

## KRISTY L. TOWRY

John & Lucy Cook Chair and Professor of Accounting  
Goizueta Business School  
Emory University  
[ktowry@emory.edu](mailto:ktowry@emory.edu)

March, 2023

### Address

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Goizueta Business School  
1300 Clifton Road  
Atlanta, GA 30322  
Phone: 404-727-4895

### Education

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<i>The University of Texas at Austin</i> Austin, TX	Ph.D., Accounting, 2002
<i>Texas A&amp;M University</i> College Station, TX	M.B.A., 1988
<i>Northwestern State University</i> Natchitoches, LA	B.S., Math & Computer Science, 1982

### Research and Teaching Interests

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<i>Research:</i> Managerial Accounting Behavioral Economics	<i>Teaching:</i> Managerial Accounting
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### Academic Experience

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<i>Emory University</i>	
Vice Dean for Faculty and Research	2015-2019
Professor	2014 – present
Associate Professor	2008 – 2014
Assistant Professor	2002 – 2008
Courses	
International Colloquium (EMBA):	2022
Managerial Accounting and Control (MBA):	2002, 2003, 2004, 2005, 2006, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2019, 2021, 2022
Empirical Management Accounting Research (Ph.D. Seminar):	2010, 2012, 2014, 2016, 2019, 2021, 2023
Accounting & The Nature of the Firm (Ph.D. Seminar):	2007
Executive Education	
Custom Program Delivery:	2020, 2021, 2022
Emory Excellence Through Leadership Program:	2012, 2014, 2018, 2021, 2022
Emory Strategy and Value Creation:	2013, 2014

Emory – South Africa GAP Biosciences: 2008, 2009, 2013, 2014, 2015, 2016, 2017, 2018, 2022

Emory Physicians Executive Training Program: 2012, 2013

International Ph.D. courses

Experimental Research in Accounting (Limperg Institute, The Netherlands): 2012, 2014

Experimental Research in Management Accounting (University of Bern): 2013

Experimental Research in Management Accounting (University of Muenster): 2012

Awards

MBA Fulltime Program Last Lecturer – 2007, 2016

Emory Williams Teaching Award - 2015

MBA Evening program Core Distinguished Educator Award – 2009, 2012

MBA Fulltime Program Teaching Excellence Award – 2003, 2004, 2005, 2007

Adler Teaching Prize – 2006

*The University of Texas at Austin*

Assistant Instructor

Spring, Summer 1997

Courses

Introduction to Managerial Accounting

Awards

Fred Moore Award for Teaching Excellence, 1998

## **Publications**

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### ***Research Publications***

Burke, J., K.L. Towry, D. Young, and J. Zureich. 2023. Ambiguous Sticks and Carrots: The Effect of Contract Framing and Payoff Amiguity on Employee Effort. *The Accounting Review* 98(1): 139-162.

Tafkov, I., K.L. Towry, and F. Zhou. 2022. The Impact of Knowledge Transfer on Investments in Knowledge Creation in Firms. *Contemporary Accounting Research* 39(2): 1260-1296.

Schuhmacher, K., K.L. Towry, and J. Zureich. 2021. Leading by Example: The Effect of Contract Design on the Ability to Lead. *The Accounting Review* 97(3): 373-393.

Choi, J., G. Hecht, I. Tafkov, and K.L. Towry. 2020. Bring the Noise, but Not the Funk: Does the Effect of Performance Measure Noise on Learning Depend on Whether the Learning is Experiential or Vicarious? *The Accounting Review* 95(4): 153-172.

Choi, J., G. Hecht, I. Tafkov., and K.L. Towry. 2016. Vicarious Learning Under Implicit Contracts. *The Accounting Review* 91(4): 1087-1108.

