

Current Position

Clinical Assistant Professor of Accounting, Indiana University, Bloomington, IN

August 2024 - Present

Teaching Experience

Indiana University, Bloomington, IN

Cost and Performance Measurement for Decision Making

Averaged 6.8 out of 7 on “outstanding” instructor rating, Spring 2024

Averaged 6.4 out of 7 on “outstanding” instructor rating, Fall 2023

Averaged 6.1 out of 7 on “outstanding” instructor rating, Spring 2023

Strategic Cost Management (Master’s course)

Averaged 6.3 out of 7 on “outstanding” instructor rating, Fall 2023

Averaged 4.6 out of 7 on “outstanding” instructor rating, Fall 2022

University of Waterloo, Waterloo, ON

Performance Measurement and Organizational Control

Averaged 4.4 out of 5 on overall instructor rating, Fall 2021 (Online)

Averaged 4.8 out of 5 on overall instructor rating, Fall 2020 (Online)

Introduction to Organizational Behavior

Averaged 4.6 out of 5 on overall instructor rating, Spring 2020 (Online)

Averaged 4.7 out of 5 on overall instructor rating, Spring 2019

Introduction to Managerial Accounting

Averaged 4.5 out of 5 on overall instructor rating, Winter 2018

University of Pittsburgh, Pittsburgh, PA

Cost Accounting

Averaged 5 out of 5 for overall teaching effectiveness, Spring 2016

Managerial Accounting

Averaged 4 out of 5 for overall teaching effectiveness, Summer 2015

Teaching Assistant - MBA Financial Accounting, Fall 2013, 2014, & 2015

Averaged ≥ 4.5 out of 5 on all survey items

California University of Pennsylvania, Southpointe, PA

Introduction to Managerial Accounting, Spring 2012

90% “Strongly Agree” to “I would recommend this instructor to other students.”

Education

Ph.D. in Accounting, June 2018

University of Pittsburgh – Katz Graduate School of Business, Pittsburgh, PA

-Deloitte Foundation Doctoral Fellowship

Master of Professional Accountancy, May 2011
West Virginia University, Morgantown, WV
-Student Award, Federation of Schools of Accountancy

Certificate in Forensic Accounting and Fraud Investigation, July 2010
West Virginia University, Morgantown, WV
-Voted “Most Knowledgeable” by cohort

Bachelor of Science in Accounting, May 2010
Fairmont State University, Fairmont, WV
-Summa Cum Laude

Bachelor of Arts in International Studies, May 2006
West Virginia University, Morgantown, WV
-Summa Cum Laude

Professional Experience and Certification

Auditor, Defense Contract Audit Agency, Pittsburgh, PA, Jun. 2011 to Aug. 2012

Account Relationship Associate (Series 7 & 66), Huntington Investment Company, Fairmont, WV, Jan. 2008 to Aug. 2009

Customer Service Representative, Huntington National Bank, Clarksburg, WV, Feb. 2007 to Jan. 2008

Certified Public Accountant (Inactive), State of West Virginia

Research

Research Interests: Managerial and financial accounting topics including determinants of manager, employee, and investor behavior; experimental method

Working papers:

“The Decision Usefulness of CECL: Users’ Views about the Current Expected Credit Loss Model” with Chris Wong and Michael Wynes (*R&R at Behavioral Research in Accounting*)

Work in progress:

“CSR Norms and Manager Decision-making” with Jason Kuang, Jonathan Kugel, and Adam Vitalis

“Sources of Employee Appreciation Messages and Bias in Accounting Estimates” with Patrick Martin, Don Moser, and Nathan Mecham

Service

Ad hoc Reviewer, *Accounting Perspectives*, 2022 - Present

Associate Director, CPA Ontario Centre for Performance Management Research and Education, 2018 – 2022

Faculty Judge, 2021, 2019 and 2018 University of Waterloo Investment Research Challenge

