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POSITIONS HELD

UNIVERSITY OF DENVER, DANIELS COLLEGE OF BUSINESS
Assistant Professor of Accounting

Denver, Colorado, USA
September 2015-

UNIVERSITY OF MELBOURNE, FACULTY OF BUSINESS AND ECONOMICS
Senior Lecturer (Assistant Professor equivalent) of Accounting

Melbourne, Australia
July 2013- May 2015

EDUCATION

UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS
Ph.D. in Business Administration- Accounting

Los Angeles, CA
May 2013

- Dissertation Defended (November 2012)
- GPA 3.70
- Written and Oral Qualification Exam Passed (October 2009)
- Emphasis in Management Accounting and Decision-Making
- Participant in recruiting and mentoring programs for the Accounting Ph.D. program

UNIVERSITY OF KANSAS, SCHOOL OF BUSINESS
Bachelors of Business Administration – Accountancy and Business Administration

Lawrence, KS
May 2004

- Graduated with highest distinction (top 3% of the 2004 graduating class) with a GPA of 3.98
- Emphasis in Finance
- Concentration in Italian

CONSORTIUM UNIVERSITY

Paderno Del Grappa, Italy
Summer 2003

RESEARCH INTERESTS

Managerial Accounting and Behavioral Decision-Making

- How do social psychology variables influence manager decisions in an accounting context?
- How do generational characteristics influence the utility of manager actions and decision-making?
- What incentive and control structures provide the best outcomes in terms of compliance by accounting managers?
- Why do different accounting managers subject to the same information make conflicting accounting decisions?
- What are the management control system implications of generational differences in decision-making behavior?

Conference Participation and Attendance

- 2008 AAA Annual Meeting, Anaheim, California
- 2009 AAA ABO Section Meeting, Seattle, Washington
- 2009 AAA ABO Section Doctoral Consortium, Seattle, Washington
- 2010 AAA MAS Midyear Meeting Seattle, Washington
- 2010 AAA MAS Midyear Doctoral Consortium, Seattle, Washington

- 2010 AAA ABO Section Meeting, Denver, Colorado
- 2010 AAA ABO Section Doctoral Consortium, Denver, Colorado
- 2011 AAA MAS Section Meeting Atlanta, Georgia
- 2011 AAA MAS Midyear Doctoral Consortium, Atlanta, Georgia
- 2011 AAA Deloitte Foundation J. Michael Cook Doctoral Consortium, Lake Tahoe, California
- 2011 AAA Annual Meeting, Denver, Colorado
- 2012 AAA MAS Midyear Meeting, Houston, Texas
- 2012 AAA MAS Midyear Doctoral Consortium, Houston, Texas
- 2012 AAA Annual Meeting, Washington, D.C.
- 2012 AAA ABO Section Doctoral Consortium, Atlanta, Georgia
- 2012 AAA ABO Section Meeting Atlanta, Georgia
- 2013 AAA Annual Meeting Anaheim, California
- 2014 AAA MAS Midyear Meeting, Orlando, Florida
- 2014 Global Management Accounting Research Symposium, Sydney, Australia
- 2014 AFAANZ Annual Meeting, Auckland, New Zealand
- 2014 AAA Annual Meeting, Atlanta, Georgia
- 2015 AAA Annual Meeting, Chicago, Illinois
- 2015 AAA ABO Section Meeting, Nashville, Tennessee
- 2016 AAA MAS Midyear Meeting, Dallas, Texas
- 2016 CARS Research Symposium, Denver, Colorado
- 2016 AAA ABO Section Meeting, Albuquerque, New Mexico

Conference Selection and Awards

- 2011 Deloitte Foundation J. Michael Cook Doctoral Consortium Participant, Lake Tahoe, California
- 2012 IMA Doctoral Grant Recipient
- 2013 AAA MAS Midyear Meeting Manuscript Selection
- 2014 AAA MAS Midyear Meeting Manuscript Selection
- 2014 AFAANZ Annual Meeting Manuscript Selection
- 2014 AAA Management Accounting Section Outstanding Dissertation Award Finalist

Invited University Presentations:

- University of New South Wales, Sydney, Australia
- University of Melbourne, Melbourne, Australia
- Queensland University, Brisbane, Australia
- Georgia State University, Atlanta, Georgia, USA
- Pittsburgh University, Pittsburgh, Pennsylvania, USA
- Notre Dame University, South Bend, Indiana, USA
- Indiana University, Bloomington, Indiana, USA
- University of Illinois, Champaign-Urbana, Illinois, USA
- University of Washington, Seattle, Washington, USA
- London School of Economics and Political Science, London, UK
- Pepperdine University, Malibu, California, USA
- Monash University, Melbourne, Australia
- University of Denver, Denver, Colorado

REFEREED JOURNAL ARTICLES

- *CEO Narcissism and Accounting: A Picture of Profits* (with S. Mark Young and Kari J. Olsen), *Journal of Management Accounting Research*, December 2014
- *It's All About All of Us – The Rise of Global Narcissism: Implications for Management Control System Research* (with S. Mark Young, Fei Du and Kari J. Olsen) (*Journal of Management Accounting Research*, forthcoming)

WORKING PAPERS

- *Narcissism, Incentives and Accounting Decision-Makers* (dissertation)

