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## **Anne M. Farrell**

**PricewaterhouseCoopers Professor of Accountancy**  
**Farmer School of Business, Miami University**  
800 East High Street, Oxford, OH 45056  
phone: 513-529-1869 / e-mail: Anne.Farrell@MiamiOH.edu

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### **EDUCATION**

**Ph.D. in Accounting – Michigan State University**  
East Lansing, MI

**M.S. in Accounting – George Mason University**  
Fairfax, VA

**B.B.A. in Accounting – University of Notre Dame**  
Notre Dame, IN

### **ACADEMIC EXPERIENCE**

**Miami University**  
**Farmer School of Business, Department of Accountancy**

July 2018 - present	PricewaterhouseCoopers Professor of Accountancy
July 2016 - June 2018	Associate Professor of Accountancy and Endres Fellow
July 2014 - June 2016	Associate Professor of Accountancy
July 2011 - June 2014	PricewaterhouseCoopers Assistant Professor of Accountancy

**William Davidson Institute at the University of Michigan**  
**Education Sector**

August 2022	Instructor
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**University of Illinois at Urbana-Champaign**  
**College of Business, Department of Accountancy**

November 2002 - June 2011	Assistant Professor
June 2002 - November 2002	Lecturer

**Michigan State University**  
**Eli Broad Graduate School of Management, Department of Accounting and Information Systems**

August 1997 - May 2001	Research Assistant, Drs. Michael Shields & Joan Luft
August 1996 - August 1997, May 1999 - August 1999, and August 2001 - May 2002	Teaching Assistant

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## **ACADEMIC EXPERIENCE (CONTINUED)**

**American University  
Kogod School of Business, Department of Accounting**

August 1995 - May 1996                      Adjunct Professor

## **PROFESSIONAL EXPERIENCE**

**Deloitte – Chicago, IL**

August 2008 - December 2008              Scholar in Residence

**Gannett Company, Inc. – Arlington, VA**

August 1993 - June 1996                      Manager/Consolidations & Analysis

August 1990 - July 1993                      Supervisor/Consolidations & Analysis

October 1988 - July 1990                      Senior Internal Auditor

**The Hearst Corporation – New York, NY**

September 1986 - July 1988                  Senior Financial Analyst, Corporate Controller's Office

**Deloitte Haskins & Sells – New York, NY**

September 1984 - September 1986          Senior Accountant, Audit Staff

## **ACADEMIC AND PROFESSIONAL MEMBERSHIPS**

**Academic Organizations:**

American Accounting Association  
– Management Accounting Section  
– Accounting, Behavior, and Organizations Section

Canadian Academic Accounting Association

European Accounting Association

Society for Neuroeconomics

Ohio Miami Valley Chapter of the Society for Neuroscience

**Professional Licenses and Organizations:**

Certified Public Accountant (CPA), States of New York and Illinois (inactive)

Chartered Global Management Accountant (CGMA)

Association of International Certified Professional Accountants (AICPA)

Institute of Management Accountants

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## **RESEARCH PUBLICATIONS**

- It's Complicated: How a Subordinate's Gender Influences Supervisors' Use of Past Performance Information When Appraising Potential (with Michele Frank). 2022 (Forthcoming). *Journal of Management Accounting Research*. <https://doi.org/10.2308/JMAR-2020-031>
- Is Neuroaccounting Taking a Place on the Stage? A Review of the Influence of Neuroscience on Accounting Research (with Ann Tank). 2022. *European Accounting Review* 31(1): 173-207. <https://doi.org/10.1080/09638180.2020.1866634>
- Financial Incentives Differentially Regulate Neural Processing of Positive and Negative Emotions During Value-Based Decision-Making (with Joshua Goh and Brian White). 2018. *Frontiers in Human Neuroscience* 12: 58. <https://doi.org/10.3389/fnhum.2018.00058>
- Scoundrels or Stars? Theory and Evidence on the Quality of Workers in Online Labor Markets (with Jonathan Grenier and Justin Leiby). 2017. *The Accounting Review* 92(1): 93-114. <https://doi.org/10.2308/accr-51447>
- Decision-Making Approaches and the Propensity to Default (with Jeffrey Brown and Scott Weisbenner). 2016. *Journal of Financial Economics* 121(3): 477-495. <https://doi.org/10.1016/j.jfineco.2016.05.010>
- The Effect of Performance-Based Incentive Contracts on System 1 and System 2 Processing in Affective Decision Contexts: fMRI and Behavioral Evidence (with Joshua Goh and Brian White). 2014. *The Accounting Review* 89(6): 1979-2010. <https://doi.org/10.2308/accr-50852>
- Managers' Incorporation of the Value of Real Options into Their Long-Term Investment Decisions: An Experimental Investigation (with Christine Denison and Kevin Jackson). 2012. *Contemporary Accounting Research* 29(2): 590-620. <https://doi.org/10.1111/j.1911-3846.2011.01116.x>
- Does the Communication of Causal Linkages Improve Effort Allocations and Firm Performance? An Experimental Investigation (with Kathryn Kadous and Kristy Towry). 2012. *Journal of Management Accounting Research* 24: 77-102. <https://doi.org/10.2308/jmar-50149>
- Employees' Subjective Valuations of Their Stock Options: Evidence on the Distribution of Valuations and the Use of Simple Anchors (with Susan Krische and Karen Sedatole). 2011. *Contemporary Accounting Research* 28(3): 747-793. <https://doi.org/10.1111/j.1911-3846.2010.01062.x>
- Contracting on Contemporaneous versus Forward-Looking Measures: An Experimental Investigation (with Kathryn Kadous and Kristy Towry). 2008. *Contemporary Accounting Research*. 25(3): 773-802. <https://doi.org/10.1506/car.25.3.5>
- Accuracy in Judging the Nonlinear Effects of Cost and Profit Drivers (with Joan Luft and Michael Shields). 2007. *Contemporary Accounting Research* 24(4): 1139-1169. <https://doi.org/10.1506/car.24.4.4>

