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EDUCATION

University of Wisconsin-Madison
Madison, WI

Ph.D., Accounting, 2010

Butler University
Indianapolis, IN

B.S., Accounting, 1995

ACADEMIC EXPERIENCE

University of Dayton, Assistant Professor

2014 – Present

University of South Carolina, Assistant Professor

2010 – 2014

University of Wisconsin-Madison, Research and Teaching Assistant

2006 – 2010

RESEARCH AND TEACHING INTERESTS

Research: Manager discretion, relative performance evaluation, incentive system design, performance effects of management accounting control systems, budgeting

Teaching: Management Accounting, Strategic Performance Measurement

ACADEMIC RESEARCH

Publications:

“Supervisor discretion in target setting: An empirical investigation” with J. Bol, E.M. Matsumura, and J.Y. Shin. 2010. *The Accounting Review* 85 (6): 1861-1886.

“Debt, equity, and capital investment” with S. Jackson and L. Salzsieder. 2013. *Journal of Accounting and Economics* 56 (2-3): 291-310.

“IFAC global small and medium-sized practice survey: 2014 results” with M. Keune. 2015. Sponsored by the International Federation of Accountants. Available at <http://www.ifac.org/publications-resources/ifac-global-smp-survey-2014-results>.

Working Papers:

“An empirical examination of the effect of relative performance evaluation and common uncertainty on R&D.”

“Do managers make voluntary accounting changes in response to a material weakness in internal control?” with M. Keune.

“Voluntary changes in accounting principle: Descriptive data, literature review, and opportunities for future research,” with M. Keune and L. Quick.

“Is time pressure affecting employee engagement?” with H. Carrillo and J. Castellano.

Research Funding:

Institute of Management Accountants, grant for data collection assistance for dissertation

Research Awards:

- 2015 Impact on Management Accounting Practice Award – AAA Management Accounting Section
- 2011 Outstanding Doctoral Dissertation Award Runner-Up – AAA Management Accounting Section

Academic Presentations:

“Do managers make voluntary accounting changes in response to a material weakness in internal control?”

- 2016 AAA Auditing Section Midyear Meeting (presented by M. Keune)
- University of Mississippi, 2014 (presented with a different title)
- 2013 American Accounting Association Annual Meeting (presented with a different title)
- Virginia Tech, 2013 (presented with a different title)

“Voluntary changes in accounting principle: Descriptive data, literature review, and opportunities for future research”

- 2013 American Accounting Association Annual Meeting (presented by M. Keune) (presented with a different title)

“Supervisor discretion in target setting: An empirical investigation”

- 2009 American Accounting Association Annual Meeting, 2009
- 2009 Management Accounting Section Research and Case Conference, 2009
- University of Wisconsin-Madison, 2008

“An empirical examination of the effect of relative performance evaluation and common uncertainty on R&D”

- 2015 Management Accounting Section Research and Case Conference (different title)
- 2010 American Accounting Association Annual Meeting (presented with a different title)
- 2010 Management Accounting Section Research and Case Conference (different title)
- University of South Carolina, 2010 (presented with a different title)
- University of Pittsburgh, 2010 (presented with a different title)
- Carnegie Mellon University, 2010 (presented with a different title)
- University of South Florida, 2010 (presented with a different title)
- University of Wisconsin-Madison, 2009 (presented with a different title)

Academic Presentations (continued):

“Relative performance evaluation and earnings management”

- University of Wisconsin-Madison, 2008

Discussant Presentations:

- “Who should select new employees, the head office or the unit manager? Consequences of centralizing hiring at a retail chain,” Management Accounting Section Research and Case Conference, January, 2016
- “An empirical analysis of performance impacts resulting from conversion to franchise operations,” Management Accounting Section Research and Case Conference, January 2015
- “Relative performance evaluation, pay-for-luck, and double-dipping in CEO compensation,” Management Accounting Section Research and Case Conference, January 2013
- “The role of compensation consultants on executive pay,” American Accounting Association Annual Meeting, August 2012
- “Managers’ choices of evaluation criteria in promotion decisions: The importance of subjectivity in alternative job assignments,” Management Accounting Section Research and Case Conference, January 2012
- “Reputation penalties for poor monitoring of executive pay: Evidence from option backdating,” Management Accounting Section Research and Case Conference, January 2011
- “The impact of research alliances on measures of future financial market risk of biotechnology firms,” American Accounting Association Annual Meeting, August 2010

TEACHING EXPERIENCE

University of Dayton 2014 - Present
 Managerial Accounting (Fall 2014, Spring 2015, Fall 2015)

University of South Carolina 2010 - 2014
 Cost Accounting I (Fall 2010, Spring 2011, Fall 2011, Spring 2012)
 Advanced Cost Accounting (Fall 2012, Spring 2013; Spring 2014)

University of Wisconsin-Madison 2005 - 2010
 Introductory Managerial Accounting (Fall 2005 – 2007, Spring 2006, 2009)
 Strategic Cost Systems (Summer 2007 – 2010, Spring 2010)

