- 2006 Best of the New Investigator Recognition in the 52nd International Conference of the Orthopedic Research Society, Chicago, IL
- 2003-2005 *Robert L. and Mary L. Sproull* University Fellowship, University of Rochester
- 2003 Distinguished Graduate, Peking University, Health Science Center, Beijing, China
- 1999-2002 First Class Scholarship, Peking University, Health Science Center, Beijing, China,

PROFESSIONAL AFFILIATIONS

- Member, American Institute of Certified Public Accountants
- Member, Institute of Management Accountants
- Member, American Accounting Association

CITIZENSHIP

- United States