TEXAS STATE VITA

I. Academic/Professional Background

A. Name and Title

- **Name:** Dr. Kyle (Zhiping) Mao
- **Title:** Assistant Professor of Accounting, McCoy College of Business

B. Educational Background

- **Doctor of Philosophy (Ph.D.):**
  - **Year:** 2023
  - **University:** University of Arizona
  - **Major:** Accounting
  - **Thesis/Dissertation:** Employee Learning of Firm Selective CSR Disclosures and its Impact on Employee Opportunism.

- **Master of Science (MS):**
  - **Year:** 2018
  - **University:** Michigan State University
  - **Major:** Finance

- **Bachelor of Business Administration (BBA):**
  - **Year:** 2017
  - **University:** University of Iowa
  - **Major:** Finance

- **Bachelor of Business Administration (BBA):**
  - **Year:** 2017
  - **University:** University of Iowa
  - **Major:** Management

C. University Experience

- **Texas State University:**
  - **Position:** Assistant Professor
  - **Department/College:** Department of Accounting, McCoy College of Business Administration
  - **Dates:** 2023 – Present

- **University of Arizona:**
  - **Position:** Graduate Assistant - Ph.D. Candidate
  - **Department/College:** Dhaliwal-Reidy School of Accountancy, Eller College of Business
  - **Dates:** 2018-2023

- **Michigan State University:**
  - **Position:** Graduate Assistant
  - **Department/College:** Department of Finance, Broad College of Business

- **Dates:** 2017-2018

- **University of Iowa:**
  - **Position:** Teaching Assistant
  - **Department/College:** Department of Finance, Tippie College of Business
  - **Dates:** 2015-2017

II. TEACHING

A. Courses Taught:

- **Texas State University:**
  - ACC 2362 – Introduction to Managerial Accounting

- **University of Arizona:**
  - Introduction to Financial Accounting
  - Introduction to Experimental Programming
  - CEP Ethic Seminar

- **Michigan State University:**
  - Investment Management (TA)

- **University of Iowa**
  - Introduction to Financial Management (TA)

III. SCHOLARLY/CREATIVE

A. Works Not in Print:

1. Papers Presented at Professional Meetings:

- **Douthit, J. D., P. R. Martin, and Z. Mao. "Tend to One's Own House: The Effect of Firm CSR on Employee Effort."**
  - 2022 Management Accounting Section Midyear Meeting (MAS)
  - 2021 Western Regional Meeting
  - 2021 AAA Annual Meeting
  - 2021 ABO Midyear Meeting
  - 2021 Global Management Accounting Research Symposium

- **Cardella, E., T. Kugler, and Z. Mao. "The Effect of Competitive Selection/Retention Mechanisms within Organizations (Rank and Yank) On Group-Oriented Behaviors."**
  - 2022 International Conference on Social Dilemmas
  - 2021 Economic Science Association Conference
  - 2021 Annual Western Economic Association International Conference

- **Mao, Z. "Employee Learning of Firm Selective CSR Disclosure and Its Impact on Employee Opportunism."**
  - 2023 Management Accounting Section Midyear Meeting (MAS)
  - 2023 University of North Texas Accounting Research Conference

- 2022 University of Arizona/Arizona State University Annual Joint Research Conference

- **Kugler. T. and Z. Mao. "Task Promotability, Task Allocation Method, and Employee Self-Regulation: Is Giving Employees Control Always Beneficial?"**
  - 2021 Annual Western Economic Association International Conference

2. **Workshops:**
   - **Douthit, J. D., P. R. Martin, and Z. Mao. "Tend to One's Own House: The Effect of Firm CSR on Employee Effort."**
     - University of Arizona Workshop
     - Deakin University Workshop
     - Emory University Workshop
     - Tilburg University Workshop
     - University of Pittsburgh Workshop

   - **Cardella, E., T. Kugler, and Z. Mao. "The Effect of Competitive Selection/Retention Mechanisms within Organizations (Rank and Yank) On Group-Oriented Behaviors."**
     - University of Arizona Workshop
     - Texas Tech University Workshop

   - **Mao, Z. "Employee Learning of Firm Selective CSR Disclosure and Its Impact on Employee Opportunism."**
     - University of Arizona Workshop
     - University of Georgia Workshop
     - Texas State University Workshop

   - **Kugler. T. and Z. Mao. "Task Promotability, Task Allocation Method, and Employee Self-Regulation: Is Giving Employees Control Always Beneficial?"**
     - University of Arizona Workshop

3. **Other Works not in Print:**
   - **Works "in progress":**
     - Christ, M. H., J. D. Douthit, and Z. Mao. "The Interactive Effect of Management Controls and Production Type on Trust."