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## **PRACTITIONER SUMMARIES OF RESEARCH PUBLICATIONS**

The Upsides and Downsides of Online Labour (with Jonathan Grenier, Justin Leiby, Ethan Retcher, and Margaret Shackell). 2019 (September 23). *FM | Financial Management*. <https://www.fm-magazine.com/news/2019/sep/online-labour-gig-economy-201921420.html>

When Managers Make Emotional Business Decisions (with Joshua Goh, Ryan Kahle, Margaret Shackell, and Brian White). 2017. *Strategic Finance* 99(3): 46-53. <https://sfmagazine.com/post-entry/september-2017-when-managers-make-emotional-business-decisions/>

Do You Want Linkages With That? (with Lauren Jutte, Kathryn Kadous, Margaret Shackell, Kristy Towry, and Katelyn Young). 2017. *Strategic Finance* 99(1): 40-47. <https://search.proquest.com/openview/40234fcec8de7a6ad9495e9416692796/1?pq-origsite=gscholar&cbl=48426>

How to Help Employees Better Value Stock Options as Compensation (with Susan Convery, Susan Krische and Karen Sedatole). 2013. *Journal of Financial Planning* 26(1): 34-41. <https://search.proquest.com/openview/3f76547753c8daecbe56d4b10e45ae76/1.pdf?pq-origsite=gscholar&cbl=4849>

## **RESEARCH WORKING PAPERS AND EARLY-STAGE PROJECTS**

The Effect of Forecast Uncertainty and Time Pressure on Motives to Create Budget Slack (with Sean Peffer, Kris Rotaru, and Axel Schulz). 2021 draft working paper; 2022 additional data collection planned.

The Price of Affect (with Joshua Goh, Ann Tank, and Brian White). 2022 idea development stage.

Performance, Potential and the 9-Box (with Michele Frank, Kerry Humphreys, and Rachael Lewis). 2022 idea development stage.

Do Labor Pool Wage Differentials Affect Employees' Effort and Honesty? (with Jonathan Grenier and Justin Leiby). 2019 working paper in progress.

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## **RESEARCH HONORS, RECOGNITIONS, AND GRANTS**

- 2022 American Accounting Association Management Accounting Section Midyear Meeting Outstanding Reviewer Award
- 2021 American Accounting Association Management Accounting Section Midyear Meeting Outstanding Reviewer Award
- 2018 Institute of Management Accountants Lybrand Certificate of Merit  
*for “Do You Want Linkages with That?” with Lauren Jutte, Kathryn Kadous, Margaret Shackell, Kristy Towry, and Katelyn Young*
- 2016 Miami University Farmer School of Business Summer Research Grant  
*for “Integrating Neuroscience Methodologies into Accounting Research”*
- American Accounting Association Management Accounting Section Greatest Potential Impact on Management Accounting Practice Award, sponsored by the AICPA and CIMA  
*for “Employees’ Subjective Valuations of Their Stock Options: Evidence on the Distribution of Valuations and the Use of Simple Anchors”, with Susan Krische and Karen Sedatole*
- 2015 Miami University Office for the Advancement of Research and Scholarship Summer Research Appointment  
*for “Integrating Neuroscience Methodologies into Accounting Research”*
- 2012 American Accounting Association Accounting, Behavior and Organizations Research Conference Outstanding Manuscript Award  
*for “Do Performance-Based Incentives Induce System 2 Processing? fMRI and Behavioral Evidence,” with Joshua Goh and Brian White*
- 2010 Institute of Management Accountants Foundation for Applied Research Grant  
*for “The Role of Monetary Incentives in Priming Analytical Processing” with Joshua Goh and Brian White*
- University of Illinois at Urbana-Champaign Campus Research Board Grant  
*for “The Role of Monetary Incentives in Priming Analytical Processing” with Joshua Goh and Brian White*
- 2004 University of Illinois at Urbana-Champaign Campus Research Board Grant  
*for “Employees’ Subjective Valuations of Their Stock Options: Evidence on the Distribution of Valuations and the Use of Simple Anchors” with Susan Krische and Karen Sedatole*
- 2002 Michigan State University Graduate School Dissertation Completion Fellowship
- 2000 Michigan State University Department of Accounting Ph.D. Student Excellence in Research Award
- 1999 American Accounting Association Doctoral Consortium Fellow
- American Accounting Association Representative to the Accounting Association of Australia and New Zealand Doctoral Colloquium
- 1998 Deloitte & Touche Doctoral Fellowship

