

Tyler F. Thomas
Associate Professor, Accounting
University of Waterloo

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RESEARCH INTERESTS

Cost Accounting, Judgment and Decision-Making, Motivation, Incentives,
Performance Measurement, and Healthcare Accounting

POSITIONS HELD

- 2025** Associate Professor, University of Waterloo
- 2023-25** Assistant Professor, University of Waterloo
- 2013-23** Assistant Professor, University of Wisconsin-Madison

EDUCATION

- Ph.D.** Accounting, Michigan State University, East Lansing, MI, May 2013
- M.B.A.** Washington State University, Vancouver, WA, May 2006
- MAcc** Washington State University, Pullman, WA, May 2003
- B.A.** Accounting, Washington State University, Pullman, WA, December 2001

HONORS

- 2024** Journal of Management Accounting Research Outstanding Reviewer Award
School of Accounting & Finance Research Fellow Award
- 2022** AAA Annual Meeting Outstanding Reviewer Award
- 2016** Lindsay Boyle Fellow
- 2015** Wisconsin Alumni Research Foundation Fall Research Competition Award
- 2013** Outstanding Emerging Scholar Manuscript Award, ABO
- 2011** Student Excellence in Research Award
- 2010** Student Excellence in Teaching Award
- 2008** University Distinguished Fellowship
Marlys and Jack Gray Scholarship

CURRENT RESEARCH

Publications

Academic Journals

Olczak, W., T. F. Thomas, and D. Yatsenko. 2025. Because I Care: The Effect of Value Congruence and Compensation Scheme on Target Setting in Social Mission Organizations. *Journal of Management Accounting Research* (forthcoming).

Douthit, J., M. Majerczyk, B. Shi, and T. F. Thomas. 2025. How the Realized Measure of a Worker's Performance Affects Their Perception of Their Compensation. *Management Accounting Research* 66: 100927.

Smith, S., and T. F. Thomas. 2024. The Effects of Strategic Alignment and Strategic Clarity on Multidimensional Performance. *Accounting, Organizations and Society* 112: 101524.

Matsumura, E. M., T. F. Thomas, and D. Yatsenko. 2023. Adverse Effects of Confidence in Complex Cost Systems Amid Competition. *Advances in Management Accounting* 35: 99-127.

Martin, R., and T. F. Thomas. 2022. Target Setting with Compensation Discretion: How are Ex Ante Targets Affected when Superiors Have Ex Post Discretion? *Accounting, Organizations and Society* 97: 101295.

Thomas, T. F., and T. A. Thornock. 2021. How Incomplete Information of Team Member Contributions Affects Subsequent Contributions: The Moderating Role of Social Value Orientation. *Journal of Management Accounting Research* 33 (3): 145-161.

Majerczyk, M., and T. F. Thomas. 2021. Superiors' Discretionary Allocations when Agents Face Disparate Performance Risk. *Journal of Management Accounting Research* 33 (2): 151-166.

Thomas, T. F. 2016. Motivating Revisions of Management Accounting Systems: An Examination of Organizational Goals and Accounting Feedback. *Accounting, Organizations and Society* 53: 1-16.

- Based on my dissertation,
Committee: Richard Deshon, Joan Luft (Chair), Ranjani Krishnan, and Mike Shields
- 2013 Outstanding Emerging Scholar Manuscript Award, ABO Conference

Luft, J., M. Shields, and T. F. Thomas. 2016. Additional Information in Accounting Reports: Effects on Management Decisions and Subjective Performance Evaluations Under Causal Ambiguity. *Contemporary Accounting Research* 33 (2): 526-550.

Practitioner Publications

T. F. Thomas. 2025. Target Setting: Influential Factors and Employee Motivation. *CPA Ontario Centre for Sustainability Reporting and Performance Management*.

Martin, R., and T. F. Thomas. 2024. Compensation Discretion's Role in Target Difficulty and Target-Setting Effort. *Strategic Finance*.

Working Papers

“Shielding the Workforce: How Do Subordinates’ Controls influence Leniency in Superiors’ Target-Setting Decisions?”, with Rachel Martin and Dimitri Yatsenko. *Revise and Resubmit Decision at Management Accounting Research*.