- Hannan, R.L., K.L. Towry, and Y. Zhang. 2013. Turning Up the Volume: An Experimental Investigation of the Role of Mutual Monitoring in Tournaments. *Contemporary Accounting Research* 30(4): 1401-1426.
- Christ, M., K.L. Sedatole, and K.L. Towry. 2012. Framing Sticks as Carrots: An Experimental Investigation of Contract Frame and Effort in Agency Relationships. *The Accounting Review* 87(6): 1913-1938.
- Winner of the “Best Paper” Award at the AAA Management Accounting Section Midyear Meeting, Seattle, WA, 2010.
- Towry, K. 2012. Discussion of “Subordinates as the First Line of Defense Against Biased Financial Reporting.” *Journal of Management Accounting Research* 24: 25-30.
- Farrell, A.M., K.K. Kadous, and K.L. Towry. 2012. Does the Communication of Causal Linkages Improve Effort Allocations? An Experimental Investigation. *Journal of Management Accounting Research* 24: 77-102.
- Hecht, G., I. Taffkov, and K.L. Towry. 2012. Performance Spillover in a Multi-Task Environment. *Contemporary Accounting Research* 29(2): 563-589.
- Maas, V.S. van Rinsum, M., and K.L. Towry. 2012. In Search of Informed Discretion: An Experimental Investigation of Fairness and Trust Reciprocity. *The Accounting Review* 87(2): 617-644.
- Bailey, W.J., G. Hecht, and K.L. Towry. 2011. Dividing the Pie: The Influence of Managerial Discretion Extent on Bonus Pool Allocation. *Contemporary Accounting Research* 28(5): 1562-1584.
- Hannan, R.L., F.W. Rankin, and K.L. Towry. 2010. Flattening the Organization: The Effect of Organizational Reporting Structure on Honesty in Managerial Reporting. *Review of Accounting Studies* 15(3): 503-536.
- Accepted for the 2009 *Review of Accounting Studies* Conference, October, 2009.
- Basu, S., J. Dickhaut, G. Hecht, K. Towry, and G. Waymire. 2009. Recordkeeping Alters Economic History by Promoting Reciprocity. *Proceedings of the National Academy of Sciences* 106(4): 1009-1014.
- Published Discussion: Basu, S., J. Dickhaut, G. Hecht, K. Towry, and G. Waymire. 2009. Reply to Michael Smith: “Modern behavioral experiments are not economic history.” *Proceedings of the National Academy of Sciences* 106(16): E40.
- Farrell, A.M., K.K. Kadous, and K.L. Towry. 2008. Contracting on Contemporaneous vs. Forward-Looking Measures: An Experimental Investigation. *Contemporary Accounting Research* 25(3): 773-802.
- Hannan, R.L., F.W. Rankin, and K.L. Towry. 2006. The Effect of Information Systems on Honesty in Managerial Reporting: A Behavioral Perspective. *Contemporary Accounting Research* 23(4): 885-918.
- Winner of the Glen McLaughlin Award for Research in Accounting Ethics (\$10,000 prize).
- Kadous, K.K., L.L. Koonce, and K.L. Towry. 2005. Quantification and Persuasion in Managerial Judgment. *Contemporary Accounting Research* 22(3): 643-686.

- Coletti, A.L., K.L. Sedatole, and K.L. Towry. 2005. The Effect of Control Systems on Trust and Cooperation in Collaborations. *The Accounting Review* 80(2): 477-500.
- Kachelmeier, S.J., and K.L. Towry. 2005. The Limitations of Experimental Design: A Case Study Involving Incentive Effects in Laboratory Markets. *Experimental Economics* 8: 21-33. Reprinted in *New Developments in Experimental Economics*, Ed. by E. Carbone and C. Starmer. Camberly, UK: Edward Elgar Publishing, forthcoming.
- Towry, K.L. 2003. Control in a Teamwork Environment: The Impact of Social Ties on the Effectiveness of Mutual Monitoring Contracts. *The Accounting Review* 78(4): 1069-1095. Winner of the AAA Management Accounting Association and Institute of Managerial Accountants Best Dissertation Award.
- Kachelmeier, S.J., and K.L. Towry. 2002. Negotiated Transfer Pricing: Is Fairness Easier Said than Done?" *The Accounting Review* 77(3): 571-593.