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## **INVITED RESEARCH LECTURES, PRESENTATIONS, OR ENGAGEMENTS**

### *Plenary, Symposium, Panel and Workshop Leader Presentations:*

- 2022  
(forthcoming) Conference on Empirical Research in Management Accounting and Control (ERMAC) –  
Vienna, Austria  
*Plenary, Connecting Neuroscience Research to Accounting*
- 2021 American Accounting Association Management Accounting Section Doctoral Colloquium –  
Virtual  
*Panel, Navigating a Turbulent Job Market*
- 2020 American Accounting Association Management Accounting Section Research Conference –  
Houston, TX  
*Panel, Management Accounting Research Relevance: Increasing Impact, Expanding Influence*
- 2019 University of New South Wales School of Accounting Research Workshop – Sydney,  
Australia  
*Symposium, Is ‘Neuroaccounting’ a Thing? Macro Evidence and a Micro Example*
- University of New South Wales School of Accounting Career Development Workshop –  
Sydney, Australia  
*Workshop Leader, Mapping Your Research Expedition and Staying on the Route*
- 10th EIASM Conference on Performance Measurement and Management Control – Nice,  
France  
*Plenary, The Dark Side of Controls: Neuroscience*
- 2017 American Accounting Association Accounting, Behavior and Organizations Research  
Conference Doctoral Consortium – Pittsburgh, PA  
*Plenary Session Editors’ Panel, Starting a Research Expedition and Keeping It On Track*
- 2016 University of New South Wales BizLab Conference – Sydney, Australia  
*Symposium, This is Your Brain on...Accounting? An Odyssey Into the World of Imaging*
- 2015 American Accounting Association Annual Meeting – Chicago, IL  
*Panel, The Value of Behavioral Accounting Research*
- Monash University School of Business and Economics Department of Accounting Staff  
Development Workshop – Melbourne, Australia  
*Workshop Leader, My Odyssey in Experimental Accounting Research*
- 2012 European Accounting Association Annual Congress Symposium – Ljubljana, Slovenia  
*Panel, Neuroaccounting*
- 2009 American Accounting Association Accounting, Behavior and Organizations Section  
Conference – Seattle, WA  
*Plenary Panel, A Critical Examination of Agency Theory in Light of the Economic Crisis*

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## **INVITED RESEARCH LECTURES, PRESENTATIONS, OR ENGAGEMENTS (CONTINUED)**

### *Short-Term Visiting Scholar at Other Universities:*

- 2019 University of New South Wales Business School Distinguished Scholar – Sydney, Australia
- 2015 Monash University Faculty of Business and Economics Visitor – Melbourne, Australia

### *Invited Research Workshops:*

- 2022 East Coast East Coast Behavioural Accounting Workshop Series – online  
*The Effect of Forecast Uncertainty and Time Pressure on Motives to Create Budget Slack*
- 2020 University of Waterloo School of Accountancy Research Workshop – Waterloo, ON  
*The Effect of Forecast Uncertainty and Time Pressure on Honesty and Hedging in Budget Slack*
- Marquette University Accounting Department Horngren Speaker Series – Milwaukee, WI  
*The Effect of Forecast Uncertainty and Time Pressure on Honesty and Hedging in Budget Slack*
- 2019 University of New South Wales School of Accounting Research Seminar – Sydney, Australia  
*It's Complicated: How a Subordinate's Gender Influences Supervisors' Use of Past Performance Information When Appraising Potential*
- University of Toledo College of Business and Innovation Accounting Research Workshop – Toledo, OH  
*It's Complicated: How Subordinates' Past Performance Information and Gender Impact Supervisors' Appraisals of Potential*
- University of Wisconsin-Madison School of Business Accounting Research Workshop – Madison, WI  
*It's Complicated: How Subordinates' Past Performance Information and Gender Impact Supervisors' Appraisals of Potential*
- University of Georgia Terry College of Business J.M Tull School of Accounting Research Workshop – Athens, GA  
*It's Complicated: How Subordinates' Past Performance Information and Gender Impact Supervisors' Appraisals of Potential*
- 2016 Erasmus University Rotterdam School of Management Department of Accounting and Control Research Workshop – Rotterdam, The Netherlands  
*Performance-Based Incentives Differentially Regulate Positive and Negative Emotions During Decision-Making*
- 2015 Clemson University College of Business and Behavioral Science Department of Accounting Research Seminar – Clemson, SC  
*Scoundrels or Stars? Theory and Evidence on the Quality of Workers in Online Labor Markets*
- University of New South Wales Business School Department of Accounting Research Seminar – Sydney, Australia  
*Scoundrels or Stars? Theory and Evidence on the Performance of Workers in Online Labor Markets*

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## **INVITED RESEARCH LECTURES, PRESENTATIONS, OR ENGAGEMENTS (CONTINUED)**

### *Invited Research Workshops (continued):*

- 2015 Monash University School of Business and Economics Department of Accounting Research Seminar – Melbourne, Australia  
*Scoundrels or Stars? Theory and Evidence on the Performance of Workers in Online Labor Markets*
- 2014 University of Pittsburgh Katz Graduate School of Management Department of Accounting Research Workshop – Pittsburgh, PA  
*Scoundrels or Stars? Theory and Evidence on the Quality of Workers in Online Labor Markets*
- The Ohio State University Fisher College of Business Thomas J. Burns Accounting & MIS Colloquium – Columbus, OH  
*Scoundrels or Stars? Theory and Evidence on the Quality of Workers in Online Labor Markets*
- University of Kentucky Von Allmen School of Accountancy Research Workshop – Lexington, KY  
*Scoundrels or Stars? Theory and Evidence on the Use of Online Laborers in Accounting Research*
- 2012 Iowa State University College of Business Accounting Department Workshop – Ames, IA  
*The Effect of Performance-Based Incentive Contracts on System 1 and System 2 Processing in Affective Decision Contexts: fMRI and Behavioral Evidence*
- University of Nevada, Las Vegas Lee Business School Accounting Research Workshop – Las Vegas, NV  
*The Effect of Performance-Based Incentive Contracts on System 1 and System 2 Processing in Affective Decision Contexts: fMRI and Behavioral Evidence*
- 2011 Miami University Farmer School of Business Accounting Research Workshop – Oxford, OH  
*The Downside of Defaults*
- College of William & Mary Mason School of Business Accounting Research Workshop – Williamsburg, VA  
*The Downside of Defaults*
- University of Virginia McIntire School of Commerce Accounting Research Workshop – Charlottesville, VA  
*The Downside of Defaults*
- 2010 Georgia State University J. Mack Robinson College of Business Accounting Research Workshop – Atlanta, GA  
*Managers' Incorporation of the Value of Real Options into Their Long-Term Investment Decisions: An Experimental Investigation*
- 2009 Nanyang Technological University Business School Research Workshop Series – Singapore  
*Managers' Incorporation of the Value of Real Options into Their Long-Term Investment Decisions: An Experimental Investigation*
- Emory University Goizueta Business School Accounting Research Workshop – Atlanta, GA  
*Managers' Incorporation of the Value of Real Options into Their Long-Term Investment Decisions: An Experimental Investigation*