“The Impact of Input Information in the Performance Report on Employee Performance”, with Todd Thornock, Steve Smith, and Bill Tayler. *Preparing for Submission to the Journal of Accounting Research*.

“Effort begets honesty: How exerting effort to acquire information affects misreporting and the merits of management controls”, with Willie Choi and Katlijn Haesebrouck. *Preparing for Submission to Contemporary Accounting Research*.

“Going for broke to help the cause: When does a social mission lead to riskier investment decisions?”, with Seung Kyo (SK) Ahn and Willie Choi. *Preparing for Submission to Contemporary Accounting Research*.

“To Give Up or Not to Give Up: The Effect of Target Difficulty and Contract Frame on Effort Provision and Performance”, with Rachel Martin and Dimitri Yatsenko. *Preparing for Submission to Management Science*.

“Framing the Target: How Prosocial Target Framing Impacts Employee Effort when Target Horizon is Considered”, with Wioleta Olczak and Nate Waddoups. *Preparing for Submission to The Accounting Review*.

“Giving Customers Decision Rights: The Effect of Tipping System Design on Employee Effort”, with Wenqian Hu, Kelsey Matthews, and Adam Presslee.

Works in Progress

“In this Together: The Interaction of Participatory Budgeting and Subjective Performance Evaluation”, with Rachel Martin, Michael Majerczyk, Wioleta Olczak, and Bei Shi.

“Have Your Cake and Eat It too: The Effect of Pay Structure and Contract Frame on Performance and Job Satisfaction”, with Rachel Martin and Dimitri Yatsenko.

“Downstream Effects of Contract Framing in a Multi-Dimensional Task”, with Paul Black, Michael Majerczyk, and Brian Vansant.

“Stuck on Who? Manager Agency and Labor Cost Decisions”, with Seung Kyo (SK) Ahn and Adam Bross.

“Roles, Practices, and Effectiveness of Healthcare Financial Departments”, with Bill Tayler.

“The Effect of Value Congruence and Compensation Scheme on Performance in Social Mission Organizations”, with Wioleta Olczak and Dimitri Yatsenko.

GRANT FUNDING

2025 Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Development Grant: “A Tipping Point? The Effect of Tipping on Employee Motivation” (\$55,444)

2024 CPA Ontario Centre for Sustainability Reporting and Performance Management Research Seed Funding: “A Tipping Point? The Effect of Tipping on Employee Motivation” (\$6,986)

CPA Ontario Centre for Sustainability Reporting and Performance Management Research Seed Funding: “The Effect of Pay Structure and Contract Frame on Performance and Job Satisfaction” (\$4,900)

CPA Ontario Centre for Sustainability Reporting and Performance Management Research Seed Funding: “Shielding the Workforce: How Do Subordinates’ Controls influence Leniency in Superiors’ Target-Setting Decisions?” (\$5,000)

2023 CPA Ontario Centre for Sustainability Reporting and Performance Management Research Seed Funding: “We’re in this Together: The Interaction of Participatory Budgeting and Subjective Performance Evaluation” (\$3,600)

CPA Ontario Centre for Sustainability Reporting and Performance Management Travel Funding: “Framing the Goal: How a Prosocial Goal Impacts Employee Effort when Goal Proximity is Considered” (\$2,220)

2021 BRITE Lab Research Grant to fund experimental participants: “Shielding the Workforce: How Do Subordinates’ Controls influence Superiors’ Target-Setting Decisions?” (\$5,000)

Institute of Management Accountants Research Grant: “Effects of Superiors’ Value Congruence and Pay Structure on Target Difficulty in Social-Mission Organizations” (\$4,200)

2020 BRITE Lab Research Grant to fund experimental participants: “The Effect of Contract Frame and Target Difficulty on Employee Performance.” (\$3,100)

