

03/20/2021

KAREN L. SEDATOLE, PHD
Interim John H. Harland Dean
Goizueta Advisory Board Term Professor
Goizueta Business School, Emory University
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ACADEMIC APPOINTMENTS

2020-present Emory University, *Interim John H. Harland Dean*
2018-present Emory University, *Goizueta Advisory Board Term Professor*
2017-2018 Emory University, *Professor*
2016-2017 Michigan State University, *Russell E. Palmer Endowed Professor*
2013-2016 Michigan State University, *Professor*
2006-2013 Michigan State University, *Associate Professor*
2000-2006 University of Texas at Austin, *Assistant Professor*
1991-1996 Stephen F. Austin State University, *Lecturer*

Visiting appointments:

November 2018 Monash University, *Visiting Research Scholar*
Summer 2016 University of Melbourne, *Visiting Research Scholar*
Fall 2013 Wake Forest University, *Visiting Professor of Accounting*
2012-2013 Wake Forest University, *Visiting Associate Professor of Accounting*
Spring 2011 University of California at Davis, *Visiting Research Scholar*

EDUCATION

2000 **University of Michigan, PhD in Business Administration**
Thomas William Leabo Memorial Award for Outstanding Business School Doctoral Student
1989 **University of Texas at Austin, Master of Business Administration**
Sord Scholar Award
1987 **Baylor University, Bachelor of Science in Engineering**
Magna cum laude

RESEARCH INTERESTS

Design and effectiveness of performance measurement and reward systems; the role of forecasting and budgetary systems within organizations; and control in inter-organizational collaborations.

RESEARCH PUBLICATIONS

Carter, M. E., J. Choi, and K. L. Sedatole. 2021. Making the most of supplier industry competition through incentive contracting. *Journal of Accounting and Economics* (in press).

Bruggen, A., I. Grabner, and K. L. Sedatole. 2021. The folly of forecasting: The effects of a disaggregated demand forecasting system on forecast error, forecast positive bias, and inventory levels. *The Accounting Review* 96 (2): *in press*.

- Anderson, S. W., H. Dekker, K. L. Sedatole, and E. Wiersma. 2020. When one size does not fit all: Mitigating heterogeneous compensation risk through subjective evaluations. *Management Accounting Research* 49: 1-12.
- Winner of the Management Accounting Research 2020 David Solomons Prize.*
- Demere, W., Sedatole, K. L. and A. Woods. 2019. The role of calibration committees in subjective performance evaluation systems. *Management Science* 65 (4): 1562-1585.
- Winner of the 2020 AAA Notable Contributions to Management Accounting Literature Award. Featured in Harvard Business Review, November-December 2018.*
- Sedatole, K. L., A. Swaney, and A. Woods. 2016. The implicit incentive effects of horizontal monitoring and team member dependence on individual performance. *Contemporary Accounting Research* 33 (3): 889–919.
- Demere, W., Krishnan, R., K. L. Sedatole, and A. Woods. 2016. Do the incentive effects of relative performance measurement vary with the *ex ante* probability of promotion? *Management Accounting Research* 30: 18-31.
- Anderson, S. W., M. H. Christ, H. C. Dekker, and K. L. Sedatole. 2015. Do extant management control frameworks fit the alliance setting? A descriptive analysis. *Industrial Marketing Management*, special issue on *Accounting and Marketing Perspectives of Value Creation in Inter-firm Collaboration in Industrial Markets* 46: 36–53. (*IMM* has a 5 year impact factor of 2.379, comparable to 2.180 for *CAR*)
- Anderson, S. W., M. H. Christ, H. C. Dekker, and K. L. Sedatole. 2014. The use of management controls to mitigate risk in strategic alliances: Field and survey evidence. *Journal of Management Accounting Research* 26 (1): 1-32.
- Dikolli, S. S., S. L. Kulp, and K. L. Sedatole. 2013. The use of contract adjustments to lengthen the CEO horizon in the presence of internal and external monitoring. *Journal of Management Accounting Research* 25 (1): 199-229.
- Winner of the 2014 Journal of Management Accounting Research Best Paper Award.*
- Anderson, S. W., and K. L. Sedatole. 2013. Evidence on the cost hierarchy: The association between resource consumption and production activities. *Journal of Management Accounting Research* 25 (1): 119-141.
- Christ, M. H., K. L. Sedatole, and K. L. Towry. 2012. Sticks and carrots: An experimental investigation of contract frame and effort in agency relationships. *The Accounting Review* 87 (6): 1913-1938.
- Presented at the 2012 Experimental Economics, Accounting and Society: A Conference in Memory of John Dickhaut, Economic Science Institute, Chapman University.*
- Winner of the 2010 AAA MAS Research Conference Outstanding Paper Award.*
- Sedatole, K. L., D. Vrettos, and S. K. Widener. 2012. The use of management control mechanisms to mitigate moral hazard in the decision to outsource. *Journal of Accounting Research* 50 (2): 553-592.
- Presented at the 2011 Journal of Accounting Research Conference.*
- Krishnan, R., F. Miller, and K. L. Sedatole. 2011. The use of collaborative interfirm contracts in the presence of task and demand uncertainty. *Contemporary Accounting Research* 28 (4): 1397–1422.
- Nicolaou, A., K. L. Sedatole, and N. Lankton, N. 2011. Integrated information systems and alliance partner trust. *Contemporary Accounting Research* 28 (3): 1018-45.