- *Behavioral responses to multiple performance measures: does personality matter?* (with Lorenzo Patelli), accepted to the 2016 Advances in Management Accounting Conference, Monterey, California and the 2016 New Directions in Managerial Accounting Conference, Brussels, Belgium (*preparing for submission*)
- *Weakened Reporting: The Role of Bonus Compensation, Clawback Regime and Narcissism in Whistleblowing* (with Adam Greiner and Lisa Victoravich), accepted to the 2016 AAA ABO Section Meeting (*under review*)
- *The Me Generation and Management Control System Design: A Comparative Study of Baby Boomers, Generation X, and Millennials* (with Kari J. Olsen), accepted to 2013 AAA MAS Midyear Meeting Conference, New Orleans, Louisiana (*under review*)
- *Management Design Choices and Narcissistic Preferences* (with Naomi Soderstrom and Sujay Nair) (*data collection stage*)

WORK IN PROGRESS

- *Group Categorization and Performance Evaluation Systems: The Effects of Out-group Homogeneity on Perceived Variability in Performance*
- *Management Control System Design and Employee Effort Allocation in Millennial-Focused Firms*
- *Performance Management System Effectiveness in Narcissistic Managers*

TEACHING EXPERIENCE

UNIVERSITY OF DENVER, DANIELS SCHOOL OF BUSINESS

Denver, CO

Assistant Professor

September 2015-

- Teach Accounting for Decision-Making (ACTG 2300) and Accounting Information Systems (ACTG 3049)
- Teaching evaluations average of 4.21 (out of 5 possible)
- Integrate experiential learning and advanced accounting technologies
- Developed new curriculum for Accounting Information Systems, prepare course lesson plans, wrote tests and exams, and held office hours for students
- Teach both business undergraduates in their junior year and accounting students in their junior/senior year

UNIVERSITY OF MELBOURNE, FACULTY OF BUSINESS AND ECONOMICS

Melbourne, Australia

Senior Lecturer

March 2014- May 2015

- Taught Cost Management (ACC20001)
- Teaching evaluations average of 4.21 (out of 5 possible)
- Prepared course lesson plans, wrote tests and exams, and held office hours for students
- Taught two sections twice weekly to 350 second year undergraduate accounting majors

UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS

Los Angeles, CA

Instructor of Accounting

September 2009-May 2010

- Taught Core Concepts of Management Accounting (BUAD250b)
- Teaching evaluations average of 4.69 (out of 5 possible)
- Prepared course lesson plans, quizzes and tests, and held office hours for students
- Taught one section twice weekly to incoming business majors

UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS

Los Angeles, CA

Graduate Teaching Assistant

September 2009-May 2012

- Teaching assistant to Professor Sarah Bonner for doctoral seminars
- Assisted with ACC 602 -*Survey of Judgment and Decision-Making Research in Accounting*
- Assisted with GSBA 625 -*Designing and Running Experiments*

UNIVERSITY OF KANSAS

Lawrence, KS

Business Statistics Teaching Assistant

August 2002-May 2004

- Responsible for teaching a class every week, managing help room hours, and evaluating homework and quizzes
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TEACHING AWARDS

UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS

Los Angeles, CA

- Mary Pickford Doctoral Teaching Award Recipient 2011

RESEARCH GRANTS

UNIVERSITY OF MELBOURNE, FACULTY OF BUSINESS AND ECONOMICS

Melbourne, Australia

- Faculty Research Grant, Faculty of Business and Economics January 2014, Narcissistic Characteristics of Managers and Management Control System (MCS) Incentive Design (with G. Clinch, S. Nair and N. Soderstrom)

OTHER RELEVANT EXPERIENCE

UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS

Los Angeles, CA

Research Assistant

September 2007-May 2013

- Research assistant to Professor Sarah Bonner, Professor Mark Young, and Professor Nerissa Brown
- Experience with statistical software packages such as STATA, SPSS, AMOS, and LISREL
- Experience merging large data sets and applying statistical analysis on nominal, ordinal, interval, and ratio level data and interpreting results accordingly
- Performed event study research using electronic databases
- Composed literature reviews
- Performed data collection and coding of director press release announcements
- Assisted in running experimental sessions, coding experimental data, and analyzing data using statistical software

DELOITTE & TOUCHE, LLP

Los Angeles, CA /Denver, CO

Senior Auditor

September 2004-March 2007

- Member of audit and assurance practice for Denver (1 year) and Los Angeles office (2years)
- Promoted to Senior Auditor after second year
- Rated highest in peer group in formal evaluations
- Completed audit planning, testing, and reporting work for both public and private companies, primarily in the real estate management, retail, and insurance industries
- Modeled and evaluated quantitative financial analyses in Excel; also performed extensive review of client-prepared financial statements, 10-Q's, and 10-K's
- Researched accounting and auditing issues through inquiry of established pronouncements and literature both internal and external to the firm; analyzed propriety of client's accounting treatments based on research
- Analyzed lease agreements and contracts, researched FAS 13 accounting issues, and reviewed and audited partnership and JV financial options for real estate clients
- Completed all four section of the uniform CPA Exam in July 2005
- Participated in local recruiting events for university candidates and served as liaison to new hires

ADDITIONAL

- Ad hoc reviewer, *Journal of Accounting Research* 2014, 2015
- Licensed CPA in the State of Colorado (inactive)
- Member of the AICPA
- Member of inaugural Ad Hoc Finance Department Committee at University of Kansas (served to initiate a finance major)
- 2009-2012 Cal CPA Doctoral Scholar Recipient
- Hobbies include skiing, running, yoga, swimming, cycling, fitness
- Completed four marathons and two triathlons