- 2019** BRITE Lab Research Grant to fund experimental participants: “The Effects of Ex-Post Goal Adjustment, Feedback System, and Task Type on Effort and Performance.” (\$4,800)
- 2017** BRITE Lab Research Grant to fund experimental participants: “Compensation Expectations and Demands under Relative Performance Information.” (\$3,750)
- 2016** Institute of Management Accountants Research Grant: “Compensation Discretion as Insurance: How do Managers Respond to Having a Back-up Plan?” (\$5,900)
- BRITE Lab Research Grant to fund experimental participants: “Can Complex Accounting Systems Lead to a False Sense of Security?” (\$1,500)
- BRITE Lab Research Grant to fund experimental participants: “Discretionary Bonus Pool Distributions under Uncertainty when Agents Face Unequal Probabilities.” (\$2,400)
- 2015** Wisconsin Alumni Research Foundation Fall Research Competition Award: “Can Documentation of Contradictory Evidence Help Auditors Overcome the Tendency to Accept Clients’ Preferred Aggressive Accounting Methods.” (\$34,009)
- 2014** BRITE Lab Faculty Research Grant to fund experimental participants: “Me vs. We. The Effect of Incomplete Team Member Feedback on Effort Allocation between Individual and Team Output.” (\$3,000)
- 2012** Doctoral Student Grant Program of the Institute of Management Accountants for my dissertation (\$3,485)

INVITED PRESENTATIONS

- 2023** University of Waterloo
University of Wyoming
- 2022** *Journal of Management Accounting Research* Workshop Series
University of Central Florida
Chapman University
Oklahoma State University
- 2020** University of Wisconsin-Madison
- 2019** University of Connecticut
- 2017** University of Wisconsin-Madison

- 2016** Iowa State University
- 2014** University of Wisconsin-Madison
- 2013** Queen's University
Georgia Institute of Technology
Michigan State University
University of Waterloo
University of Wisconsin-Madison
Cornell University
- 2012** Michigan State University
- 2010** Michigan State University
- 2009** Michigan State University

CONFERENCE PRESENTATIONS

- 2025** SPARK: Meeting of the Regions
- 2024** AAA Managerial Accounting Section Midyear Conference
BYU Accounting Research Symposium (Workshop format)
- 2023** AAA Managerial Accounting Section Midyear Conference
BYU Accounting Research Symposium (Workshop format)
- 2022** Hawaii Accounting Research Conference
AAA Managerial Accounting Section Midyear Conference
BYU Accounting Research Symposium
AAA Accounting, Behavior and Organizations Research Conference
- 2021** AAA Managerial Accounting Section Midyear Conference
University of North Texas Accounting Research Conference
SPARK: Meeting of the Regions
AAA Annual Meeting
BYU Accounting Research Symposium (Workshop format)
- 2020** Hawaii Accounting Research Conference
BYU Accounting Research Symposium (Workshop format)
- 2019** Global Management Accounting Research Symposium
AAA Annual Meeting
BYU Accounting Research Symposium (Workshop format)
AAA Accounting, Behavior and Organizations Research Conference

- 2018** AAA Managerial Accounting Section Midyear Conference
AAA Annual Meeting
BYU Accounting Research Symposium (Workshop format)
AAA Accounting, Behavior and Organizations Research Conference
- 2017** AAA Annual Meeting
BYU Accounting Research Symposium (Workshop format)
AAA Midwest Region Meeting (Multiple presentations)
- 2016** AAA Managerial Accounting Section Midyear Conference
BYU Accounting Research Symposium (Workshop format)
- 2015** Global Management Accounting Research Symposium
UW-Madison Accounting Doctoral Alumni Conference (Workshop format)
- 2014** BYU Accounting Research Symposium (Workshop format)
BRITE Lab Fall Research Symposium (Workshop format)
- 2013** AAA Managerial Accounting Section Midyear Conference
Global Management Accounting Research Symposium
AAA Accounting, Behavior and Organizations Research Conference
- 2012** BYU Accounting Research Symposium (Workshop format)
- 2011** AAA Managerial Accounting Section Midyear Conference
AAA Annual Meeting