Farrell, A., S. Krische, and K. L. Sedatole. 2011. Employees' subjective valuations of their stock options: Evidence on the distribution of valuations and the use of simple anchors. *Contemporary Accounting Research* 28 (3): 747–93.

Winner of the 2016 AAA MAS Impact on Management Accounting Practice Award.

Bruggen, A., R. Krishnan, and K. L. Sedatole. 2011. Drivers and consequences of short-term production decisions: Evidence from the auto industry. *Contemporary Accounting Research* 28 (1):83-123.

Winner of the 2012 AAA MAS Impact on Management Accounting Practice Award.

Anderson, S. W., H. C. Dekker, and K. L. Sedatole. 2010. An empirical examination of goals and performance-to-goal following the introduction of an incentive bonus plan with participative goal-setting. *Management Science* 56 (1): 90-109.

Winner of the 2012 AAA Notable Contributions to Management Accounting Literature Award.

Winner of the 2006 AAA MAS Research Conference Outstanding Paper Award.

Dikolli, S. S., S. L. Kulp, and K. L. Sedatole. 2009. Transient institutional ownership and CEO contracting. 2009. *The Accounting Review* 84 (3): 737-770.

Dikolli, S. S. and K. L. Sedatole. 2007. Improvements in the information content of non-financial forward-looking performance measures: A taxonomy and application. 2007. *Journal of Management Accounting Research* 19: 71-104.

Dikolli, S. S., W. R. Kinney, and K. L. Sedatole. 2007. Measuring customer relationship value: The role of switching cost. 2007. *Contemporary Accounting Research* 24 (1): 93-132.

Coletti, A. L., K. L. Sedatole, and K. L. Towry. 2005. The effect of control systems on trust and cooperation in collaborative environments. *The Accounting Review* 80 (2): 477-500.

Winner of the 2009 AAA Notable Contributions to Management Accounting Literature Award.

Bansal, H. S., S. S. Dikolli, S. S., G. McDougall, and K. L. Sedatole. 2004. Relating e-satisfaction to behavioral outcomes: An empirical study. *Journal of Services Marketing* 18 (4): 290-302.

Anderson, S. W. and K. L. Sedatole. 2003. Management accounting for the extended enterprise: Performance management for strategic alliances and networked partners. In *Management Accounting in the Digital Economy*, A. Bhimani, Ed., London: Oxford University Press.

Sedatole, K. L. 2003. The effect of measurement alternatives on a non-financial quality measure's forward-looking properties. *The Accounting Review* 78 (2): 555-580.

2001 AAA Management Accounting Section Dissertation Award, runner-up.

Anderson, S. W., D. Glenn, and K. L. Sedatole. 2000. Sourcing parts of complex products: Evidence on transactions costs, high-powered incentives and *ex-post* opportunism. 2000. *Accounting, Organizations & Society* 25 (8): 723-749.

Anderson, S. W. and K. L. Sedatole. 1998. Designing quality into products: The use of accounting data in new product development. 1998. *Accounting Horizons* 12 (3): 213-233.

EDUCATIONAL AND PRACTITIONER PUBLICATIONS (PRINT AND MEDIA)

Deméré, W., K. Sedatole, and A. Woods. 2020. Employee appraisals and the calibration process. *Strategic Finance* (November 1, 2020). Available [online](#).