### ***Educational and Practitioner Publications and Book Contributions***

- Sacks, M. and K.L. Towry. 2021. South Africa Musings: A Long and Evolving Partnership Supporting Bio Innovation. In Sibanda, M. *Nuts and Bolts: Strengthening Africa's Innovation and Entrepreneurship Ecosystems*.
- Choi, J., G. Hecht, I. Tafkov, and K.L. Towry. 2019. Is Experience the Best Teacher for Employees? *Strategic Finance* 101(5): 19-20.
- Jutte, L., A. Farrell, K. Kadous, M. Shackel-Dowell, K. Towry, and K. Young. 2017. Do You Want Linkages with That? *Strategic Finance* 99(1): 40-47.
- Christ, M. H., K. L. Towry, K. L. Sedatole, and M. Shackell-Dowell. 2014. Sticks and Carrots in Incentive Contracting. *Finance & Accounting Memos* (2): 41-44.
- Christ, M.H., K.L. Sedatole, K.L. Towry, and M.A. Thomas. 2008. When Formal Controls Undermine Trust and Cooperation. *Strategic Finance* 89(7): 39-44.
- Platt, D.E., and K.L. Towry. 2001. Pecos Products: A Project Introducing Complexity into the Study of Activity-Based Costing. *Issues in Accounting Education* 16(1): 99-124.

### **Working Papers**

- Gunnell, H., K. Schumacher, and K.L. Towry. 2023. Pay Raise Framing and the Perpetuation of Pay Disparities. Working Paper
- Samet, J., K. Schuhmacher, K.L. Towry, and J. Zureich. 2023. Reciprocity over time: Do Employees Respond More to Kind or Unkind Controls? Working Paper.
- Gunnell, H., G. Hecht, W. Tayler, and K. L. Towry. 2022. Sooner or Later: The Effects of Timing on Managers' Discretionary Weighting of Multiple Performance Measures. Working Paper.

### **Ongoing Projects**

- Is Melioration Mitigated through Delegation? (with Jake Zureich).

## **Invited Presentations**

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Writing for Practitioners – AAA Webinar, March, 2022

Management Control Systems and Intrinsic Motivation – Plenary Speaker  
JMAR Forum at AAA MAS Meeting, 2022

Rethinking Positive versus Negative Reciprocity: Father Time Weighs In  
University of Arizona, 2020.  
Brigham Young University, 2021.  
Palmetto Conference, University of South Carolina, 2021.

Leading by Example: The Effect of the Leader's Contract on Following.  
Erasmus University, 2019.  
Iowa State University, 2018.

Using Analytic Models to Motivate Empirical Research.  
AAA Management Accounting Section Doctoral Colloquium, 2019.

Romance and Agency Theory: Using Analytic Models to Motivate Empirical Research.  
New Directions in Accounting Research Conference, Brussels, December 2018.

Performance Measurement & Pay Dispersion (Discussion)  
University of Illinois Emerging Management Accounting Scholars Symposium II, 2018.

Finding Common Ground: Integrating Economics & Psychology in Accounting Research.  
Meditari Research Conference, South Africa, June 2018.

Pitching Your Research  
AAA Management Accounting Section Doctoral Colloquium, 2018.  
Bring the Noise, but Not the Funk: Does the Effect of Performance Measure Noise on Learning  
Depend on Whether the Learning is Experiential or Vicarious?  
Clemson University, October 2017.  
Northeastern University, October 2017.

Taking on a Role in University Administration – Joining the Dark Side or Shaping the Future?  
American Accounting Association Annual Meeting, San Diego, 2017.

Paradigmatic Diversity in Management Accounting Research: What, Why, and How?  
AAA Management Accounting Section Midyear Meeting, San Juan, PR, January 2017.

Research Exemplars  
AAA/Deloitte/J. Michael Cook Doctoral Consortium, 2015, 2016, 2017.