CONFERENCE PARTICIPATION

- 2025** AAA Managerial Accounting Section Midyear Conference
Accounting Perspectives Emerging Scholars Symposium
CAAA Annual Conference
SPARK: Meeting of the Regions
- 2024** AAA Managerial Accounting Section Midyear Conference
Contemporary Issues in Sustainability Reporting Symposium
Emerging Management Accounting Scholars Symposium (Invited)
BYU Accounting Research Symposium
- 2023** AAA Managerial Accounting Section Midyear Conference
BYU Accounting Research Symposium
- 2022** Hawaii Accounting Research Conference
AAA Managerial Accounting Section Midyear Conference
Emerging Management Accounting Scholars Symposium (Invited)
Dairyland Accounting Research Symposium
BYU Accounting Research Symposium
AAA Accounting, Behavior and Organizations Research Conference

- 2021** AAA Managerial Accounting Section Midyear Conference
University of North Texas Accounting Research Conference
Performance Management Research Symposium (Invited)
SPARK: Meeting of the Regions
Global Management Accounting Research Symposium
AAA Annual Meeting
BYU Accounting Research Symposium
- 2020** Hawaii Accounting Research Conference
AAA Managerial Accounting Section Midyear Conference
Dairyland Accounting Research Symposium
Conference of Minnesota/Midwest Accounting Educators
BYU Accounting Research Symposium
AAA Accounting, Behavior and Organizations Research Conference
Contemporary Accounting Research Conference
Tilburg Winter Camp
- 2019** AAA Managerial Accounting Section Midyear Conference
Performance Management Research Symposium (Invited)
Midwest Summer Accounting Research Conference
Global Management Accounting Research Symposium
AAA Annual Meeting
BYU Accounting Research Symposium
AAA Accounting, Behavior and Organizations Research Conference
- 2018** AAA Managerial Accounting Section Midyear Conference
Emerging Management Accounting Scholars Symposium (Invited)
Midwest Summer Accounting Research Conference
AAA Annual Meeting
BYU Accounting Research Symposium
AAA Accounting, Behavior and Organizations Research Conference
- 2017** AAA Managerial Accounting Section Midyear Conference
Midwest Summer Accounting Research Conference
AAA Annual Meeting
BYU Accounting Research Symposium
AAA Midwest Region Meeting
- 2016** AAA Managerial Accounting Section Midyear Conference
Emerging Management Accounting Scholars Symposium (Invited)
Midwest Summer Accounting Research Conference
Global Management Accounting Research Symposium
AAA Annual Meeting
AAA Accounting, Behavior and Organizations Research Conference
BYU Accounting Research Symposium
AAA Accounting PhD Rookie Recruiting and Research Camp

- 2015** AAA Managerial Accounting Section Midyear Conference
Midwest Summer Accounting Research Conference
Global Management Accounting Research Symposium
UW-Madison Accounting Doctoral Alumni Conference
AAA Annual Meeting
- 2014** AAA Managerial Accounting Section Midyear Conference
AAA New Faculty Consortium
AAA Annual Meeting
BYU Accounting Research Symposium
BRITE Lab Fall Research Symposium
- 2013** AAA Managerial Accounting Section Midyear Conference, Doctoral Consortium
Global Management Accounting Research Symposium
BYU Accounting Research Symposium
AAA ABO Research Conference, Doctoral and New Faculty Consortium
- 2012** AAA Managerial Accounting Section Midyear Conference, Doctoral Consortium
BYU Accounting Research Symposium
- 2011** AAA Managerial Accounting Section Midyear Conference, Doctoral Consortium
AAA Annual Meeting
BYU Accounting Research Symposium
AAA ABO Research Conference, Doctoral Consortium
- 2010** AAA Managerial Accounting Section Midyear Conference, Doctoral Consortium
UT-Austin - Intersection of Economics & Psychology in Acctg Research (Invited)
Global Management Accounting Research Symposium
Midwest Summer Accounting Research Conference
- 2009** AAA Managerial Accounting Section Midyear Conference, Doctoral Consortium
Midwest Summer Accounting Research Conference