- Bolumole, Y., J. Cohu, H. McKnight, A. Tessmer, L. Zhang. 2020. *Amazon Marketplace: Sustaining Strategic Innovation* (case and teaching notes). Ivey Publishing (Product Number: 9B20M019). Available [online](#). (case written as part of the Broad Integrative Fellows Program, Broad College of Business, Michigan State University, under the supervision of J. Beck, K. Sedatole, and J. Whipple, Co-Directors)
- Bol, J., Grabner, I., Grasser, R., Loftus, S., Sandino, T., and Sedatole, K. 2019. Contemporary Performance Evaluation Practices Survey. WorldatWork whitepaper. Scottsdale, AZ: WorldatWork.
- Sedatole, K. 2019. Irrational but Predictable! When to Use Monetary Incentives to Motivate Employees. Ivy Exec Webinar, aired February 13, 2019. Available [online](#).
- Deméré, W., K. Sedatole, and A. Woods. 2018. Why Managers Shouldn't Have the Final Say in Performance Reviews. *Harvard Business Review* (June 11, 2018).
- Schaeffer, U., W. F. Chua, and K. Sedatole. 2018. Collaboration is key. Why can't we get there? In Dialogue with Wai Fong Chua and Karen L. Sedatole. *Controlling & Management Review* 62 (5): 53-58. Available [online](#).
- Deméré, W., K. Sedatole, and J. Wilson. 2017. Applying cost of quality concepts to brand protection. *The Brand Protection Professional* 2 (4): 26-27.
- Christ, M. H., K. L. Towry, K. L. Sedatole, and M. Shackell. 2014. Sticks and carrots in incentive contracting. *Finance & Accounting Memos* (2): 41-44. Available [online](#).
- Convery, S. P., A. M. Farrell, S. D. Krische, and K. L. Sedatole. 2012. How employees value stock options as compensation. *Journal of Financial Planning*. Available [online](#).
- Christ, M. H., K. L. Towry, K. L. Sedatole, and M. A. Thomas. 2008. When formal controls undermine trust and cooperation. 2008. *Strategic Finance*, January: 38-44.
Winner of the IIA Netherlands Outstanding Paper Award.
- Anderson, S. W., M. H. Christ, and K. L. Sedatole. 2006. The risky business of strategic collaborations. 2006. *Internal Auditor*, (December).
- Anderson, S. W., M. H. Christ, and K. L. Sedatole. 2006. *Managing Strategic Alliance Risk: Survey Evidence of Control Practices in Collaborative Inter-Organizational Settings*. Altamonte Springs, Florida: The Institute of Internal Auditors Research Foundation.
- Dikolli, S. S. and K. L. Sedatole. 2004. Delta's new song: A case on cost estimation in the airline industry. *Issues in Accounting Education* 19 (3): 345-358.
- Dikolli, S. S. and K. L. Sedatole. 2003. Schlotzsky's gourmet deli franchise store. 2003. *Accounting Education: An International Journal* 12 (4): 427-435.

RESEARCH – WORKING PAPERS

- Carter, M. E., J. Choi, and K. L. Sedatole. 2021. Filtering out demand shocks: The use of customer performance in CEO incentive contracts.
- Cianci, A. M., W. Deméré, M. Evans, and K. L. Sedatole. 2021. Ideological Diversity in Boards of Directors.
- Forker, E., I. Grabner, and K. L. Sedatole. 2021. Does learning by disaggregating accelerate learning by doing? The effect of forecast disaggregation on the rate of improvement in demand forecast accuracy.
- Choi, J., E. Forker, I. Grabner, and K. L. Sedatole. 2021. Decision Rights and the Quality of Human versus Predictive Analytic Judgments.
- Cianci, A., B. Reichert, K. L. Sedatole, and G. Tsakumis. 2020. Trusting behavior following a violation of trust: The immunization effect of control system transparency.

Cienci, A. M., W. Demeré, M. Evans, and K. L. Sedatole. 2020. Board Diversity and Peer Similarity.

RESEARCH – WORK IN PROCESS

Sustainable lean process improvements in a health care setting (with E. Forker and S. Gallani)

Gender differences in the opportunity to excel: Implications for employee performance evaluation (with J. Bol, I. Grabner, and S. Loftus)

RESEARCH AWARDS & FELLOWSHIPS

2009, 2012, 2020	AAA Notable Contributions to Management Accounting Literature Award
2020	<i>Management Accounting Research</i> David Solomons Prize.
2012, 2016	AAA Management Accounting Section Impact on Management Accounting Practice Award
2015	Broad College Richard J. Lewis Quality of Excellence Award (for distinguished service)
2014	<i>Journal of Management Accounting Research</i> Best Paper Award
2011	Broad College Department of AIS Outstanding Research Award
2011	Broad College Department of AIS Ed and Carol Lake Faculty Excellence Research Grant
2006, 2010	AAA Management Accounting Section Research Conference Outstanding Paper Award
2010	Broad College John D. & Dortha J. Withrow Endowed Emerging Scholar Award
2006	IIA Netherlands Outstanding Working Paper Award
2001	AAA Management Accounting Section Dissertation Award, runner-up
1999	AAA Doctoral Consortium Fellow, Tahoe City, California
1999	University of Michigan T. W. Leabo Memorial Award for Outstanding Business School Doctoral Student
1996-2000	University of Michigan William A. Paton Scholarship
1996-1997	University of Michigan Victor Bernard Memorial Fellowship

RESEARCH GRANTS

Chartered Institute of Management Accountants (CIMA), 2021

To support research on the quality of human judgment versus predictive analytic in demand forecasting, co-investigators Jen Choi, Ewelina Forker, and Isabella Grabner.

Institute of Management Accountants, 2011

To support research on the operational and financial impact of budget revisions, co-investigators Isabella Grabner and Alexander Bruggen.

American Institute of Certified Public Accountants, 2006

To support research on the use of supplier performance measures, co-investigator S. W. Anderson.