Scholarship, Practice, and Research.  
American Accounting Association E&Y Foundation New Faculty Consortium, January 2016.

Vicarious Learning Under Implicit Contracts.

University of Texas Behavioral Accounting Research Conference, April 2015.  
Penn State University, February 2014.  
Monash University, November 2013.  
University of California at Davis, October 2013.  
Tulane University, October 2013.  
Virginia Commonwealth University, November 2013.

The Ten Big Ones for Experimental Research in Accounting.  
AAA Accounting, Behavior & Organizations Doctoral Colloquium, October 2014.

Sooner or Later: The Effects of Timing on Managers' Discretionary Weighting of Multiple Performance Measures.  
Florida International University, November 2104.  
University of Alberta Accounting Research Conference, Banff, August 2014.  
Maastricht University, May 2014.  
Global Management Accounting Research Conference, June 2013.  
Wake Forest University, March 2013.  
American Accounting Association Management Accounting Section Midyear Meeting, New Orleans, LA, January 2013.

Analytic Modelers: Who Needs Them Anyway?  
GMARS Conference Plenary (Sydney, Australia), June 2014.

Managerial Accounting Research: Making People Out of Machines  
MONFORMA Conference Plenary (Melbourne, Australia), November 2013.

Deception in Accounting Experimentation  
AAA Accounting, Behavior & Organizations Doctoral Colloquium, October 2013.

Managerial Accounting is Fun! Trust Me.  
American Accounting Association Management Accounting Section Doctoral Colloquium,  
New Orleans, LA, January 2013.

Subordinates as the First Line of Defense Against Biased Financial Reporting. A Discussion.  
Journal of Management Accounting Conference, January 2012

Framing Sticks as Carrots: An Experimental Investigation of Contract Frame and Effort in Agency Relationships.  
John Dickhaut Memorial Conference, January 2012  
Katholieke Universiteit Leuven, September, 2011  
Hamburg University, September, 2011

Mutual Monitoring in Tournaments: The Moderating Effect of Goal Orientation.  
George Mason University, March, 2011.  
Florida State University, March 2011.  
Tilburg University, September, 2010.  
Katholieke Universiteit Leuven, September, 2010.  
Global Management Accounting Research Conference, June 2010.  
University of Oklahoma Behavioral Accounting Conference, May 2010.

Arizona State University, May, 2010.

In Search of Informed Discretion: An Experimental Investigation of Fairness and Trust Reciprocity.  
University of Washington, January, 2010.  
University of Iowa, December, 2009.  
Michigan State University, November, 2009.  
AAA Annual Meeting, New York, NY, August, 2009.

Framing Sticks as Carrots: An Experimental Investigation of Control and Trust in Agency Relationships.  
Nanyang Technological University, Singapore, September 2009.  
Colorado State University, February, 2009.

Fun and Games with Managerial Accounting  
AAA Accounting, Behavior & Organizations Midyear Meeting, Providence, RI, October, 2008.

Experiments! For the Control Freak in All of Us  
Ph.D. Project Accounting Doctoral Students Association Conference, Anaheim CA, August, 2008.

Incentives in a Multi-Task Environment: Timing is Everything  
University of Massachusetts at Amherst, May, 2008.  
Queen's-York Behavioural Accounting Workshop, May, 2008.  
University of Wisconsin, April, 2008.

Dividing the Pie: The Influence of Managerial Discretion Extent on Bonus Pool Allocation  
University of South Florida, March, 2008.  
Southern Methodist University, February, 2008.

Recordkeeping Fundamentally Alters the History of Exchange  
BARC (Boston Accounting Research Colloquium), November, 2007.  
University of Arizona, September, 2006.  
American Accounting Association Annual Meeting, Emerging and Innovative Research Session, Washington, D.C., August, 2006.  
Emory University Accounting Mini-Conference on the Foundations of Accounting, January, 2006.

Experiments in Managerial Accounting – Welcome to the Island of Misfit Toys  
AAA Accounting, Behavior & Organizations Doctoral Colloquium, Philadelphia, PA, October, 2007.