Undergraduate Student Development

- Honors thesis director for Sarah Fink, 2012-2013

Ph.D. Student Development

- Dissertation committee member for Michael Majerczyk, 2013
- Faculty mentor for Michael Majerczyk, 2010-2012

HONORS AND AWARDS

2015 Impact on Management Accounting Practice Award, Management Accounting Section
 2012 Beta Alpha Psi Undergrad Professor of the Semester – Spring 2012
 2011 Outstanding Doctoral Dissertation Award Runner Up, Management Accounting Section

Honors and Awards (continued):

2009 Douglas Clarke Memorial Teaching Award
 2009 J. Michael Cook AAA Doctoral Consortium

ACADEMIC CONFERENCES AND CONSORTIUMS

2016 AAA Accounting Ph.D. Rookie Recruiting and Research Camp, Miami, FL
 2016 American Accounting Association Accounting IS Big Data Conference, San Francisco, CA
 2016 American Accounting Association Annual Meeting, New York, NY
 2016 Management Accounting Section Research and Case Conference, Dallas, TX
 2015 American Accounting Association Annual Meeting, Chicago, IL
 2015 Management Accounting Section Research and Case Conference, Newport Beach, CA
 2014 Financial Accounting and Reporting Section Conference, Houston, TX
 2013 American Accounting Association Annual Meeting, Anaheim, CA
 2013 Management Accounting Section Research and Case Conference, New Orleans, LA
 2012 American Accounting Association Annual Meeting, Washington, D.C.
 2012 Management Accounting Section Research and Case Conference, Houston, TX
 2011 American Accounting Association Annual Meeting, Denver, CO
 2011 New Faculty Consortium, Leesburg, VA
 2011 Management Accounting Section Research and Case Conference, Atlanta, GA
 2010 American Accounting Association Annual Meeting, San Francisco, CA
 2010 Management Accounting Section Doctoral Colloquium and Conference, Seattle, WA
 2009 American Accounting Association Annual Meeting, New York, NY
 2009 J. Michael Cook AAA Doctoral Consortium, Lake Tahoe, CA
 2009 Management Accounting Section Doctoral Colloquium and Conference, St. Pete Beach, FL
 2008 American Accounting Association Annual Meeting, Anaheim, CA
 2008 Management Accounting Section Doctoral Colloquium and Conference, Long Beach, CA
 2007 American Accounting Association Annual Meeting, Chicago, IL
 2007 Management Accounting Section Doctoral Colloquium and Conference, Fort Worth, TX

SERVICE**University of Dayton:**

School of Accounting Recruiting Committee (2015 – Present)
 School of Accounting Assurance of Learning Committee (2014 – Present)
 Catholic and Marianist Identity Committee (2014 – Present)

American Accounting Association:

2016 Reviewer for Management Accounting Section Conference
 2016 Ohio Region Best Paper Award Committee
 2015 Management Accounting Section Best Paper Award Committee
 2015 Reviewer for Management Accounting Section Conference
 2015 Reviewer for American Accounting Association Annual Meeting
 2014 Reviewer for American Accounting Association Annual Meeting
 2013 Reviewer for Management Accounting Section Conference
 2013 Reviewer for Financial Accounting and Reporting Section Conference
 2012 Reviewer for Management Accounting Section Conference
 2012 Reviewer for American Accounting Association Annual Meeting

2011 Reviewer for Management Accounting Section Conference
American Accounting Association Service (continued):
 2011 Reviewer for American Accounting Association Annual Meeting
 2010 Reviewer for Management Accounting Section Conference
 2010 Reviewer for American Accounting Association Annual Meeting
 2009 Reviewer for Management Accounting Section Conference
 2009 Reviewer for American Accounting Association Annual Meeting

Journals:

Ad hoc reviewer for *Accounting & Business Research* (2015)

University of South Carolina:

Undergraduate Committee Member (School of Accounting) (2010-2014)
 Faculty Senate representative for the School of Accounting (2012-2014)
 Faculty Advisory Committee for the Moore School of Business (2012-2014)

University of Wisconsin:

2009 Accounting Department Ethics Symposium, discussion group leader
 2008 The Future Is Now (event for Juniors interested in Accounting), facilitator
 2008 School of Business Teaching Improvement Program, panel discussant
 2007 School of Business Teaching Improvement Program, panel discussant

PROFESSIONAL EXPERIENCE

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| Winterthur North America , Sun Prairie, WI Budget and Cost Allocation Manager | 2005 |
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Professional Experience (continued):

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| Pulte Homes, Inc. , Ocala, FL Controller, Ocala Market | 1997-2005 |
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| Ernst & Young LLP , Indianapolis, IN Experienced Staff Auditor | 1995-1997 |
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CERTIFICATIONS:

Certified Public Accountant, State of Arizona

PROFESSIONAL MEMBERSHIPS:

American Accounting Association (Managerial Section), Institute of Management Accountants