PriceWaterhouseCoopers Foundation, 2006

To support research on the association between institutional ownership and CEO contracting, co-investigators S. S. Dikolli and S. L. Kulp.

Institute of Management Accountants, 2005

To support research on the effect of control system type on trust and cooperation in strategic alliances, co-investigators K. L. Towry and M. H. Christ (doctoral student).

Center for Business Measurement and Assurance Services, 2004

To support research on management control practices in strategic alliances and other inter-firm collaborative relationships, co-investigator S. W. Anderson.

Institute of Internal Auditors Research Foundation, 2004

To support research on management control practices in strategic alliances and inter-firm collaborative relationships, co-investigator S. W. Anderson.

Center for Business Measurement and Assurance Services, 2002

To support research on the effects of control systems on trust and cooperation in teams and alliances, co-investigators A. L. Coletti (doctoral student) and K. L. Towry.

Center for Business Measurement and Assurance Services, 2001

To support research on non-financial performance measures in online retailing, co-investigator S. S. Dikolli.

Blue Cross Blue Shield of Michigan Foundation, Student Award Program Grant, 1999

To support research on performance measurement in a healthcare setting.

SAMPLE PRESS & PRACTITIONER MENTIONS

[Deans From Top B-Schools Share 2021 Resolutions](#), Poets & Quants, December 31, 2020.

[Market voices: Business schools](#), Focus Atlanta 2020, November 19, 2020 (p. 184).

[America Amplified: Life, Community, and COVID-19](#), National Public Radio (NPR) interview, May 2, 2020.

[How to blend insight with data analytics to improve forecasts](#), CFO Dive, December 19, 2019, by Robert Freedman.

[Exploring the Efficacy of Monetary Incentives to Motivate Employees](#), IEDP Developing Leaders, November 27, 2019.

[Alternative Rater Systems Present Opportunities, Challenges, Research in Brief](#), June/July 2019, WorldatWork.

[Calibration Committees Lead to Better Performance Assessments](#), Workspan Daily, May 22, 2019, WorldatWork.

[Performance Evaluation Practices Missing the Mark, Research in Brief](#), May 2019, WorldatWork.

Overruling Performance Evaluations, Harvard Business Review, November-December 2018.

[How a calibration committee can correct bias in employee evaluations](#), HR Dive, June 13, 2018, by Katie Scheu.

[Money for Lunch](#), online radio interview, May 1, 2018.

[Lenz on Business](#), News 95.5, AM 750 WSB, and wsbradio.com interview, April 28, 2018.

[Improving Performance Evaluations](#), Human Resource Executive, April 16, 2018, by Carol Patton,

[WorkZone: Can your supervisor be trusted to review your work?](#) Pittsburgh Post-Gazette, April 2, 2018, by Len Boselovic.

[Third-party risk: How to trust your partners](#), Journal of Accountancy, May 1, 2016, by Andrew Kenney,

Successful organizations in action: A handbook for corporate excellence, 2013, by M. Srinivaas, Partridge Publishing.

Absorption costing is the enemy of lean. Chrysler and GM proved it in 2008. BMA Inc. January 30, 2013, by B. Maskell.

Rewards are the best motivators at work, The British Psychological Society, October 7, 2013.

[Rewards, Not Threats, Motivate Workers](#), Psych Central, 2012, by J. Wood.

[Carrots Are More Powerful Motivators than Sticks](#), New Research Finds, Incentive Magazine, July 10, 2012, by Alex Palmer.

[Carrot works better than stick in motivating workers](#), The Conversation, June 25, 2012.

Employees Motivated By Rewards, Not Penalties, BusinessNewsDaily, Fox Business, June 22, 2012, by Chad Brooks.

Carrots, not sticks, motivate workers to perform better, ANI News, June 21, 2012.

[Carrots, not sticks, motivate workers](#), Phys.Org, June 20, 2012.

[To motivate workers, carrot beats sticks](#), Futurity, June 21, 2012.

Capital City Recap with Michael Cohen, WILS 1320 radio interview, June 21, 2012.

[Carrots, not sticks, motivates workers](#), Science Daily, June 20, 2012.

[Accounting; Research from Worcester Polytechnic Institute Provides New Data about Accounting](#), Wall Street Journal Investment Weekly News, December 10, 2011,

Idle Capacity Costs: It Isn't Just the Expense. Management Accounting Quarterly, Winter 2012, by B. Bettinghaus, M. Debruine, and P. Sopariwala.

[Why the Big Three Put Too Many Cars on the Lot](#), CFO.com, February 2, 2012, by Marielle Segarra, *Multidisciplinary Literature Review: Remuneration and Executive Behaviour*, APG (www.apg.nl), 2010.

New Research Shows Personalized Education Dramatically Increases Employees' Perceived Value of Stock Option Awards, Ameriprise Press Release, September 19, 2006. Also cited by Forbes.com, MSN Money, Yahoo Finance, Chron.com (Houston Chronicle), and Benefits Link.