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## **INVITED RESEARCH LECTURES, PRESENTATIONS, OR ENGAGEMENTS (CONTINUED)**

### *Invited Research Workshops (continued):*

- 2009 Michigan State University Eli Broad Graduate School of Management Accounting Research Workshop – East Lansing, MI  
*Managers' Incorporation of the Value of Real Options into Their Long-Term Investment Decisions: An Experimental Investigation*
- 2007 Rice University Jesse H. Jones Graduate School of Management Research Workshop – Houston, TX  
*Archival and Experimental Evidence on Employees' Subjective Valuations of Stock Options*
- University of Waterloo School of Accountancy Research Workshop – Waterloo, ON  
*Archival and Experimental Evidence on Employees' Subjective Valuations of Stock Options*
- 2007 University of Kentucky Von Allmen School of Accountancy Research Workshop – Lexington, KY  
*Archival and Experimental Evidence on Employees' Subjective Valuations of Stock Options*
- 2005 Georgia State University J. Mack Robinson College of Business Accounting Research Workshop – Atlanta, GA  
*Contracting on Contemporaneous versus Forward-Looking Measures: An Experimental Investigation*
- 2002 University of Southern California Leventhal School of Accounting Research Workshop – Los Angeles, CA  
*Effects of Multiple Performance Measures, Multicollinearity and Task Structure on Individuals' Judgment Performance*
- University of Illinois at Urbana-Champaign Department of Accountancy Research Workshop – Champaign, IL  
*Effects of Multiple Performance Measures, Multicollinearity and Task Structure on Individuals' Judgment Performance*

### *Peer-Reviewed Research Conference Presentations, Excluding Co-Author Presentations:*

- 2013 American Accounting Association Management Accounting Section Conference – New Orleans, LA  
*The Effect of Performance-Based Incentive Contracts on System 1 and System 2 Processing in Affective Decision Contexts: fMRI and Behavioral Evidence*
- 2010 Global Management Accounting Research Symposium – East Lansing, MI  
*Managers' Incorporation of the Value of Real Options into Their Long-Term Investment Decisions: An Experimental Investigation*
- American Accounting Association Management Accounting Section Conference – Seattle, WA  
*Managers' Incorporation of the Value of Real Options into Their Long-Term Investment Decisions: An Experimental Investigation*
- 2007 American Accounting Association Annual Meeting – Chicago, IL  
*Archival and Experimental Evidence on Employees' Subjective Valuations of Stock Options*

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## **INVITED RESEARCH LECTURES, PRESENTATIONS, OR ENGAGEMENTS (CONTINUED)**

### *Peer-Reviewed Research Conference Presentations, Excluding Co-Author Presentations (continued):*

- 2007      Global Management Accounting Research Symposium – East Lansing, MI  
*Does the Communication of Causal Linkages Improve Effort Allocations? An Experimental Investigation Based on Melioration Theory*
- American Accounting Association Management Accounting Section Conference – Fort Worth, TX  
*Employees' Perceived Value of Their Stock Option Holdings: How Training Affects the Cost-Value Gap*
- 2006      Global Management Accounting Research Symposium – Copenhagen, Denmark  
*Contracting on Contemporaneous versus Forward-Looking Measures: An Experimental Investigation*
- American Accounting Association Management Accounting Section Conference – Clearwater Beach, FL  
*Contracting on Contemporaneous versus Forward-Looking Measures: An Experimental Investigation*
- 2001      American Accounting Association Management Accounting Section Conference – Savannah, GA  
*Effects of Accounting Performance Measures on Individual and Team Learning and Judgment Performance*
- 1999      Accounting Association of Australia and New Zealand Doctoral Colloquium – Caines, Australia  
*Antecedents of Vertical and Horizontal Budget Participation and the Effects on Performance*

### *Invited Practitioner Conference Presentations of Research:*

- 2012      National Association of Stock Plan Professionals Annual Conference – New Orleans, LA  
*Supercharging Your Stock Option Grants*
- 2011      Global Equity Organization National Equity Compensation Forum – Scottsdale, AZ  
*Increasing Stock Plan Effectiveness – A Quantitative Approach*

### *Research Conference Discussions:*

- 2019      10th EIASM Conference on Performance Measurement and Management Control – Nice, France  
*for “Performance Effects of Strategic Alignment and Clarity” by Steven Smith and Tyler Thomas*
- 2017      American Accounting Association Management Accounting Section Conference – San Juan, PR  
*for “Effects of Irrelevant Alternatives in Relative Performance Evaluation” by Grace Qian Jiang, Dennis Fehrenbacher, and Axel Schulz*

