

Shawn XiaoFeng Shi

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Academic and Industry Positions

University of Washington Michael G. Foster School of Business

Assistant Professor of Accounting	2023 - Present
Acting Assistant Professor of Accounting	2022 - 2023

NERA Economic Consulting

Antitrust and Intellectual Property Practice, White Plains, NY	
Analyst	2017
Associate Analyst	2016 - 2017
Research Associate	2015 - 2016

Education

Stanford University Graduate School of Business

Ph.D., Business Administration (Field: Accounting)	2022
Advisor: Charles M.C. Lee	

Columbia University in the City of New York

B.A., Columbia College (Majors: Economics, Mathematics-Statistics)	2015
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Academic Research

Research Interests

Corporate governance: [1] credibility of sustainability reporting & practices; [2] incentives & compensation

Publications and Forthcoming Research

[1] Carbon Accounting Quality: Measurement and the Role of Assurance

- Coauthors: Brandon Gipper, Fiona Sequeira
- *Journal of Accounting and Economics*, 81–2 (2026): 101849
- Featured in: We Mean Business Coalition, *Principles of Accounting* (by Smith, Murphy, and Rose), The Dutch Foundation for Auditing Research, UW News, Stanford Insights, Stanford Business Magazine
- Cited in: U.S. SEC Releases No. 33-11275 and No. 34-99678

[2] ESG Assurance in the United States

- Coauthors: Brandon Gipper, Samantha Ross^Δ
- *Review of Accounting Studies*, 30–2 (2025): 1753-1803
- Featured in: Columbia Blue Sky Blog, UW News, Stanford Insights, Stanford Business Magazine, Sustainability Assurance Services
- Cited in: U.S. SEC Releases No. 33-11275 and No. 34-99678

[3] Information Acquisition Costs and Price Informativeness: Global Evidence

- Coauthors: Charles McClure, Edward Watts
- *Review of Accounting Studies*, 30–3 (2025): 2468-2507
- Selected for the *Review of Accounting Studies* 2024 Conference
- Featured in: Columbia Law School Blue Sky Blog, Business Scholarship Podcast

- [4] Executive Pay Transparency and Relative Performance Evaluation: Evidence from the 2006 Pay Disclosure Reforms
- Coauthors: Jung Ho Choi, Brandon Gipper
 - *Review of Accounting Studies*, 30–3 (2025): 2922-2962
 - Featured in: Harvard Law School Forum on Corporate Governance
- [5] Rank-and-File Accounting Employee Compensation and Financial Reporting Quality
- Coauthors: Christopher Armstrong, John Kepler, David Larcker
 - *Journal of Accounting and Economics*, 78–1 (2024): 101672
 - Featured in: Columbia Blue Sky Blog, Stanford Insights, Stanford Report, Going Concern

Non-Refereed Publications

- [6] What Happens to Named Executive Officers After Taking an Outside Board Seat?
- Coauthors: Sehann Han^Δ, David Larcker, Amit Seru, Brian Tayan, Courtney Yu^Δ
 - *Stanford Closer Look Series*, April 2026

Working Papers

- [7] CHRO Compensation and Strategic Human Capital Management
- Coauthors: David Larcker, Charles McClure, Edward Watts
 - Featured in: Harvard Law School Forum on Corporate Governance, Yale Insights, DiversIQ, ECGI Editor's Choice (Jan 2026), Talent Edge Weekly (Issue 330), Data Driven HR Monthly (Jan 2026), Economy Magazine (Italy), Financial Times Business School Newsletter, HR Praktijk (Netherlands)
 - R&R, *Journal of Accounting Research*
 - Selected for the 2026 *Journal of Accounting Research* Conference
- [8] Do Firms Manipulate Their Carbon Emissions Reporting?
- Coauthor: Brandon Gipper, Carter Sampson
 - Featured in: HKU Jockey Club Research Blog, Foster News, UW News
 - R&R, *Journal of Accounting Research*
- [9] The Limited Corporate Response to DEI Controversies
- Coauthors: David Larcker, Charles McClure, Edward Watts
 - Featured in: Harvard Law School Forum on Corporate Governance, Stanford Insights, Revelio Labs Newsroom, Chicago Booth Review, DiversIQ
 - R&R, *Journal of Accounting Research*
- [10] High-Stakes Decisions in the Hybrid Boardroom
- Coauthors: John Kepler, David Larcker, Amit Seru
- [11] How Does Better Access to Public Firm Disclosures Affect IPO Firm Financing?
- Featured in: Columbia Law School Blue Sky Blog
- [12] Market Structure and Competition: The Industrial Organization of the Global ESG Assurance Market