Flattening the Organization: The Effect of Organizational Reporting Structure on Honesty in Managerial Reporting  
University of Connecticut, September, 2007.  
Erasmus University, March, 2007.  
Rice University, January, 2007.  
University of South Carolina, December, 2006.  
University of Texas at Austin Accounting Mini-Conference, March, 2006.

- Washington University in St. Louis Accounting Mini-Conference, St. Louis, MO, November, 2005.  
 American Accounting Association Annual Meeting, San Francisco, CA, August, 2005.  
 Southeast Summer Accounting Research Colloquium, July, 2005.
- Integrating Economic and Psychology Theory in Accounting Research  
 AAA/Deloitte/J. Michael Cook Doctoral Consortium, June, 2007.
- Integrating Economic and Psychology Theory in Managerial Accounting Experiments  
 Erasmus University, March, 2007.  
 AAA Management Accounting Section Doctoral Colloquium, Ft. Worth, TX, January, 2007.
- Contracting on Contemporaneous vs. Forward-Looking Measures: An Experimental Investigation  
 AAA Accounting, Behavior and Organizations Section Mid-Year Meeting, Atlanta, GA, October, 2005.
- Managing Impressions – The Effect of Non-Contractible Information on Honesty in Managerial Reporting  
 Yale School of Management Fall Accounting Conference, October, 2004.  
 Queens University, October, 2004.
- The Effect of Control Systems on Teams and Alliances – Trust and Cooperation in Collaborations  
 Southeast Summer Accounting Research Colloquium, June, 2004.  
 Arizona State University, April, 2004.  
 AAA Management Accounting Section Meeting, Miami, FL, January, 2004.  
 University of Iowa, January, 2004.  
 University of Pittsburgh, December, 2003.
- A New Scholar's View of the Transition to Academic Life  
 AAA Management Accounting Doctoral Colloquium, Miami, FL, January, 2004.
- Budgeting without Commitment -- The Effect of Non-Contractible Information on Honesty in Managerial Reporting  
 Michigan State University, October, 2003.  
 Southeast Summer Accounting Research Colloquium, July, 2003.
- Quantification and Persuasion in Managerial Judgement  
 American Accounting Association Annual Meeting, Honolulu, HI, August, 2003.
- Control in a Teamwork Environment: The Impact of Social Ties on the Effectiveness of Mutual Monitoring Contracts  
 University of Georgia, April, 2003.  
 Cornell University, April, 2003.  
 University of Connecticut, March, 2003.  
 AAA Management Accounting Section Meeting, San Diego, CA, January, 2003.  
 University of Alabama, December, 2002.  
 American Accounting Association Annual Meeting, San Antonio, TX, August, 2002.  
 University of Washington, March, 2002.  
 Stanford University, March, 2002.



Emory University, March, 2002.  
University of Illinois at Urbana-Champaign, March 2002.  
Texas A&M University, February 2002.  
Washington University in St. Louis, February 2002.  
University of Notre Dame, February 2002.  
Harvard University, February, 2002.  
Indiana University, February, 2002.  
University of Southern California, January, 2002.  
The University of Texas at Austin, December, 2001.

Negotiated Transfer Pricing: Is Fairness Easier Said than Done?  
American Accounting Association Annual Meeting, Philadelphia, PA, August, 2000.  
The University of Texas at Austin, August, 1999.