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## **INVITED RESEARCH LECTURES, PRESENTATIONS, OR ENGAGEMENTS (CONTINUED)**

### *Research Conference Discussions (continued):*

- 2016 American Accounting Association Management Accounting Section Conference – Dallas, TX  
*for “National Culture and the Timing of Employee Stock Option Exercise” by Francesco Bova and Marshall Vance*
- 2014 American Accounting Association Accounting, Behavior and Organizations Section Conference – Philadelphia, PA  
*for “Sooner or Later: The Effects of Timing on Managers’ Discretionary Weighting of Multiple Performance Measures” by Stephen Deason, Gary Hecht, William Tayler, and Kristy Towry*
- 2013 American Accounting Association Accounting, Behavior and Organizations Section Conference – San Diego, CA  
*for “Monkey see, monkey do? Vicarious learning under implicit contacts” by Willie Choi, Gary Hecht, Ivo Tafkov, and Kristy Towry*
- 2011 American Accounting Association Management Accounting Section Conference – Atlanta, GA  
*for “How Monetary and Non-Monetary Incentives Influence Misreporting: An Experiment” by Victor Maas and Marcel van Rinsum*
- 2010 American Accounting Association Management Accounting Section Conference – Seattle, WA  
*for “Corporate Social Responsibility and Implicit Contracting” by Ramji Balakrishnan, Geoffrey B. Sprinkle and Michael G. Williamson*
- 2009 American Accounting Association Management Accounting Section Conference – St. Pete Beach, FL  
*for “Incentives in a Multi-Task Environment: Timing is Everything” by Gary Hecht, Ivo Tafkov, and Kristy Towry*
- 2008 American Accounting Association Management Accounting Section Conference – Long Beach, CA  
*for “Honesty in Managerial Reporting: Is it Affected by Perceptions of Equity?” by Linda Matuszewski*
- 2007 American Accounting Association Annual Meeting – Chicago, IL  
*for “Common-Measures Bias in the Balanced Scorecard: Cognitive Effort and General Problem-Solving Ability” by Aleecia Hibbets, Michael Roberts, and Thomas Albright*
- Global Management Accounting Research Symposium – East Lansing, MI  
*for “Information Exchange and Decision Quality in Groups: The Boon and Bane of Incentives” by Khim Kelly*
- 2006 Global Management Accounting Research Symposium – Copenhagen, Denmark  
*for “The Role of Labor Market Reputation Concerns in Multi-Task Settings” by Alexander Bruggen*

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## **INVITED RESEARCH LECTURES, PRESENTATIONS, OR ENGAGEMENTS (CONTINUED)**

### *Research Conference Discussions (continued):*

- 2004 American Accounting Association Annual Meeting – Orlando, FL  
*for “International Transfer Pricing: A Comparison of Two Models” by Canri Chan*
- 2003 American Accounting Association Auditing Section Conference – Huntington Beach, CA  
*for “The Balanced Scorecard: The Effects of Assurance and Process Accountability on Managerial Judgment” by Theresa Libby, Steven Salterio, and Alan Webb*

### *Invited Research-Related Events:*

- 2009 American Accounting Association Management Accounting Section Conference Doctoral Colloquium Resident Faculty Member – St. Pete Beach, FL

### *Moderator:*

- 2017 American Accounting Association Management Accounting Section Conference – San Juan, PR  
*for “Relative Performance Evaluation I”*
- 2016 American Accounting Association Annual Meeting – New York, NY  
*for “Mixed Methods Research Projects: Wave of the Future or Fad of the Moment?”*
- American Accounting Association Management Accounting Section Conference – Dallas, TX  
*for “Executive Compensation”*
- 2011 American Accounting Association Management Accounting Section Conference – Atlanta, GA  
*for “Future Directions in Experimental Research”*
- 2009 American Accounting Association Management Accounting Section Conference – St. Pete Beach, FL  
*for “Performance Measurement and Incentives with Multiple Tasks or Dimensions”*
- 2008 American Accounting Association Management Accounting Section Conference – Long Beach, CA  
*for “Building Trust and Honesty”*
- 2005 American Accounting Association Annual Meeting – San Francisco, CA  
*for “BSC / Financial and Non-Financial Performance Measures I”*

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## **TEACHING EXPERIENCE**

*Numbers in parentheses are the overall teaching effectiveness ratings averaged across all semesters the course was taught, followed by the rating scale.*

### **Miami University Farmer School of Business, Department of Accountancy**

#### *Undergraduate:*

- Managerial Accounting (3.5 where 4=highest and 0=lowest)
- Management Accounting in the Hospitality Industry (3.3 where 4=highest and 0=lowest)
  - *Developed and taught this study-abroad course in the Caribbean, Central America, and South America*
- Accounting and Measurement in Emerging Enterprises (3.8 where 4=highest and 0=lowest)
  - *Developed and taught this study-abroad course in Ecuador*
- Performance Measurement and Control Across Firms and Cultures (no student evaluations)
  - *Developed and taught this study-abroad course in Prague, Budapest, and London*
- Accounting Strategies and Management for Business Start-Ups (3.6 where 4=highest and 0=lowest)
  - *Developed and taught this study-abroad course in Guatemala*

#### *Master's:*

- Financial Leadership in Organizations (3.5 where 4=highest and 0=lowest)
  - *Developed and teach this course on an ongoing basis*

### **University of Illinois at Urbana-Champaign College of Business, Department of Accountancy**

#### *Undergraduate:*

- Decision-Making for Accountancy (4.5 where 5=highest and 1=lowest)