^Δ Practitioner

Research Presentations

- 2026 *Presentations*: Massachusetts Institute of Technology, University of Washington
Discussions: West Coast Doctoral Student Faculty Interchange (DSFI), Cal State Fullerton Haskell & White Conference
Coauthor presentations: Journal of Accounting Research (JAR) Conference, Utah Winter Accounting Conference, Harvard IMO Conference, Columbia Junior Accounting Conference, FARS Midyear Meeting, Georgia State University, University of Georgia, University of Miami
- 2025 *Presentations*: University of Arizona, Syracuse University, University of Miami

Discussion: WashU Nick Dopuch Accounting Conference

Coauthor presentations: University of California Los Angeles, Washington University in St. Louis, University of Southern California, INSEAD, Rice University, University of Rochester, Stanford University, Yale School of Management, University of Michigan, University of Washington, Massachusetts Institute of Technology, University of Miami, Singapore Accounting Symposium, Accountability in a Sustainable World Conference, Corporate Carbon Accounting and Reporting Working Group, Duke/UNC Fall Camp

2024 *Presentations:* University of British Columbia, Review of Accounting Studies (RAST) Conference, Utah Winter Accounting Conference, Singapore Management University SOAR Accounting Symposium, Columbia Junior Accounting Faculty Conference, Cal State Fullerton Haskell & White Conference, University of Calgary Haskayne and Fox Accounting Conference, UBC/Oregon/Washington Conference, Temple University Accounting Conference, University of Washington (2x)

Discussions: Haskayne and Fox Accounting Conference, Hawai'i Accounting Research Conference, Temple University Accounting Conference

Coauthor presentations: Northwestern University, University of California Berkeley, University of Mannheim, Boston College, Fordham University, University of Michigan, University of Notre Dame, University of Virginia Darden, University of Chicago, Stanford Accounting Summer Camp, Yale Summer Accounting Conference, Dartmouth Accounting Summer Conference, AAA Annual Meeting

2023 *Presentations:* Yale School of Management, University of Washington

Coauthor presentations: Northwestern University, Rice University, Wharton Spring Accounting Conference, Stanford University

2022 *Presentations:* University of Chicago, New York University, Columbia University, Duke University, London Business School, University of Rochester, University of Michigan, University of California Berkeley, London School of Economics and Political Science, University of Virginia Darden, University of Washington

Coauthor presentations: Université Paris-Dauphine, Future of Financial Information Conference, Stanford Accounting Summer Camp, the Eddie Lunch at Stanford Econ and GSB, Stanford University (Finance)

2021 *Presentations:* Stanford University (3x), Deloitte Doctoral Consortium, AAA Annual Meeting, Miami Rookie Camp

Discussions: AAA Annual Meeting

Coauthor presentations: FARS Midyear Meeting, Michigan State University, Santa Clara University, Chinese University of Hong Kong Accounting Conference, Yale Summer Accounting Conference, Harvard University

2020 *Presentations:* Stanford University

Coauthor presentations: University of Georgia, Dartmouth College, Corporate Governance and Executive Compensation Research Series, Swiss Accounting Research Alpine Camp

2018 *Presentations:* Stanford University

Conference Participation

<i>Journal of Accounting and Economics</i> (JAE) Conference	2021, 2022, 2024, 2025, 2026
Ray Ball <i>Journal of Accounting Research</i> (JAR) Conference	2026
<i>Contemporary Accounting Research</i> (CAR) Conference	2026
<i>Review of Accounting Studies</i> (RAST) Conference	2020, 2022, 2024
Stanford Accounting Summer Camp	2018 - 2024, 2026
Columbia Junior Accounting Faculty Conference	2024, 2025, 2026
UBC, Oregon, Washington (UBCOW) Conference	2022, 2024, 2025, 2026
West Coast Doctoral Student Faculty Interchange (DSFI)	2026
The David Burgstahler Conference	2026
Stanford GSB Centennial Celebration of Scholarship Conference	2025
WashU Nick Dopuch Accounting Conference	2025
Yale Summer Accounting Conference	2024
Utah Winter Accounting Conference	2024