     - Hewitt, M., Z. Mao, and Van Landuyt. B. "Disclosing Earnings Forecast Accuracy: Differential Consequences of Intentional and Unintentional Management Bias."

     - Hudspeth, K., M. J. Majerczyk, and Z. Mao. "The Impact of Promotion and Marketability on Employees' Response to Illegitimate Task Assignments."

     - Hudspeth, K., J. B. Lill, M. J. Majerczyk, and Z. Mao. "The Impact of Employee Success and Accountability on Manager Disparagement."

B. Scholarly / Creative Grants and Contracts:

- **Funded Internal Grants and Contracts:**
  - Eller College of Business Small Grant Research Recipient (2021)
  - Eller College of Business Small Grant Research Recipient (2020)

C. Scholarly / Creative Fellowships, Awards, Honors:

- AAA MAS Midyear Meeting Outstanding Reviewer Award (2021)
- Arizona Think Tank Behavioral Research Fellow

D. Scholarly / Creative Professional Development Activities Attended:

- 2023 UNT Accounting Research Conference, Denton, TX
- 2023 MAS Midyear Meeting, Atlanta, GA
- 2022 UA/ASU Joint Conference, Phoenix, AZ
- 2022 ABO Midyear Meeting, Phoenix, AZ
- 2022 AAA Annual Meeting, San Diego, CA
- 2022 GMARS Conference, Virtual
- 2022 MAS Midyear Meeting, Virtual
- 2021 North American Economic Science Association Conference, Tucson, Arizona
- 2021 ABO Midyear Meeting, San Antonio, TX
- 2021 UA/ASU Joint Conference, Tucson, AZ
- 2021 AAA Annual Meeting, Virtual
- 2021 Palmetto Symposium on Experimental Accounting Research, Virtual
- 2021 96th Annual Western Economic Association International Conference
- 2021 Western Doctoral Student Faculty Interchange Conference, Virtual
- 2021 MAS Midyear Meeting, Virtual
- 2020 ABO Midyear Meeting, Virtual
- 2020 MAS Midyear Meeting, Houston, TX
- 2019 ABO Midyear Meeting, Providence, Rhode Island
- 2019 UA/ASU Joint Conference, Phoenix, AZ
- 2018 UA/ASU Joint Conference, Tucson, AZ

IV. SERVICE

A. Professional:

- **Conference Reviewer:**
  - 2023 UNT Accounting Research Conference, Denton, TX
  - 2023 MAS Midyear Meeting, Atlanta, GA
  - 2022 ABO Midyear Meeting, Phoenix, AZ
  - 2022 AAA Annual Meeting, Management Accounting Section, San Diego, CA
  - 2022 MAS Midyear Meeting, Portland, Virtual
  - 2021 ABO Midyear Meeting, San Antonio, TX
  - 2021 AAA Annual Meeting, Management Accounting Section, Virtual

- **Conference Discussant:**
  - 2022 ABO Midyear Meeting, Phoenix, AZ
  - 2022 AAA Annual Meeting, Management Accounting Section, San Diego, CA
  - 2022 MAS Midyear Meeting, Virtual

- 2021 ABO Midyear Meeting, San Antonio, TX
- 2021 AAA Annual Meeting, Management Accounting Section, Virtual
- 2021 MAS Midyear Meeting, Virtual

B. Organization Memberships:

- American Accounting Association (AAA)
  - Management Accounting Section (MAS)
  - Accounting, Behavior and Organizations Section (ABO)
- Economic Science Association
- Western Economic Association