Guilt by Association, Corporate Secretary, August 2006, by Carolyn Iglesias.

Managing Internal Controls & Joint Ventures, Compliance Week, May 16, 2006, by Christine Dunn.

The Role of Alliances in Corporate Strategy, Boston Consulting Group Report, November 2005.

INVITED KEYNOTE PRESENTATIONS AND DISCUSSIONS

- 2019 *Video killed the radio star... Saving the annual performance evaluation*, Plenary presentation at the EIASM 10th Conference on Performance Measurement and Management Control, Nice, France
- 2019 *The folly of forecasting: Uncertainties, biases, and manipulation*, Plenary "bridge" presentation at the Empirical Research in Management Accounting and Control (ERMAC) conference, Vienna, Austria
- 2019 *The folly of forecasting: Uncertainties, biases, and manipulation*, Plenary presentation at the 16th Global Management Accounting Research Symposium (GMARS), Michigan State University, East Lansing, MI
- 2019 Invited discussion at the University of California - Davis Accounting Research Conference, Davis, CA
- 2019 *Pitching and Discussing Research: The Sequel*, AAA MAS Doctoral Colloquium, Fort Lauderdale FL
- 2018 *The folly of forecasting: Uncertainties, biases, and manipulation*, Plenary presentation at Monforma 2018, Monash University, Melbourne, Australia
- 2018 Invited paper presentation at the University of Notre Dame Fall Research Conference, South Bend, IN
- 2018 Invited paper presentation at the 6th Annual University of Illinois at Chicago Accounting Research Conference, Chicago, IL
- 2018 *The folly of forecasting: Uncertainties, biases, and manipulation*, Plenary presentation at the Annual Conference for Management Accounting Research (ACMAR) at WHU – Otto Beisheim School of Management, Vallendar, Germany
- 2018 *Scholarship, Practice, and Research: Pixels, pictures, and maps*, AAA New Faculty Consortium, Leesburg, VA
- 2018 *How to respond to a review*, AAA MAS Doctoral Colloquium
- 2017 *Is Your Employee Homo Economicus or Abi Normal? How to Encourage High-Performing Employees*, Goizueta Engage Conference, Atlanta, GA
- 2017 *Resource Allocation and the Cost of Quality*, Invited presentation at the Anti-Counterfeiting and Product Protection (A-CAPP), Michigan State University, East Lansing, MI
- 2017 *Scholarship, Practice, and Research: Pixels, pictures, and maps*, AAA New Faculty Consortium, Leesburg, VA
- 2016 Invited discussion at the University of Illinois Urbana-Champaign Emerging Management Accounting Scholars Symposium, Champaign, IL
- 2014 *Bullwhips, beer, and crystal balls: A proposed new direction for management accounting research*, Plenary presentation at the EIASM New Directions in Management Accounting Conference, Brussels, Belgium
- 2013 *Research on managerial accounting*, AAA Doctoral Consortium, Lake Tahoe, NV

- 2013 *6 Blind Men, an Elephant, and an 800 lb Gorilla walk into a bar...*, AAA MAS Doctoral Colloquium, New Orleans, LA
- 2010 *Economics-Based Management Accounting Research*, AAA Doctoral Consortium, Lake Tahoe, NV
- 2006 *From the Lab to the Field*, AAA ABO Doctoral Colloquium
- 2004 *Empirical Management Accounting Research*, PAC 10 Doctoral Colloquium
- 2002 *Perspectives of a New Faculty Member*, AAA MAS Doctoral Colloquium

INVITED RESEARCH SEMINARS

Arizona State University	2019	Duke University	2013
Harvard University	2001, 2009, 2015, 2019	University of Southern California	2003, 2008, 2012
University of Bern	2019	Wake Forest University	2011
University of Washington	2019	Indiana University	2011
Clemson University	2019	University of California at Davis	2011
Monash University	2018	University of Georgia	2011
Temple University	2018	Free University Amsterdam	2009
INSEAD	2018	York University	2009
George Mason University	2018	Ohio State University	2008
University of Frankfurt	2017	University of Wisconsin	2008
Naval Postgraduate School	2017	Cornell University	2006
Georgia State University	2007, 2017	Texas Christian University	2006
George Washington University	2016	Michigan State University	2002, 2005
Georgia Institute of Technology	2016	Rice University	2000, 2005
University of Melbourne	2016	University of Utah	2005
Emory University	2008, 2016	University of Pittsburgh	2005
Tulane University	2015	University of Iowa	2004
Bocconi University	2015	University of Arizona	2004
Maastricht University	2010, 2014	University of Illinois	2003
Erasmus University	2014	University of Colorado	2003
University of Kentucky	2014	Baylor University	2002
Southern Methodist University	2014	University of Notre Dame	2001
American University	2014	University of Texas at Austin	2000
University of Arkansas	2014	University of Texas at Dallas	2000
Georgetown University	2013	Stanford University	2000
Northeastern University	2013	University of North Texas	2000
University of Miami	2013		