Faculty Judge, 2021 and 2019 University of Waterloo Strategy Case Competition

Reviewer, 2021 Canadian Academic Accounting Association Annual Conference
Reviewer, Social Sciences and Humanities Research Council of Canada (SSHRC), 2021
Reviewer, 2020 FARS Conference
Reviewer, 2019 CAAA Mgmt. Acctg., Perf. Mgmt., Finance, Governance, & Strategy Research Grant Program
Reviewer, 2019 ABO Research Conference and CAAA Conference
Reviewer, 2017 ABO Research Conference
Social Chair, Katz Doctoral Student Organization (Univ. of Pittsburgh) 2015 – 2017
Reviewer, 2015 ABO Research Conference
Reviewer, 2015 Management Accounting Section Midyear Meeting
Reviewer, 2014 ABO Research Conference
Faculty Mentor, 2014 PwC Accounting Case Competition at University of Pittsburgh
Research Assistant, *The Accounting Review* 2013 – 2014
Graduate Assistant, *Institute for Fraud Prevention* 2010 – 2011

Academic Honors

Deloitte Foundation Doctoral Fellowship, 2016
Dean's Small Research Grant, 2016
Douglas G. Sisterson Fellowship, 2012 - 2016
AAA/Deloitte/J. Michael Cook Doctoral Consortium Fellow, 2015
Research Award, David Berg Center for Ethics and Leadership, 2015
Travel Grant, Graduate & Professional Student Government, 2015
Student Award, Federation of Schools of Accountancy, 2011
Delta Mu Delta, 2010
Woodrow A. Potesta Scholarship of Accounting, 2009 - 2010
Mary B. & Edgar N. Jaynes Endowed Scholarship, 2009 - 2010
Phi Beta Kappa, 2006

Presentations and Discussions

2019 CPA Ontario CPMRE Performance Management Research Symposium
Discussed: "*Strategic versus Reactive Cost Cutting: International Evidence on Modern Cost Management*" by Shannon Anderson, Henri Dekker, and Omar Aguilar

2018 Invited Presentation at Chapman University, April 20
Presented: "*How Do Investors React to Corporate Political Spending Disclosure?*"

2017 ABO Research Conference
Presented: "*How Do Investors React to Corporate Political Spending Disclosure?*"
Discussed: "*Working Longer but not Harder: The Effects of Input-based Pay Allocations and Workforce Composition on the Duration and Intensity of Effort*" by Eric Chan, Steve Kachelmeier, and Xinyu Zhang

2017 Job Market Presentations: Binghamton University, University of Arizona, University of Denver, University of Saskatchewan, University of Waterloo
Presented: "*How Do Investors React to Corporate Political Spending Disclosure?*"

2016 Accounting PhD Rookie Recruiting and Research Camp
Presented: "*How Do Investors React to Corporate Political Spending Disclosure?*"

2016 AAA Mid-Atlantic Region Meeting

Presented: "*Sources of Employee Appreciation Messages and Bias in Accounting Estimates*"
Discussed: "*The Effect of a Leader's Emotional Intelligence on the Subordinate's Intention to Whistleblow*" by Xin Geng

2015 ABO Research Conference

Discussed: "*Ambiguity and Investor Demand for Accounting Conservatism*" by Martin Staehle

2015 Conference on the Convergence of Financial and Managerial Accounting Research

Presented: "*Sources of Employee Appreciation Messages and Bias in Accounting Estimates*"

2015 Management Accounting Section Midyear Meeting

Presented: "*Sources of Employee Appreciation Messages and Bias in Accounting Estimates*"

2014 ABO Research Conference

Presented: "*Sources of Employee Appreciation Messages and Bias in Accounting Estimates*"

Discussed: "*Why Do We Work? Empirical Evidence on Work Motivation and the Effects of Management Control System Design on Work Motivation*" by Clara Xiaoling Chen, Jeremy B. Lill, and Thomas W. Vance