## **Service**

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### Editing, Reviewing & Discussing

*Accounting Horizons* – Associate Editor (prior)  
*Behavioral Research in Accounting* – Associate Editor (prior)  
*The Accounting Review* – Editorial Board (prior)  
*Contemporary Accounting Research* – Adhoc Associate Editor, Editorial Board (prior)  
*Accounting, Organizations & Society* – Editorial Board (prior)  
*Journal of Management Accounting Research* – Editorial Board (prior)  
*Meditari Accountancy Research* – Editorial Advisory Board  
*Behavioral Research in Accounting* – Editorial Board (prior)  
*Journal of Accounting Literature* – Adhoc Reviewer  
*Management Science* – Adhoc Reviewer  
*Journal of Accounting Research* – Adhoc Reviewer  
*Auditing: A Journal of Practice and Theory* – Adhoc Reviewer  
*European Accounting Review* – Adhoc Reviewer  
Social Sciences and Humanities Research Council of Canada – Adhoc Reviewer  
Swiss National Science Foundation – Adhoc Reviewer  
National Science Foundation – Adhoc Reviewer  
Global Mananagement Accounting Research Symposium, 2009, 2012, 2013 – Discussant  
AAA Management Accounting Section Mid-Year Meeting, 2003, 2005, 2006, 2007, 2008, 2010, 2011, 2012, 2013, 2014, 2015 – Reviewer  
AAA Management Accounting Section Mid-Year Meeting, 2003, 2004, 2005, 2006, 2008, 2013, 2014 – Discussant  
AAA Accounting, Behavior, and Organizations Section Mid-Year Meeting, 2005, 2006, 2007 – Reviewer  
AAA Annual Meeting, 2003, 2004, 2005, 2006, 2007, 2009, 2012 – Reviewer  
AAA Annual Meeting, 2003, 2005, 2006, 2007, 2012 – Discussant

### Doctoral Student Supervision

Chairman of Doctoral Studids – Jacob Zureich, 2020  
Chairman of Doctoral Studies Committee – Lisa LaViers, 2018  
Chairman of Doctoral Studies Committee – Willie Choi, 2011  
Chairman of Doctoral Studies Committee – Ivo Tafkov, 2009

Doctoral Studies Committee – Leo Barcellos, 2022  
Doctoral Studies Committee – Jen Choi, 2022  
Doctoral Studies Committee – Ewelina Forker (current)

Doctoral Studies Committee – Anil Kshatriya (University of Amsterdam), current  
Doctoral Studies Committee – Fabien Ize (Tilburg University), current  
Doctoral Studies Committee – Peina Lu (Georgia Tech University), current  
Doctoral Studies Committee – Suyun Wu (Georgia Tech University), 2022  
Doctoral Studies Committee – Razvan Ghita (University of Amsterdam University), 2022  
Doctoral Studies Committee – Bright Hong, 2019  
Doctoral Studies Committee – Jordan Samet (Georgia Tech University), 2019  
Doctoral Studies Committee – Daniel Zhou – 2017  
Doctoral Studies Committee – Bob Mocadlo, 2016  
Doctoral Studies Committee – Melanie Millar, 2016  
Doctoral Studies Committee – Huaxiang Yin (Tilburg University), 2014  
Doctoral Studies Committee – Yuebing Liu (Georgia Tech University), 2014  
Doctoral Studies Committee – Kelli Lanier (Emory Economics student), 2012  
Doctoral Studies Committee – Donnie Young, 2012  
Doctoral Studies Committee – Bart Dierynck (Katholieke Universiteit Leuven), 2011  
Doctoral Studies Committee – Paul Madsen, 2010  
Doctoral Studies Committee – Adina Barbulescu (Emory Marketing student), 2009  
Doctoral Studies Committee – Drew Newman, Georgia State University, 2009  
Doctoral Studies Committee – Jane Thayer, 2008  
Doctoral Studies Committee – Rachna Prakash, 2007  
Doctoral Studies Committee – May Zhang, University of Pittsburgh, 2006