PROFESSIONAL SERVICE

Editorial and review activities:

2016-2018	Senior Editor, <i>Journal of Management Accounting Research</i>
2015-2017	Editor, <i>Accounting Horizons</i> (T. Yohn, Editor-in-Chief)
2010-2013	Associate Editor, <i>Journal of Management Accounting Research</i> (R. Balakrishnan, Editor)
2014-2017	Editorial board member, <i>The Accounting Review</i> (M. DeFond, Editor)
2011-2014	Editorial board member, <i>The Accounting Review</i> (H. Evans, Editor)
2008-2011	Editorial board member, <i>The Accounting Review</i> (S. Kachelmeier, Editor)
2015-present	Editorial board member, <i>Accounting, Organizations & Society</i> (K. Robson, Editor)
2012-2015	Editorial board member, <i>Accounting, Organizations & Society</i> (C. Chapman, Editor)
2013-2016	Editorial board member, <i>Journal of Management Accounting Research</i> (R. Krishnan, Editor)
2006-2009	Editorial board member, <i>Journal of Management Accounting Research</i> (J. Luft, Editor)
2015-present	Editorial board member, <i>Management Accounting Research</i> (W. Van der Stede, Editor)
2015-present	Editorial board member, <i>Advances in Management Accounting</i> (M. Malina and L. Burney, Editors)
2004-2014	Editorial board member, <i>Advances in Management Accounting</i> (M. Epstein, Editor)
2013-present	Editorial advisory board member, <i>Journal of Cost Management</i>
2019	Vienna University of Economics and Business “Full Professor of Strategic Business Analytics (in a Digital Economy)” position, selection committee external reviewer
2018	Vienna University of Economics and Business “Management Control and Strategy Implementation” chaired position, selection committee external reviewer

2017 Research Council KU Leuven, grant proposal expert reviewer
 2017 Institute of Management Accountants (IMA) Research Foundation, grant proposal reviewer
 2016-2020 Bocconi University Committee for Appointments and Promotions (CAP), external member

Ad hoc reviewer:

<i>The Accounting Review</i>	<i>Management Accounting Research</i>
<i>Journal of Accounting Research</i>	<i>Journal of Financial Reporting</i>
<i>Journal of Accounting & Economics</i>	<i>Accounting Horizons</i>
<i>Contemporary Accounting Research</i>	<i>Behavioral Research in Accounting</i>
<i>Management Science</i>	<i>Production and Operations Management</i>
<i>Accounting, Organizations & Society</i>	<i>California Management Review</i>
<i>Journal of Management Accounting Research</i>	

AAA leadership roles:

AAA Annual Meeting, MAS Liaison (organizer)	2009
MAS Notable Contributions to Management Accounting Literature Award Committee, Chair	2015
MAS Dissertation Award Committee, Chair	2013
MAS Annual Meeting Best Paper Award Committee, Chair	2010
MAS Doctoral Colloquium, Co-Director	2006-2007, 2007-2008

AAA committee membership and other activities:

AAA J. Michael and Mary Anne Cook/Deloitte Foundation Prize, nominator	2019
AAA New Faculty Consortium, featured speaker and small group leader	2018
AAA Distinguished Contribution to Accounting Literature Award Selection Committee, member	2017-2018
AAA New Faculty Consortium, featured speaker, publication panel member, and small group leader	2017
AAA Council Meeting, invited panelist on Innovations in Section Journals and Social Media panels	2016
AAA Outstanding Accounting Educator Award Committee, member	2016
AAA Membership Advisory Committee, member	2013-2016
AAA Ohio Regional Doctoral / New Faculty Consortium, panelist on editor panel	2016
AAA New Faculty Consortium, review process panel member and small group leader	2015
AAA Accounting IS Big Data conference, invited participant	2015
AAA Doctoral Consortium Planning Committee, panelist, panel moderator and small group leader	2013
AAA Steve Berlin / CITGO Grant Competition Selection Committee, member	2013
AAA New Faculty Consortium, teaching effectiveness panel moderator and small group leader	2012
AAA New Faculty Consortium Planning Committee, member	2011-2012
AAA New Faculty Consortium, teaching effectiveness panelist and small group leader	2009, 2010
AAA Doctoral Consortium, small group leader	2010
AAA Annual Meeting, presenter, reviewer, session moderator, discussant, panel member, and/or panel moderator	2000-2002, 2006-2007, 2009-2018
AAA Notable Contributions to Accounting Literature Award Screening Committee, member	2006-2007
<i>AS Journal of Management Accounting Research</i> Best Paper Award Committee, member	2018
MAS Publications Committee, <i>ex officio</i> member	2015-2018
MAS Doctoral Colloquium, panelist on editors' panel, small group leader	2016, 2017, 2018
MAS Nominations Committee, member	2014, 2019
MAS Dissertation Award Committee, member	2012
MAS Publications Committee, member	2010-2012, 2012-2014, 2018-2019
MAS Mid-year Meeting Best Paper Award Committee, member	2010-2011
MAS Innovation in Teaching Awards Committee, member	2009
MAS Innovations in Management Accounting Literature Award Committee, member	2002