SERVICE ACTIVITIES

- 2025** **Research Journals and Conferences**
Editor-in-Chief (Interim): *Management Accounting Quarterly*
Associate Editor: *Accounting Perspectives*
Editorial Board Member: *Behavioral Research in Accounting*
Editorial Board Member: *Journal of Management Accounting Research*
Ad Hoc Reviewer: *The Accounting Review*
Jim Bulloch Award for Innovations in Mgmt Acctg Educ Committee Chair
MAS Management Accounting Dissertation Award Committee Member
Volunteer Reviewer, MAS Midyear Conference
Voluntary Reviewer and Discussant, SPARK: Meeting of the Regions
Mentor for MAS PhD Mentoring Program

School of Accounting & Finance – UW

Behavioural Research Lab Director

Phd Policy Committee

CSPM Mentorship Program

Performance Management Field Research Symposium Co-Organizer

2024

Research Journals and Conferences

Editorial Board Member: *Behavioral Research in Accounting*

Editorial Board Member: *Journal of Management Accounting Research*

Ad Hoc Reviewer: *Contemporary Accounting Research*

Ad Hoc Reviewer: *European Accounting Review*

Ad Hoc Reviewer: *The Accounting Review*

Jim Bulloch Award for Innovations in Mgmt Acctg Educ Committee Chair

MAS Management Accounting Dissertation Award Committee Member

Volunteer Reviewer, MAS Midyear Conference

Volunteer Reviewer and Discussant, AAA Annual Meeting

Volunteer Reviewer, ABO Research Conference

School of Accounting & Finance – UW

Behavioural Research Lab Director

Phd Policy Committee

CSPM Mentorship Program

Performance Management Field Research Symposium Co-Organizer

2023

Research Journals and Conferences

Editorial Board Member: *Behavioral Research in Accounting*

Editorial Board Member: *Journal of Management Accounting Research*

Ad Hoc Reviewer: *Accounting Perspectives*

Ad Hoc Reviewer: *Advances in Management Accounting*

Ad Hoc Reviewer: *Contemporary Accounting Research*

Ad Hoc Reviewer: *Management Accounting Research*

Ad Hoc Reviewer: *Management Science*

Ad Hoc Reviewer: *The Accounting Review*

Jim Bulloch Award for Innovations in Mgmt Acctg Educ Committee Chair

Jim Bulloch Award for Innovations in Mgmt Acctg Educ Committee Member

Volunteer Reviewer, MAS Midyear Conference

School of Accounting & Finance - UW

Behavioural Research Lab Director

Behavioural Research Lab Committee Member

CSPM Mentorship Program

Dept of Accounting & Information Systems - UW

PhD Committee Member

Coordinating Faculty Member – Midwest Summer Acctg Research Conference

Coordinating Faculty Member – Dairyland Accounting Conference

Beyer Center Advisory Board

Dissertation Committee Member, Ted (Seung Kyo) Ahn

Wisconsin School of Business

BRITE Lab Advisory Board

2022

Research Journals and Conferences

Editorial Board Member: *Journal of Management Accounting Research*

Ad Hoc Reviewer: *Accounting, Organizations and Society*

Ad Hoc Reviewer: *Advances in Management Accounting*

Ad Hoc Reviewer: *Behavioral Research in Accounting*

Ad Hoc Reviewer: *Contemporary Accounting Research*

Ad Hoc Reviewer: *Management Science*

MAS Notable Contributions to Mgmt Acctg Lit Award Committee Member

Volunteer Discussant, Hawaii Accounting Research Conference

Volunteer Reviewer and Discussant, MAS Midyear Conference

Volunteer Reviewer, AAA Annual Meeting