#### Leadership & Planning

Goizueta Vice Dean for Faculty and Research, 2015 - 2019  
AAA Management Accounting Section Lifetime Achievement Award Committee, Chair, 2019.  
AAA Management Accounting Section Nominations Committee, Chair, 2018.  
AAA Management Accounting Section President, 2016 - 2017  
Search Committee for Goizueta Chief Business Officer, Chair, 2017  
Goizueta Adhoc Committee on Faculty Governance, Chair, 2014 - 2015  
IMA (Institute of Management Accountants) Research Foundation Board of Directors, 2013 - current  
Best Early Career Researcher in Management Accounting Award Chair, 2013 - 2014  
AAA New Faculty Consortium Co-Chair, 2012  
AAA MAS Mid-year Meeting Best Paper Award Committee Chair, 2011  
AAA Management Accounting Section Mid-Year Meeting Co-Chair, 2009, 2010  
AAA ABO Awards Committee Chair, 2007-2008  
Goizueta Accounting Workshop Series Coordinator, 2005-2006

#### Committee Work – Profession

AAA Cook Prize Selection Committee, 2019-2022  
AAA Management Accounting Section Lifetime Achievement Award Committee, 2017-2019.  
AAA Doctoral Consortium Committee, 2014 - 2017  
AAA Task Force on Ethics in Publication, 2013 - 2015  
AAA Research Committee, 2012 - 2015

AAA Nominations Committee, 2014  
AAA New Faculty Consortium Committee, 2011  
AAA MAS Mid-year Meeting Best Paper Award Committee, 2010  
AAA MAS Dissertation Award Committee, 2004-2005, 2007-2008  
AAA Doctoral Consortium Committee, 2006-2007  
AAA MAS Best Paper Committee, Annual Meeting, 2006  
AAA ABO Dissertation Award Committee, 2005-2006  
AAA Notable Contributions Selection Committee, 2004-2005

Committee Work – Emory University and Goizueta Business School

GBS Executive Committee, 2020 –  
    Sub-Committee on Global Classrooms and Online Education – 2022 –  
    Sub-Committee on Analytics Strategy – 2021-2022  
Woodruff Scholars Committee – 2022 –  
GBS MPA Review Committee, 2020 – 2022  
EU Center for Faculty Development and Excellence Advisory Board, 2013 - 2019  
EU Standing Committee on Faculty Governance, 2014 - 2015  
GBS Doctoral Studies Committee and Coordinator of Ph.D. Program in Accounting, 2014 - 2015  
GBS Computing and Education Committee, 2013 - 2014  
GBS Promotion and Tenure Committee, 2009-2013  
EU Advisory Committee: Scholars Program in Interdisciplinary Neuroscience Research, 2009-2010  
GBS Goizueta Advanced Leadership Academy (GALA) Selection Committee, 2009  
EU Institutional Review Board, 2008-2009  
GBS Fulltime MBA Curriculum Revision Committee, 2007  
GBS Fulltime MBA Curriculum Review Committee, 2006-2007  
GBS Research Committee, 2007-2008  
GBS Non-Degree Committee, 2005-2006  
GBS Class Act Staff Awards Selection Committee, 2006-2009  
GBS Advisory Committee for Dean Search, 2004  
GBS Institutional Review Board (Goizueta Business School level) Committee Member, 2003-2004

Recruiting, Alumni Events, etc.

Executive Women of Emory Webinar, 2020  
Emory AAE Webinar, 2020  
Woodruff Scholars Mock Lecture, 2020  
Inside Emory Speaker (Emory Development and Alumni Relations program), 2013  
NYGG Breakfast Speaker (New York Alumni Event), 2013  
Super Saturday (Fulltime MBA Recruiting) Mock Lecture, 2009, 2010, 2011, 2012  
Staff Professional Development Speaker, 2011  
Weekend MBA Open House Mock Lecture, 2009, 2010  
GALA panel, 2009  
Ph.D. Student Teaching Course Guest Speaker, 2006, 2007, 2008, 2010  
Welcome Weekend Panel, 2004, 2005, 2006, 2007, 2008, 2009, 2014  
MBA One-Year Program Orientation Panel, 2007  
MBA Fulltime Program Leadweek Cross-Disciplinary Teaching Session, 2007  
New Faculty Orientation Panel, 2005, 2007, 2008, 2009  
International Student Orientation Panel, 2005  
Goizueta Marketing Strategy Competition, 2003, 2005, 2011, 2012