Conference participation:

AACSB Global Accreditation Conference, Metropolitan Business Schools Affinity Group, panelist	2020
IASM 10 th Conference on Performance Measurement and Management Control, Nice, France, co-organizer	2019
Empirical Research in Management Accounting and Control (ERMAC) Conference, Vienna, Austria, invited participant and faculty coach	2019
Southeastern Chapter Annual Meeting of the Society of Corporate Governance	2018
6 th colloquium for doctoral students in management accounting held in conjunction with the Annual Conference for Management Accounting Research (ACMAR) at WHU – Otto Beisheim School of Management, faculty member	2018
IASM 9 th Conference on Performance Measurement and Management Control, Nice, France, discussant and reception host	2017
Anti-Counterfeiting and Product Protection (A-CAPP) Summit, Michigan State University, panel moderator and discussion leader	2017
SESARC Conference, participant	2017
33rd European Accounting Association Doctoral Colloquium, Valencia, Spain, faculty	2017
40th Annual Congress of the EAA, Valencia, Spain, panelist	2017
IASM New Directions in Management Accounting Research Conference, Brussels, Belgium, session moderator, discussant, reception host	2016
Anti-Counterfeiting and Product Protection (A-CAPP) Summit, Michigan State University, “spark” table and roundtable discussion leader	2016
The University of Texas Audit Research Conference honoring William R. Kinney, invited participant	2016
Information, Markets, and Organizations (IMO) Conference, Harvard Business School, invited participant	2016
39th Annual Congress of the EAA, Maastricht, The Netherlands, discussant, session moderator	2016
3rd AIMA World Conference on Management Accounting Research, Monterey, California, presenter, session moderator	2016
Emerging Management Accounting Scholars Symposium at the University of Illinois at Urbana-Champaign Department of Accountancy, invited participant and discussant	2016
IASM 8 th Conference on Performance Measurement and Management Control, Nice, France, panelist on editors panel, presenter, and discussant	2015
T-Summit, East Lansing, Michigan, participant	2015
IASM New Directions in Management Accounting Research Conference, Brussels, Belgium, plenary speaker, session moderator, and discussant	2014
MAS Mid-Year Research Conference, presenter, reviewer, session moderator, discussant, panelist, and/or panel moderator	2001-2002, 2004, 2006-2020
Global Management Accounting Research Symposium, presenter, reviewer, session moderator, discussant, and/or reception host	2007-2011, 2013-2014, 2016, 2019
Global Management Accounting Research Symposium Emerging Scholars Forum, faculty mentor	2008, 2011

UNIVERSITY SERVICE

Emory University:

Goizueta Accounting Area Coordinator	2019-2020
Goizueta Personnel (P&T) Committee, member	2018-2020
Goizueta Executive Committee, member	2017-2020
Goizueta Corporate Advisory Board, inaugural member	2019-2020
Goizueta Executive Education Faculty Advisory Board, member	2019-2020
Goizueta Executive Women’s Leadership Forum, Faculty Director	2018, 2019
Provost’s Distinguished Teaching Award Committee, member	2019

mEmory Accounting Conference Planning Committee, member	2018-2019
GOBE ² Symposium Planning Committee, member	2018

Michigan State University:

MSU All-University Awards Committee, member	2007-2008
MSU A-CAPP Center student internship presentation, faculty judge	2016
Broad Strategic Planning Subcommittee - Collaboration Across the University, Co-Chair	2015-2017
Broad Endowed Position Renewal Review Committee, member	2016
Broad MS in Management Studies Task Force, member	2016
Broad Integrative Fellows Program, Co-Director	2014, 2015, 2016
Broad Dean Search Committee, member	2014-2015
Broad Graduate Career Management Director Search Committee, member	2015
Broad MS Data Analytics Project Faculty Coach	2014
Broad College Strategic Integrative Teaching and Learning Team, Chair	2013
Broad Full-time MBA Redesign Team, member	2011-2012
Broad Full-time MBA Task Force, member	2010-2011
Broad Committee of 200 Design Team, member	2011
Broad Women MBA Association, Faculty Advisor	2011-2012, 2013-2017
Broad Masters Programs Committee, member	2008-2012
Broad Undergraduate Programs Committee, member	2006-2007
Broad Weekend MBA Curriculum Task Force, member	2008-2009
Broad MBA Broad v. Broad Case Competition, Judge	2009
Broad MBA Breakthrough to Broad (B2B) Case Competition, Lead Judge	2010
Broad MBA Breakthrough to Broad (B2B) Case Competition, Judge	2008, 2011
Department Faculty Search Committee, member	2016-2017
Department Faculty Search Committee, Chair	2015-2016
Department Advisory Committee, member	2007-2009, 2013-2015
Department Curriculum Committee, member	2010-2012, 2013-2015
Department Brownbag Coordinator	2008-2017
Department of AIS Promising Scholars Program, Coordinator	2008, 2009, 2010, 2011
Department PhD Programs Committee, member	2006-2007, 2007-2008, 2008-2009
Department Chair Search Committee, member	2006-2007