Volunteer Moderator and Discussant, ABO Research Conference

Dept of Accounting & Information Systems – UW

PhD Committee Member

Coordinating Faculty Member – Midwest Summer Acctg Research Conference

Coordinating Faculty Member – Dairyland Accounting Conference

Beyer Center Advisory Board

Dissertation Committee Member, Ted (Seung Kyo) Ahn

Workshop Coordinator

Wisconsin School of Business

Space Committee Member

BRITE Lab Advisory Board

2021

Research Journals and Conferences

Ad Hoc Reviewer: *Accounting, Organizations and Society*

Ad Hoc Reviewer: *Behavioral Research in Accounting*

Ad Hoc Reviewer: *European Accounting Review*

Ad Hoc Reviewer: *Journal of Management Accounting Research*

Ad Hoc Reviewer: *Management Accounting Research*

Ad Hoc Reviewer: *Management Science*

AAA MAS Strategy Advisory Board

MAS Notable Contributions to Mgmt Acctg Lit Award Committee Member

Volunteer Reviewer and Discussant, MAS Midyear Conference

Volunteer Reviewer, UNT Accounting Research Conference

Invited Discussant, Global Management Accounting Research Symposium

Volunteer Reviewer and Discussant, AAA Annual Meeting

Volunteer Reviewer, ABO Research Conference

Dept of Accounting & Information Systems - UW

PhD Committee Member

Coordinating Faculty Member – Midwest Summer Acctg Research Conference

Coordinating Faculty Member – Dairyland Accounting Conference

Beyer Center Advisory Board

Dissertation Committee Member, In Gyun Baek

Workshop Coordinator

Wisconsin School of Business

Space Committee Member

Learning Commons Steering Committee Member

BRITE Lab Advisory Board

2020

Research Journals and Conferences

Ad Hoc Reviewer: *Accounting, Organizations and Society*

Ad Hoc Reviewer: *Contemporary Accounting Research*

Ad Hoc Reviewer: *European Accounting Review*

Ad Hoc Reviewer: *Journal of Management Accounting Research*

AAA MAS Strategy Advisory Board

Volunteer Discussant, Hawaii Accounting Research Conference

Volunteer Reviewer and Discussant, MAS Midyear Conference

Volunteer Reviewer, AAA Annual Meeting

Volunteer Reviewer and Discussant, ABO Research Conference

Dept of Accounting & Information Systems - UW

PhD Committee Member

Coordinating Faculty Member – Midwest Summer Acctg Research Conference

Coordinating Faculty Member – Dairyland Accounting Conference

Beyer Center Advisory Board

Dissertation Committee Member, Alan He (Georgia State University)

Dissertation Committee Member, In Gyun Baek

Workshop Coordinator

Wisconsin School of Business

Space Committee Member

Learning Commons Steering Committee Member

BRITE Lab Advisory Board

2019

Research Journals and Conferences

Ad Hoc Reviewer: *Accounting, Organizations and Society*

Ad Hoc Reviewer: *Journal of Management Accounting Research*

AAA MAS Strategy Advisory Board

Volunteer Reviewer, MAS Midyear Conference

Volunteer Moderator, GMARS

Volunteer Reviewer and Discussant, AAA Annual Meeting

Volunteer Reviewer and Discussant, ABO Research Conference

Dept of Accounting & Information Systems - UW

PhD Committee Member

Coordinating Faculty Member – Midwest Summer Acctg Research Conference

Coordinating Faculty Member – Dairyland Accounting Conference

Beyer Center Advisory Board

Dissertation Co-Chair, Dimitri Yatsenko

Dissertation Committee Member, Alan He (Georgia State University)