### **Michigan State University Eli Broad Graduate School of Management, Department of Accounting and Information Systems**

#### *Undergraduate:*

- Principles of Financial Accounting (1.6 where 1=highest and 5=lowest)
- Principles of Management Accounting (2.1 where 1=highest and 5=lowest)
- Intermediate Accounting I (1.6 where 1=highest and 5=lowest)

#### *Master's:*

- MBA Accounting Review (student evaluations not completed)

### **American University Kogod School of Business, Department of Accounting**

#### *Master's:*

- Intermediate Accounting II (5.4 where 6=highest and 1=lowest)

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## **TEACHING HONORS AND RECOGNITIONS**

- 2014 Miami University Top 100 Faculty and Staff for Commendations from Graduating Students
- 2014 Miami University Associated Student Government Outstanding Professor Nominee
- 2013 Institute of Management Accountants and American Accounting Association Management Accounting Section Jim Bulloch Award for Innovations in Management Accounting Education
- 2013 Miami University Associated Student Government Outstanding Professor Nominee
- 2011 “List of Teachers Ranked As Excellent By Their Students” for Spring 2011 semester, University of Illinois at Urbana-Champaign
- 2010 “List of Teachers Ranked As Excellent By Their Students” for Spring 2010 semester, University of Illinois at Urbana-Champaign
- 2009 “List of Teachers Ranked As Excellent By Their Students” for Spring 2009 semester, University of Illinois at Urbana-Champaign
- 2008 College of Business Alumni Association Excellence-in-Teaching Award for Undergraduate Teaching, University of Illinois at Urbana-Champaign
- 2007 Department of Accountancy Head's Award for Excellence in Teaching, University of Illinois at Urbana-Champaign
- 2006 “List of Teachers Ranked As Excellent By Their Students” for Spring 2006 and Fall 2006 semesters, University of Illinois at Urbana-Champaign
- 2004 “List of Teachers Ranked As Excellent By Their Students” for Fall 2004 semester, University of Illinois at Urbana-Champaign
- Mortar Board National College Senior Honor Society Favorite College Professor Recognition
- 2003 “List of Teachers Ranked As Excellent By Their Students” for Fall 2003 semester, University of Illinois at Urbana-Champaign
- Omicron Chapter of Chi Omega Outstanding Instructor Recognition
- 2002 “List of Teachers Ranked As Excellent By Their Students” for Fall 2002 semester, University of Illinois at Urbana-Champaign
- Michigan State University Excellence-in-Teaching Citation

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## **INVITED TEACHING PRESENTATIONS**

- 2013 American Accounting Association Management Accounting Section Conference – New Orleans, LA  
*Interactive Teaching and Learning*
- 2012 Michigan State University Accounting Ph.D. Program Celebration – East Lansing, MI  
*Challenges and Opportunities in Teaching*
- American Accounting Association Annual Meeting – Washington, DC  
*Integrating Research into Teaching*
- American Accounting Association Management Accounting Section Conference – Houston, TX  
*Integrating Teaching and Research*
- 2009 Nanyang Technological University Business School Project Discovery Workshop Series – Singapore  
*Knowledge, Skills and Attitudes in the Decision-Making and Control Course Sequence*
- 2006, University of Illinois at Urbana-Champaign Department of Accountancy Project Discovery  
2005 Curriculum Orientation
- 2004 University of Illinois at Urbana-Champaign College of Business Success in Teaching Excellence Program – Champaign, IL

## **PEDAGOGICAL MATERIALS**

Is the Sky the Limit for Mentee Studios? (with Margaret Shackell and Monte Swain). 2021 teaching case. Under first round review at *Issues in Accounting Education*.

Compensation and Benefits Design for Early Childhood Education Teachers (with Michael Williamson). 2022 idea development stage.

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## **EDITORIAL SERVICE**

### *Editor and Editorial Boards:*

2020 - 2023	Associate Editor, <i>Management Accounting Research</i>
2017 - 2020	Associate Editor, <i>Behavioral Research in Accounting</i>
2017 - present (2014 - 2017)	Editor (Co-Editor), <i>Studies in Managerial and Financial Accounting</i>
2020 - 2022	Ad hoc Editor, <i>Contemporary Accounting Research</i>
2020 - 2022	Member, <i>Contemporary Accounting Research</i> Editorial Board
2015 - 2020	Member, <i>Management Accounting Research</i> Editorial Board
2013 - 2018	Member, <i>Journal of Management Accounting Research</i> Editorial Board
2017	Ad hoc Editor, <i>Journal of Management Accounting Research</i>

### *Journal Reviews:*

2016 - 2020, 2014, 2012, 2008	<i>Contemporary Accounting Research</i>
2019 - 2020, 2014 - 2017, 2010 - 2011, 2008	<i>The Accounting Review</i>
2020, 2008 - 2017, 2006	<i>Journal of Management Accounting Research</i>
2019, 2014 - 2017	<i>Management Accounting Research</i>
2019	<i>Accounting and Business Research</i>
2016 - 2018, 2010	<i>Accounting, Organizations and Society</i>
2013 - 2014, 2009	<i>Behavioral Research in Accounting</i>

### *Conference Reviews:*

2021 - 2022, 2013 - 2019, 2007 - 2011	American Accounting Association Management Accounting Section Midyear Meetings
2019, 2015, 2013, 2012	American Accounting Association Ohio Region Meeting
2014, 2007, 2004	American Accounting Association Accounting, Behavior and Organizations Section Meetings
2012, 2010, 2007, 2005, 2003	American Accounting Association Annual Meetings, Management Accounting Section
2008, 2005, 2002	University of Illinois International Accounting, Tax, and Audit Symposiums
2003	American Accounting Association Midwest Region Meeting



