

VICTORIA FUNG, CPA

vkfung2@illinois.edu

(512) 909-3798

United States citizen

EDUCATION

University of Illinois Urbana-Champaign, Gies College of Business – Champaign, Illinois

PhD in Accountancy

May 2026 (expected)

- Area of Interest: Managerial
- Research Method: Experimental (primary), Archival

University of Bern – Bern, Switzerland

Visiting PhD Scholar

Summer 2024

The University of Texas at Austin, McCombs School of Business – Austin, Texas

Master in Professional Accounting

May 2019

Bachelor of Business Administration (with honors), Accounting

May 2018

The University of Texas at Austin, College of Liberal Arts – Austin, Texas

Bachelor of Arts (with honors), Economics

December 2017

- Graduated with Special Honors in Economics
- Minor: Mathematics

WORKING PAPERS

The Effect of Quantitative Environmental Targets and Managers' CSR Norms on Their Environmental Investments
(Solo-authored dissertation)

- Presented at the 2025 Accounting Behavior and Organizations Research Conference (scheduled), 2025 AAA Annual Meeting, 2025 Graduate Research Accounting Conference at Emory, and the University of Illinois Accounting Department Brownbag

Gender Differences in the Effects of Salary Range Disclosures in Job Postings on Job Application and Negotiation Behaviors, with Clara Chen and Lisa LaViers

- Revise and resubmit at *Contemporary Accounting Research*
- Awarded Tulane University Newcomb Institute grant (\$5,000)
- Presented at the University of Pittsburgh*, University of Florida*, University of Waterloo*, University of Bern, 2024 Labor and Accounting Group Conference, 2024 Management Accounting Section Midyear Meeting and the University of Illinois Managerial Accounting Reading Group

Consequences of Meeting or Missing ESG Targets in CEO Bonus Contracts, with Clara Chen, Minjeong Kim and Wei Zhu

- Awarded IMA Research Foundation grant (Doctoral Scholars Stage 1)
- Presented at the 2025 AAA Annual Meeting, JMAR Management Accounting Workshop series*, University of Hong Kong*, Barcelona Accounting Summer Workshop*, and the University of Illinois Managerial Accounting Reading Group

* Presented by coauthor

WORK-IN-PROGRESS

Learning from Others: The Effects of Peer vs. Self Failure Disclosures on Innovation Performance, with Clara Chen and Laura Wang

- Data collection stage

Mitigating Quantification Fixation in Promotion Decisions Through High-Level Construals

- Awarded the Gies Emerging Scholar Grant
- Data collection stage

TEACHING

Instructor

- ACCY 302 Decision Making for Accounting
 - Summer 2023 (1 section)

Assistant Instructor

- ACCY 575 Data Analytics Applications for Accountancy
 - Spring 2024 (2 sections) and Fall 2023 (1 section), with Michael Penn and Wei Zhu
 - Instructor Rating: 4.75/5.00 (Spring 2024), 4.50/5.00 (Fall 2023)
 - Included on the List of Teachers Ranked Excellent by Their Students
- ACCY 570 Data Analytics Foundations for Accountancy
 - Spring 2024 (1 section) and Fall 2023 (1 section), with Josh Herbold
 - Instructor Rating: 4.64/5.00 (Spring 2024), 4.58/5.00 (Fall 2023)
 - Included on the List of Teachers Ranked Excellent by Their Students
- ECO 304K Introduction to Microeconomics
 - January 2015 – December 2017 (six semesters), with Wayne Hickenbottom and Stephanie Houghton

Teaching Assistant

- ACCY 302 Decision Making for Accounting
 - Fall 2021, with Jordan Samet (3 sections)

AWARDS AND HONORS

External

- AAA Annual Meeting Outstanding Management Accounting Reviewer Award (Summer 2025)
- AAA Management Accounting Section Midyear Meeting Outstanding Reviewer Award (Spring 2025)
- Visiting PhD research grant with Markus Arnold at the University of Bern (Summer 2024)
- IMA Research Foundation grant - Doctoral Scholars Stage 1 (2023)
- Tulane University Newcomb Institute grant (2022)
- Phi Beta Kappa (2017)

Internal

- Victor L. Bernard Memorial Award (Spring 2025)
- Gies Emerging Scholar Grant (Spring 2025)
- Fred H. Figge Distinguished Teaching Assistant Award (Spring 2024)
- UIUC List of Teachers Ranked as Excellent by Their Students, ACCY 570 and ACCY 575 (Spring 2024)
- Kenneth P. Santee Graduate Fellowship (Spring 2024)
- UIUC List of Teachers Ranked as Excellent by Their Students, ACCY 570 and ACCY 575 (Fall 2023)
- Joseph E. Zwisler and Oulda Wald Zwisler Summer Doctoral Fellowship (Summer 2023)
- Senior Thesis Prize in Economics (2016 - 2017)
- Distinguished College Scholar, UT Austin (2016) and College Scholar, UT Austin (2017)