Hawai'i Accounting Research Conference	2024
Haskayne & Fox Lake Louise Accounting Conference	2024
Temple University Accounting Conference	2024
Shevlin Accounting Research Conference	2023
AAA Annual Meeting	2021
Financial Accounting and Reporting Section (FARS) Mid-year Meeting	2021
AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium	2021
Western Finance Association (WFA) Annual Meeting	2020
Stanford Institute for Theoretical Economics Annual Conference	2019
Theory and Inference in Accounting Research Conference at Stanford University	2019
Millstein Center for Global Markets and Corporate Governance Annual Conference	2014

Awards, Scholarships, and Research Grants

Teaching Awards

Dean's Excellence Award for Undergraduate Teaching (Solo Recipient), UW Foster	2026
Most Memorable Professor (Voted by Students), Foster Undergraduate Business Council	2026

Research and Reviewing Awards

Excellence in Reviewing Award, AAA Financial Accounting and Reporting Section	2023
Best Reviewer Award, Hawai'i Accounting Research Conference	2023

Research Grants

Consulting and Business Development Center Summer Research Grant	2026-2028
Stanford University Responsible Investing Initiative (with Brandon Gipper)	2022

Fellowships

William R. Gregory Accounting Faculty Fellow	2024 - Present
UW Global Business Center Faculty Fellow	2024 - Present
AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium Fellow	2021
Stanford GSB Ph.D. Fellowship	2017 - 2022

Non-Academic

Second place, South Seattle CrossFit Christmas Throwdown	2023
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Service

Ad Hoc Reviewer: Journals

Contemporary Accounting Research
Journal of Accounting and Economics
Journal of Accounting Research
Management Science (Accounting, Sustainability)
Review of Accounting Studies
The Accounting Review

AUDITING: A Journal of Practice & Theory
European Accounting Review
Journal of Accounting, Auditing & Finance
Journal of Accounting and Public Policy
Nature NPJ Climate Action

Ad Hoc Reviewer: Conferences

AAA Annual Meeting
FARS Midyear Meeting
Hawai'i Accounting Research Conference
CAPANA Conference

Program Committees

Program Committee, 2025 Conference on Financial Economics and Accounting	2025
Track Chair, 2025 AAA Current Issues in Sustainability Conference	2025

University of Washington

Conferences and Workshops:

Coordinator, Accounting Department Workshop Series	2023 - 2026
UW Coordinator, UBC, Oregon, Washington (UBCOW) Conference	2024, 2026
Organizer, 2025 UBC, Oregon, Washington (UBCOW) Conference	2025
Co-organizer, 2024 <i>Review of Accounting Studies</i> Conference	2023 - 2024
Organizer and moderator, UW Financial Reporting Conference - Climate Reporting Session	2024

Other:

Course Coordinator, Undergraduate Intro to Financial Accounting	2026 - Present
Member, Accounting Department Faculty Recruiting Committee	2023 - 2026
Member, Foster Undergraduate Scholarship Faculty Review Committee	2023 - 2024, 2026
Member, Working Group for Integrating ESG Intro Undergraduate Curriculum	2022 - 2023

Doctoral Student Dissertation Committee

Carter Sampson, *In Progress*

Pascal Schrader (external, Ph.D. student at the University of Mannheim), *In Progress*

Other

Alumni Interviewer, Columbia University Undergraduate Admissions	2015 - 2021
Co-organizer, Stanford Accounting PhD Students Reading Group	2020 - 2021
Mentor, Columbia College Alumni Sponsored Student Internship Program	2017

Teaching

ACCTG 199: Accounting for Problem Solving

<i>ACCTG 215 companion course</i>	2023 - Present
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ACCTG 215: Introduction to Accounting & Financial Reporting

<i>Undergraduate introductory course in financial accounting</i>	2023 - Present
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ACCTG 580: PhD Research Seminar

<i>The economics of corporate disclosure and transparency</i>	2027
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ACCTG 582: PhD Research Seminar: Introduction to Selected Research Topics

<i>Guest instructor</i>	2022, 2023, 2024, 2025
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Miscellaneous

Hobbies: CrossFit, Olympic weightlifting

Last updated: September 30, 2026