TEACHING AWARDS & HONORS

MBA Core Faculty Member Teaching Award, Broad College of Business	2015, 2017
Salmonson Award for Teaching Excellence, Department of AIS, Broad College of Business	2016
John D. & Dortha J. Withrow Endowed Emerging Scholar Award, Broad College of Business	2010
University of Texas Mortar Board Senior Honor Society Preferred Professor	2006
Faculty Excellence Award Winner, McCombs School of Business	2003-2004
Outstanding Principles of Accounting Teacher, Stephen F. Austin State University	1995-1996

TEACHING ASSIGNMENTS

Emory University:

Accounting for Decision Making and Control, EvMBA (core)
 Managerial Accounting, FT MBA (elective)
 Empirical Management Accounting Research, PhD (doctoral seminar)
 Cost Concepts in Healthcare, Executive MBA (elective, Business of Healthcare Series)

Michigan State University:

Accounting for Decision Making and Control, MBA (core)
 Strategic Management Control Systems, MS Accounting and MBA (elective)
 Accounting for Decision Making and Control, Executive MBA (core)
 Cost and Managerial Accounting, BBA (required)
 Cost Concepts for Logistics Applications, Executive Development Program
 Strategic Cost Management, Executive Development Program
 Supply Chain Cost and Financial Concepts, Executive Development Program

University of Melbourne:

Advanced Management Accounting PhD Seminar (cost management)

Wake Forest University:

Managerial Accounting, MBA (core)
 Management Control Systems, MBA (elective)
 Strategic Cost Management, MS Accounting (required)

University of Texas at Austin:

Introduction to Managerial Accounting, MBA (core)
 Fundamentals of Managerial Accounting, Business Honors Program (required)
 Fundamentals of Managerial Accounting, BBA (required)
 Empirical Managerial Accounting Research, ITESM Doctoral Seminar

Stephen F. Austin State University:

Principles of Financial Accounting, BBA
 Principles of Management Accounting, BBA
 Introduction to Accounting for Non-Business Majors, BA

DOCTORAL STUDENT SUPERVISION

Emory University:

2020-2021 Jen Choi, Dissertation Committee Chair
 2019-2020 Jake Zureich, Dissertation Committee Member (placed at Tilburg University)
 2017-2018 Lisa LaViers, Dissertation Committee Member (placed at Tulane University)

Maastricht University

2017 Judith Künneke, Thesis Evaluation Committee Member

Michigan State University:

2016-2017 Will Demere, Dissertation Committee Chair (placed at University of Missouri)
 2016-2017 Judy Walton, Omar Hakim, and Simeon Frang, MSU College of Education, Dissertation in Practice Committee Member
 2014-2015 Susanna Gallani, Dissertation Committee Member (placed at Harvard Business School)
 2012-2014 Amy Swaney, Dissertation Committee Chair (placed at Central Michigan University)
 2010-2011 Dimitris Vrettos, Dissertation Committee Chair (placed at Southern Methodist University)
Winner of the 2012 AAA Outstanding Management Accounting Dissertation Award
Winner of the 2015 IMA Research Foundation Emerging Scholar Manuscript Award
 2006-2008 Alexander Woods, Dissertation Committee Co-Chair (placed at College of William and Mary)

University of Texas at Austin:

- 2006-2009 Margaret Christ, Dissertation Committee Member (placed at University of Georgia)
- 2002-2004 Kevin Jackson, Dissertation Committee Member (placed at University of Illinois)

PROFESSIONAL EXPERIENCE & CERTIFICATION

- 1991-1992 **Corning, Incorporated**, Corning, NY
Consultant
Played the lead role in the design, implementation, and installation of the Corning, Incorporated Sales & Administrative Expense Budgeting System and the Opto-Electronics Division Executive Information System.
- 1989-1991 **Execucom Systems Corporation**, Austin, TX
Staff Consultant
Worked on the design and implementation of customized client information systems used in forecasting, planning and decision-making in the airline, petrochemical, computer manufacturing, and retail industries.
- 1994-2004 Certified Public Accountant, State of Texas

Professional Association Membership:

- American Accounting Association, Member 1998-present
- Institute of Management Accountants, Member 2000-present
- European Accounting Association, Member 2016-2018
- Institute of Internal Auditors, Member 2003-2009
- The Institute of Business Forecasting & Planning 2019-2020
- WorldatWork 2019-2020