ACADEMIC SERVICE

Junior Accounting Scholars Organization

President

January 2024 – Present

September 2025 – Present

- Organizes monthly meetings featuring conference-style presentations and discussions by PhD students and assistant professors from all research areas and methodologies

Communications Chair

August 2024 – September 2025

Ad Hoc Reviewer

- *Journal of Management Accounting Research*
- 2026 AAA Management Accounting Section Midyear Meeting
- 2025 AAA Accounting Behavior and Organizations Research Conference
- 2025 American Accounting Association Annual Meeting (2x)
 - **Received MAS Outstanding Reviewer Award**
- 2025 AAA Management Accounting Section Midyear Meeting
 - **Received Outstanding Reviewer Award**
- 2023 AAA Accounting Behavior and Organizations Research Conference

Discussant

- 2025 American Accounting Association Annual Meeting
- 2025 Graduate Research Accounting Conference at Emory
- 2025 AAA Management Accounting Section Midyear Meeting
- November 2024 Junior Accounting Scholars Organization Meeting
- 2023 AAA Accounting Behavior and Organizations Research Conference

CONFERENCE PARTICIPATION

2025 – AAA Accounting Behavior and Organizations Research Conference (scheduled, presenter)
2025 – American Accounting Association Annual Meeting (presenter (2x), discussant)
2025 – Graduate Research Accounting Conference at Emory (presenter, discussant)
2025 – Palmetto Symposium on Experimental Accounting Research
2025 – AAA Management Accounting Section Midyear Meeting and Doctoral Colloquium (discussant)
2024 – AAA Accounting Behavior and Organizations Research Conference and Doctoral Consortium
2024 – European Network for Experimental Accounting Research Conference and Doctoral Colloquium
2024 – Fourth Annual Labor and Accounting Group Conference (presenter)
2024 – Illinois Emerging Management Accounting Scholars Symposium
2024 – AAA Management Accounting Section Midyear Meeting and Doctoral Colloquium (presenter)
2023 – AAA Accounting Behavior and Organizations Research Conference (discussant)
2023 – AAA Management Accounting Section Midyear Meeting and Doctoral Colloquium
2022 – Illinois Emerging Management Accounting Scholars Symposium
2022 – Financial Accounting and Reporting Section Midyear Meeting
2022 – AAA Management Accounting Section Midyear Meeting
2021 – Contemporary Accounting Research Doctoral Consortium & Conference
2021 – Midwest Accounting Research Conference

PROFESSIONAL AFFILIATIONS

American Accounting Association, Accounting, Behavior and Organizations Section
American Accounting Association, Management Accounting Section
American Accounting Association, Financial Accounting and Reporting Section
European Accounting Association
Junior Accounting Scholars Organization

PROFESSIONAL EXPERIENCE

Aetna/CVS Health – Hartford, CT and Woonsocket, RI

Finance Leadership Development Program (FLDP) Analyst, External Reporting	March 2020 – April 2021
Finance Leadership Development Program (FLDP) Analyst, Financial Accounting Services	July 2019 – March 2020
Corporate Tax Summer Associate	June – August 2018

Foundation Communities – Austin, TX

Volunteer Income Tax Assistance (VITA) Volunteer	January – April 2018
--	----------------------

LICENSES AND CERTIFICATIONS

Certified Public Accountant, active (Texas; issued December 2020)

Machine Learning for Accounting with Python (A), Coursera (UIUC)

May 2023

- Credential ID: 3SQ9MF8EGR6D

Accounting Data Analytics with Python (A), Coursera (UIUC)

March 2023

- Credential ID: RCY965VG24PZ

OTHER

- Programming Languages: Stata, Python, SPSS, SAS, Tableau, Excel, LaTeX, MATLAB
- Languages: English (native), Mandarin Chinese (intermediate)
- Interests: Board games/video games, Yoga/Pilates, Baking, Reality TV competitions
- Citizenship: United States

REFERENCES

Please contact Nneka Evans (nlevans2@illinois.edu) for reference letters.

Professor Clara Chen (Chair)

Lillian and Morrie Moss Distinguished Professor in Accountancy
Gies College of Business, University of Illinois Urbana-Champaign
Email: cxchen@illinois.edu
Phone: 217-244-3953

Professor Laura Wang (Co-Author and Committee Member)

Associate Professor of Accountancy and Fred and Virginia Roedgers Fellow in Accountancy
Gies College of Business, University of Illinois Urbana-Champaign
Email: lauraww@illinois.edu
Phone: 217-265-5402

Professor Lisa LaViers (Co-Author)

Assistant Professor
Freeman School of Business, Tulane University
Email: llaviers@tulane.edu
Phone: 504-862-8075