### Misc. Student Involvement

Faculty Advisor for Students Going Through Sexual Misconduct Process, 2014 - 2015.  
Goizueta Advanced Leadership Academy (GALA) Leadership Challenge Facilitator, British Virgin Islands, 2008  
Goizueta Gives Faculty Representative, 2004-2008  
MBA Teen Summit Faculty Representative, 2007  
MBA Academic Affairs Team Faculty Representative, 2006-2007  
MBA Academic Student Action Group Faculty Representative, 2004-2006

### Professional Experience

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*Compaq Computer Corporation      Consolidations Analyst      03/95 - 10/96*  
Coordinated the P&L forecast process for North America Division (\$7.3B annual revenue).

*Exxon Company, USA      Sr. Financial Specialist      06/88 - 02/95*  
Upstream Financial Services, Houston  
Coordinated financial analysis of crude oil pricing and volumes for Exxon's domestic production (\$2.2B annual revenue).  
Operations Accounting, Southeastern Production Division, New Orleans  
Served as financial contact for operations in Alabama and Florida.  
Financial Analysis & Reporting, Offshore Production Division, New Orleans  
Coordinated financial analysis of depreciation and depletion expense and field profitability for all properties in the Gulf of Mexico.  
Audit Planning and Coordination, Houston  
Served as analyst on 3-person team supporting General Auditor.  
Downstream/Chemicals Audit Staff, Houston  
Led and participated on audits (operational and financial) of marketing and chemicals functions, including retail districts and chemical plants.

*LA Tech University, Ruston, LA      Systems Analyst      10/83 - 07/86*

*First National Bank, Shreveport, LA      Programmer      06/82 - 09/83*

### Research Awards, Scholarships, and Fellowships

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*Emory University*  
AAA Management Accounting Section Midyear Meeting Best Paper Award, 2010.  
AAA Notable Contributions to Management Accounting Literature Award, 2009  
Best Early Career Researcher in Management Accounting, 2008, (Sponsored by AICPA, CIMA, and MAC)  
Alumni Award for Excellence in Research, 2006.  
Glen McLaughlin Award for Research in Accounting Ethics (\$10,000 prize), 2004  
American Accounting Association Management Accounting Section and Institute of Managerial Accountants Best Dissertation Award, 2003.

*The University of Texas at Austin*

AAA D&T J. Michael Cook Doctoral Consortium, 2001  
PAC-10 Doctoral Consortium, 2001  
AAA MAS Doctoral Consortium, 2000, 2001, 2002  
Deloitte & Touche Doctoral Fellowship, 2000  
AAA Southwest Doctoral Consortium, 2000  
University Continuing Fellowship, 1998-99  
AAA Fellowship, 1997-98  
Cooper Fellowship, 1997-98  
Texaco Scholarship, 1997

*Texas A&M University*

College of Business Administration Graduate Achievement Award  
Lechner Fellowship for Graduate Study

**Research Grants**

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Institute of Managerial Accountants Foundation for Applied Research Grant, 2005.

Institute of Internal Auditors Research Foundation, Michael J. Barrett Dissertation Award, 2001.

University of Texas at Austin Center for Business Measurement and Assurance Services Grant, 2001, 2002.

University of Texas at Austin “Fast Tex” (Faculty and Student Teams) Grant for incorporating technology in learning and teaching (with D.E. Platt), 2001.

McCombs School of Business Eugene and Dora Bonham Fund Grant for research by graduate students, 1999, 2001.

LARIAT (Dell/UT) Grant for integration of information technology with education (with D.E. Platt), 1999.

McCombs School of Business Bureau of Business Research Grant (with S.J. Kachelmeier), 1998, 1999.

University of Texas at Austin University Research Institute Research Grant (with S.J. Kachelmeier), 1998, 1999.

**Affiliations**

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EXCEN (Experimental Economics Center)  
American Accounting Association  
Economic Science Association  
Institute of Internal Auditors  
Institute of Managerial Accountants  
Society for Judgment and Decision Making