

# Ge Bai

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## EMPLOYMENT

### Washington and Lee University

Assistant Professor of Accounting

July 2012 to present

## EDUCATION

<b>Ph.D.</b>	Accounting, Michigan State University	May 2012
<b>M.S.A.</b>	Accounting, Eastern Michigan University	May 2006
<b>B.E.</b>	Mechanical Engineering, Dalian University of Technology	June 2001
<b>B.A.</b>	Japanese Literature, Dalian University of Technology	June 2001

## RESEARCH INTERESTS

- Accounting issues related to governance, decision-making, and reporting
- Health care cost, finance, and quality

## RESEARCH

### Publications

- “A More Detailed Understanding of Factors Associated with Hospital Profitability”, with Gerard F. Anderson, *Health Affairs*, forthcoming.
- “Measuring the Cost of Disruptions in Multistage Manufacturing Systems”, with Takehisa Kajiwara and Jianbo Liu, *Journal of Management Accounting Research*, forthcoming.
- “Applying Variance Analysis to Understand California Hospitals’ Expense Recovery Status by Patient Groups”, *Accounting Horizons*, forthcoming.
- “The Cost of Manufacturing Disruptions”, with Takehisa Kajiwara and Jianbo Liu, *Strategic Finance*, 2015, Vol. 97(6), p. 40-45.
- “Extreme Markup: The Fifty Hospitals With The Highest Charge-To-Cost Ratios”, with Gerard F. Anderson, *Health Affairs*, 2015, Vol. 34(6), p. 922-928.
  - Reported by over 500 national and regional media outlets.
  - Used as testimony before the House Ways and Means Committee.
- “California’s Hospital Fair Pricing Act Reduced the Prices Actually Paid by Uninsured Patients”, *Health Affairs*, 2015, Vol. 34(1), p. 64-70.
- “Do Hospitals without Physicians on the Board Deliver Lower Quality of Care?”, with Ranjani Krishnan, *American Journal of Medical Quality*, 2015, Vol. 30(1), p. 58-65.

- “Hospitals with Accounting Experts On the Board Received Higher Charitable Contributions”, *Journal of Health Care Finance*, 2015, Vol. 42(1), p. 1-17.  
– Received 2011 AAA/Grant Thornton Doctoral Dissertation Award.
- “Accounting Performance and Capacity Investment Decisions: Evidence from California Hospitals”, with Ranjani Krishnan and Sylvia Hsu, *Decision Sciences*, 2014, Vol. 45(2), p. 309-339.
- “University President Compensation: Evidence from the United States”, *Higher Education Studies*, 2014, Vol. 4(6), p. 1-14.
- “How Do Board Size and Occupational Background of Directors Influence Social Performance in For-profit and Non-profit Organizations? Evidence from California Hospitals”, *Journal of Business Ethics*, 2013, Vol. 118(1), p. 171-187.
- “Role of Management Accounting Systems in the Development and Efficacy of Transactive Memory Systems”, with Ranjani Krishnan. *Journal of Management Accounting Research*, 2012, Vol. 24(1), p. 201-220.
- “The Role of Performance Measure Noise in Mediating the Relation between Task Complexity and Outsourcing”, with Freddy Coronado and Ranjani Krishnan. *Journal of Management Accounting Research*, 2010, Vol.22(1), p. 75-102.  
– Received 2014 *Journal of Management Accounting Research* Best Paper Award.

### Working Papers

- “Markup Variation Across Hospitals and Departments”, with Gerard F. Anderson, conditionally accepted at *Health Affairs*.
- “Physicians with the Highest Markups”, with Gerard F. Anderson, under review.
- “Higher Hospital Spending on Occupational Therapy Is Associated with Lower Readmission Rates”, with Andrew Rogers, Robert Lavin, and Gerard F. Anderson, under review.
- “Markup Variation in Emergency Department Services”, with Tim Xu, Angela Park, Susan Hutfless, Gerard F. Anderson, Ambar Mehta, and Martin Makary.
- “Effects of Ambiguous Uncertainty on Employees’ Subjective Performance-Measure Weighting Decisions”, with Ranjani Krishnan.

## AWARDS & GRANTS

### National Level

- IMA (Institute of Management Accountants) Research Foundation Emerging Scholar Award (2014)
- *Journal of Management Accounting Research* Best Paper Award (2014)
- IMA Research Foundation Grant (2013)
- AAA (American Accounting Association)/Grant Thornton Doctoral Dissertation Award (2011)

### University Level

- W&L Lenfest Summer Research Grant (2013, 2014, 2015)
- W&L Mellon Grant for Spring Term Course Development (2014)
- MSU Robert P. Poland Doctoral Dissertation Fellowship (2012)
- MSU Student Excellence in Teaching Award (2011)

- MSU Student Excellence in Research Award (2008)
- MSU Marlys and Jack Gray Scholarship (2007)
- MSU Summer Recruitment Fellowship (2007)
- EMU Distinguished Student Honor (2006)
- DUT Student Excellence Scholarship (1997-2000)
- DUT Japanese Study Excellence Scholarshi (2000)