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## **RESEARCH-RELATED SERVICE**

### *External Committees:*

- |                |  |
|----------------|--|
| 2022 - present | Co-Chair, American Accounting Association Publications Processes Task Force  |
| 2016 - present | Member, Chartered Institute of Management Accountants (CIMA) Research Board  |
| 2019 - 2021    | Member, American Accounting Association Doctoral Consortium Committee  |
| 2017           | Chair, American Accounting Association Competitive Manuscript Award Committee  |
| 2015 - 2018    | Member, Chartered Institute of Management Accountants (CIMA) Academic Research Review Panel  |
| 2016           | American Accounting Association Competitive Manuscript Award Committee   |
| 2013 - 2015    | Director, Institute of Management Accountants Research Foundation  |
| 2013 - 2014    | Member, American Accounting Association Management Accounting Section Publications Committee   |
| 2013, 2012     | Chair, American Accounting Association Management Accounting Section's "Impact on Managerial Accounting Practice Award" Selection Committee                  |
| 2009           | Member, American Accounting Association Management Accounting Section's "Best Paper at 2010 Midyear Meeting" Selection Committee                             |
| 2009, 2008     | Member, American Accounting Association Management Accounting Section's "Notable Contribution to Management Accounting Literature Award" Selection Committee |
| 2008           | Member, American Accounting Association Management Accounting Section's "Best Paper at Annual Meeting" Selection Committee                                   |
| 2007           | Member, American Accounting Association Accounting, Behavior and Organizations Section's "Outstanding Dissertation Award" Selection Committee                |

### *University, College or Department:*

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|-------------|---|
| 2019 - 2021 | Chair, Miami University Farmer School of Business Research Committee                                  |
| 2003 - 2006 | Member, University of Illinois at Urbana-Champaign Department of Accountancy Human Subjects Committee |

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## **TEACHING-RELATED SERVICE**

### *University, College or Department:*

2020 - 2023	Miami University Senate Committee for the Center for Teaching Excellence
2019 - present	Miami University Center for Teaching Excellence Department Liaison
2017 - 2020	Member, Miami University Farmer School of Business Core Integration Committee
2016 - 2017	Chair, Miami University Farmer School of Business Core Curriculum Review Committee
2016	Member, Miami University Farmer School of Business International Programs Strategic Planning Committee
2013 - 2019	Coordinator, Miami University Department of Accountancy Management Accounting Curriculum
2013 - 2019	Member, Miami University Department of Accountancy Assessment and Curriculum Committee
2013 - 2019	Member, Miami University Farmer School of Business International Studies Committee
2014 - 2016	Member, Miami University Farmer School of Business Common Core Requirements and Curriculum Review Committee
2012 - 2013	Member, Miami University Farmer School of Business Teaching Effectiveness Committee
2009 - 2011	Member, University of Illinois at Urbana-Champaign Department of Accountancy Curriculum Management Team
2009 - 2011	Course Leader, University of Illinois at Urbana-Champaign Department of Accountancy "Decision-Making for Accountancy"
2010 - 2011, 2007 - 2008	Member, University of Illinois at Urbana-Champaign Department of Accountancy Learning Assessment Task Force

### *Advising or Mentoring Undergraduate Students:*

2021, 2018 - 2019, 2015 - 2016	Accountancy Career Panel
2017 - 2018	Faculty Mentor, Women in Business
2016 - 2018	Faculty Advisor, Business in Space
2012 - 2018	Accountancy Students Academic Advisor
2012 - 2014	Academic Advisor, Deloitte–Miami University Case Study Competition
2012	Speaker, Miami University Women in Business

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## **TEACHING-RELATED SERVICE (CONTINUED)**

### *Advising or Mentoring Graduate Students:*

- |             |   |
|-------------|---|
| 2022        | Mentor, American Accounting Association Management Accounting Section / Institute of Management Accountant Doctoral Colloquium PhD Mentorship Program |
| 2021 - 2022 | Mentor, Miami University Graduate School Cross-Cultural Mentoring Program   |
| 2020        | External Examiner, Ph.D. Candidate, Lazaridis School of Business and Economics Wilfrid Laurier University, Waterloo, Ontario                          |
| 2020        | External Evaluator, Ph.D. Candidate, University of Waterloo, Waterloo, Ontario  |
| 2019 - 2020 | Dissertation Committee, Ph.D. Candidate, Georgia State University School of Accountancy   |
| 2018        | Dissertation Committee, K. Carlson, Ph.D. Candidate, Miami University Department of Psychology  |
| 2017        | External Evaluator, Ph.D. Candidate, University of Waterloo, Waterloo, Ontario  |
| 2017        | External Evaluator, Ph.D. Candidate, Monash University, Melbourne, Australia  |
| 2017        | External Evaluator, Ph.D. Candidate, University of Technology Sydney, Sydney, Australia   |
| 2017        | Comprehensive Examination Committee, G. Fan, Ph.D. Candidate, Miami University Department of Psychology   |
| 2016        | External Evaluator, Ph.D. Candidate, Erasmus Research Institute of Management, Erasmus, Netherlands   |
| 2016        | Dissertation Committee, M. Frame, Ph.D. Candidate, Miami University Department of Psychology  |
| 2016        | Dissertation Committee, A. Weil, Ph.D. Candidate, Miami University Department of Psychology   |
| 2015 - 2016 | Comprehensive Examination Committee, R. Walker, Ph.D. Candidate, Miami University Department of Psychology  |
| 2012        | External Evaluator, Ph.D. Candidate, Erasmus Research Institute of Management, Erasmus, Netherlands   |
| 2010 - 2011 | Dissertation Committee, S. Wu, University of Illinois at Urbana-Champaign Department of Accountancy   |
| 2010 - 2011 | Advisor for Summer Research Paper, J. Nichol, Ph.D. Student, University of Illinois at Urbana-Champaign Department of Accountancy                     |

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## **TEACHING-RELATED SERVICE (CONTINUED)**

### *Advising or Mentoring Graduate Students (continued):*

2009 - 2010, 2003 - 2007	Guest Speaker, University of Illinois at Urbana-Champaign Introduction to Accounting Research Doctoral Seminar
2009	Advisor for Summer Research Paper, B. White, Ph.D. Student, University of Illinois at Urbana-Champaign
2009	External Examiner, Ph.D. Candidate, University of New South Wales, Sydney, Australia
2006	Co-Advisor for Summer Research Paper, L. Mitchell, Ph.D. Student, University of Illinois at Urbana-Champaign

## **OTHER SERVICE**

### *External:*

2022 - present	Member, American Accounting Association Management Accounting Section Strategy Advisory Board
2021 - 2024	Vice-President of Finance-Elect (2021-22) / Vice-President of Finance (2022-24) and Board Member, American Accounting Association
2020 - 2024	Member, Michigan State University Broad College of Business Department of Accounting and Information Systems External Advisory Board
2019 - 2022	Chair (2021-22) and Member (2019-21), American Accounting Association Management Accounting Section Lifetime Contribution to Management Accounting Award Committee
2020 - 2022	Chair, American Accounting Association Management Accounting Section (MAS) Future of MAS Task Force
2020	Chair, American Accounting Association Management Accounting Section Nominating Committee
2017 - 2020	Past President, President and President-Elect, American Accounting Association Management Accounting Section
2017	Chair, American Accounting Association Segment Reporting Task Force
2015 - 2017	Secretary/Treasurer, American Accounting Association Management Accounting Section
2010 - 2016	Academic Representative, Association of International Certified Professional Accountants (AICPA) Business and Industry Executive Committee

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## **OTHER SERVICE (CONTINUED)**

### *External (continued):*

- 2013 - 2015 Secretary/Treasurer, American Accounting Association Accounting, Behavior and Organizations Section
- 2014, 2013, 2012 Member, American Accounting Association Management Accounting Section Nominating Committee

### *University, College or Department:*

- 2021 - present Chair, Miami University Farmer School of Business Committee on Societal Impact
- 2021 - present Chair, Miami University Farmer School of Business Dean's Faculty Advisory Committee
- 2021 - present Member, Miami University President's Climate Leadership Commitment (PCLC) Climate Financing, Offsets and Entrepreneurship Subcommittee
- 2013 - present Member, Miami University Student Life (né Student Affairs) Council
- 2013 - present Chair, Miami University Department of Accountancy Faculty Development Committee
- 2019 - 2020 Member, Miami University Farmer School of Business Department of Accountancy Ad Hoc Committee on Supplemental Income Opportunities for Faculty
- 2019 Member, Miami University Farmer School of Business Ad Hoc Committee on Panuska Professorship
- 2017 - 2018 Member, Miami University Farmer School of Business Dean Search Committee
- 2014 - 2019 Member, Miami University Department of Accountancy Faculty Search Committee
- 2015 - 2016 Member, Miami University Farmer School of Business Gender Equity and Inclusion Task Force
- 2013 - 2014 Member, Miami University Vice President for Student Affairs Search Committee
- 2012 - 2013 Member, Miami University Department of Accountancy Lectureship Search Committee
- 2012 - 2013 Member, Miami University Department of Information Systems and Analytics Faculty Search Committee
- 2011 - 2013 Member, Miami University Department of Accountancy Faculty Development Committee
- 2009 - 2010, 2004 - 2005 Member, University of Illinois at Urbana-Champaign Department of Accountancy Faculty Recruiting Committee

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## **OTHER ENGAGEMENTS AND EVENTS**

- 2016 EY Women's Leadership Event – Columbus, OH
- 2014 - 2015 Participant, Higher Education Collaborative of Greater Cincinnati Women's Institute for Leadership Development
- 2014, 2013 Miami University Farmer School of Business New Faculty Orientation – Oxford, OH
- 2007 International Women's Day Program, University of Illinois at Urbana-Champaign Women & Gender in a Global Perspective and Intersections the Living Learning Community – Champaign, IL

## **RECOGNITIONS FOR SERVICE**

- 2019 American Accounting Association Outstanding Service Award
- 2019 American Accounting Association Management Accounting Section Service Award – Section President
- 2017 American Accounting Association Management Accounting Section Service Award – Section Secretary/Treasurer

## **COMMUNITY ENGAGEMENT**

- 2022 - present Executive Board Vice-President, Butler County Progressive Political Action Committee
- 2021 Campaign Manager and Treasurer, Emenecker for West Chester Township Trustee
- 2021 Organizing Committee, Butler County Democratic Party and Butler County Progressive Political Action Committee's Oxford Blue Cocktails Fundraiser
- 2016 - 2018 Board Member and Treasurer, Oxford Community Choice Pantry
- 2012 - 2018 Stock Room and Delivery Volunteer, Oxford Community Choice Panty