## SELECTED MEDIA COVERAGE

- “Want to Pay Higher Prices? Try a For-Profit Hospital”, *Forbes*, September 25, 2015.
- “Sticker Shock in For-Profit Hospitals”, *New York Times*, June 16, 2015.
- “50 Hospitals Charge Uninsured More Than 10 Times Cost of Care, Study Finds”, *Washington Post*, June 8, 2015.
- “Here’s What Happens When Wall Street Runs Hospitals” *Huffington Post*, June 15, 2015.
- “Some Hospitals Marking Up Treatments By as Much as 1,000 Percent: Study”, *NBC News*, January 15, 2015.
- “At These Hospitals, Prepare to Pay Markups of 900 Percent or More”, *CBS News*, June 8, 2015.
- “The Hospitals That Overcharge Patients by 1,000 Percent”, *The Atlantic*, June 8, 2015.
- “Has California’s Hospital Fair Pricing Act Reduced the Prices Paid by Uninsured Patients?”, *Medical News Today*, January 8, 2015.

## PRESENTATIONS

- 2015 AAA Public Interest Section Midyear Meeting** Crystal City, Virginia  
–“Is Hospital Chargemaster a Revenue Enhancing Device?”
- 2014 AAA GNP Section Midyear Meeting** Norwalk, Connecticut  
–“Are Univeristy Presidents Paid Like Bureaucrats?”
- 2013 AAA Southeast Region Meeting** Nashville, Tennessee  
–“How to Measure the Cost of Disruptions in Multistage Manufacturing Systems?”  
**CAAA Annual Conference** Montreal, Canada  
–“How to Measure the Cost of Disruptions in Multistage Manufacturing Systems?”
- 2012 AAA Managerial Accounting Section Conference** Houston, Texas  
–“Do Certified Public Accountants as Board Directors Add Value to Nonprofit Organizations?”
- AAA GNP Section Midyear Meeting** San Diego, California  
–“Do Certified Public Accountants as Board Directors Add Value to Nonprofit Organizations?”
- Ball State University, Emory University, Indiana University Bloomington, Pennsylvania State University, University of Illinois at Urbana-Champaign, University of Iowa, University of Norte Dame, University of Southern California, Washington and Lee University**  
–“Do Certified Public Accountants as Board Directors Add Value to Nonprofit Organizations?”

- 2011 AAA Annual Meeting** Denver, Colorado  
 –“Social Performance, Ownership, and Organizational Governance: An Empirical Study”
- CAAA Annual Conference** Toronto, Canada  
 –“Social Performance, Ownership, and Organizational Governance: An Empirical Study”  
 –“Accounting Performance and Capacity Investment Decisions: Evidence from California Hospitals”
- 2009 AAA Managerial Accounting Section Conference** St. Pete Beach, Florida  
 –“Accounting Performance and Capacity Investment Decisions: Evidence from California Hospitals”

## TEACHING EXPERIENCE

- Management Accounting in China at W&L, Spring 2015
- Cost Accounting at W&L, Winter 2016, Winter 2015, Winter 2014, Winter 2013
- Introduction to Managerial Accounting at W&L, Fall 2014, Fall 2013, Fall 2012
- Cost and Managerial Accounting at MSU, Fall 2011
- Principles of Management Accounting at MSU, Summer 2010

## PROFESSIONAL SERVICE

### Editorial Board

- *Journal of Management Accounting Research* (2013 to 2015)

### Reviewer

- *The Accounting Review*
- *Journal of Management Accounting Research*
- *Accounting Horizons*
- *European Accounting Review*
- *Journal of Governmental and Nonprofit Accounting*
- *Journal of Business Ethics*
- *Health Affairs*
- *Health Policy*
- AAA Management Accounting Section Midyear Meeting (2013, 2014)
- AAA Government and Nonprofit Section Midyear Meeting (2011)

### Discussant

- AAA Management Accounting Section Midyear Meeting (2013, 2014)
- AAA Government and Nonprofit Section Midyear Meeting (2011)
- AAA Annual Meeting (2011, 2014)
- CAAA Annual Conference (2011)

### Conference

- Co-chair, Decision Sciences Institute Conference Accounting Track (2016, scheduled)

## UNIVERSITY SERVICE

- W&L Fall Faculty Academy (2015)
- W&L University Library Committee (2014)
- W&L John Gunn Scholarship Committee (2014)
- W&L Glynn Scholarship Committee (2013)
- W&L Topinka Scholarship Committee (2013)
- MSU AIS Doctoral Program Committee (2009-2010)

## CERTIFICATION & AFFILIATIONS

- Certified Public Accountant, Commonwealth of Massachusetts
- Member, AcademyHealth
- Member, American Accounting Association
- Member, Institute of Management Accountants

## PROFESSIONAL WORK EXPERIENCE

<b>Business Process Reengineering Supervisor</b> Musashi North America, Inc., Southfield, Michigan	2006-2007
<b>Accountant</b> Lingua Science Corporation, Ann Arbor, Michigan	2005-2006
<b>International Sales Manager</b> Luoyang Yincheng Import and Export Corporation, China	2002-2003
<b>International Sales Associate</b> Liaoning Light Industrial Products Import and Export Corporation, China	2001-2002