Workshop Coordinator

Wisconsin School of Business

Space Committee Member

Learning Commons Steering Committee Member

BRITE Lab Advisory Board

2018

Research Journals and Conferences

Ad Hoc Reviewer: *Accounting, Organizations and Society*

Ad Hoc Reviewer: *Journal of Management Accounting Research*

Ad Hoc Reviewer: *Management Accounting Research*

Volunteer Moderator, Discussant and Reviewer, MAS Midyear Conference

Invited Discussant, Midwest Summer Acctg Research Conference

Volunteer Reviewer, AAA Annual Meeting

Volunteer Reviewer, ABO Research Conference

Dept of Accounting & Information Systems - UW

PhD Committee Member

Professional Programs Committee Member

Recruiting Committee Member

Coordinating Faculty Member – Midwest Summer Acctg Research Conference

Beyer Center Advisory Board

Dissertation Committee Member, Abe Carr

Dissertation Committee Member, Dimitri Yatsenko

Wisconsin School of Business

Space Committee Member

Learning Commons Steering Committee Member

BRITE Lab Advisory Board

Marshal for Graduation Ceremonies

2017

Research Journals and Conferences

Ad Hoc Reviewer: *Accounting, Organizations and Society*

Ad Hoc Reviewer: *Journal of Management Accounting Research*

Ad Hoc Reviewer: *Management Accounting Research*

Volunteer Discussant and Reviewer, MAS Midyear Conference

Volunteer Moderator, Discussant, and Reviewer, AAA Annual Meeting

Volunteer Reviewer, ABO Research Conference

Volunteer Discussant and Reviewer, Midwest Section Meeting

Dept of Accounting & Information Systems - UW

PhD Committee Member

Professional Programs Committee Member

Recruiting Committee Member

Coordinating Faculty Member – Midwest Summer Acctg Research Conference

- Organized the 2017 Midwest Summer Acctg Research Conference
(Held in Madison, Wisconsin)

Beyer Center Advisory Board

Dissertation Committee Member, Abe Carr

Dissertation Committee Member, Dimitri Yatsenko

Wisconsin School of Business

Space Committee Member

Learning Commons Steering Committee Member

BRITE Lab Advisory Board

2016 Research Journals and Conferences

Ad Hoc Reviewer: *Accounting, Organizations and Society*

Ad Hoc Reviewer: *Journal of Management Accounting Research*

Volunteer Discussant and Reviewer, MAS Midyear Conference

Invited Discussant, Global Management Accounting Research Symposium

Volunteer Discussant and Reviewer, ABO Research Conference

Dept of Accounting & Information Systems - UW

PhD Committee Member

Coordinating Faculty Member – Midwest Summer Acctg Research Conference

Faculty Rep at the AAA Accounting PhD Rookie Recruiting and Research Camp

Wisconsin School of Business

Space Committee Member

Learning Commons Steering Committee Member

2015 Research Journals and Conferences

Editorial Board Member: *Journal of Management Accounting Research*

Ad Hoc Reviewer: *Accounting, Organizations and Society*

Volunteer Discussant and Reviewer, MAS Midyear Conference

Volunteer Moderator, Discussant, and Reviewer, AAA Annual Meeting

Volunteer Reviewer, ABO Research Conference

Dept of Accounting & Information Systems - UW

PhD Committee Member

Dissertation Committee Member, Rachel Martin

Wisconsin School of Business

Space Management Committee Member

- 2014** **Research Journals and Conferences**
 Editorial Board Member: *Journal of Management Accounting Research*
 Ad Hoc Reviewer: *Accounting, Organizations and Society*
 Ad Hoc Reviewer: *Journal of Management Accounting Research*
 Volunteer Discussant and Reviewer, MAS Midyear Conference
 Volunteer Discussant and Reviewer, AAA Annual Meeting
 Volunteer Reviewer, ABO Research Conference
- Dept of Accounting & Information Systems - UW**
 PhD Committee Member
 Dissertation Committee Member, Rachel Martin
- Wisconsin School of Business**
 Space Management Committee Member
- 2013** **Research Journals and Conferences**
 Ad Hoc Reviewer: *Accounting, Organizations and Society*
 Volunteer Reviewer, MAS Midyear Conference
 Volunteer Discussant and Reviewer, ABO Research Conference
- Dept of Accounting & Information Systems – UW**
 PhD Committee Member
 Dissertation Committee Member, Rachel Martin
- 2012** **Research Conferences**
 Volunteer Discussant and Reviewer, MAS Midyear Conference
- 2011** **Research Conferences**
 Volunteer Discussant and Reviewer, MAS Midyear Conference
 Volunteer Discussant and Reviewer, AAA Annual Meeting
 Volunteer Moderator, Discussant, and Reviewer, ABO Research Conference
- Dept of Accounting & Information Systems - MSU**
 Department Advisory Committee Member

CERTIFICATION/AFFILIATIONS

Certified Public Accountant, State of Washington

American Accounting Association
Faculty Member, 2013-Present
Student Member, 2008-2013

Canadian Academic Accounting Association
Faculty Member, 2024-Present

Institute of Management Accountants
Faculty Member, 2014-Present
Student Member, 2010-2013

TEACHING EXPERIENCE

- 2024** Accounting Faculty, University of Waterloo
AFM 382: Cost Management Systems (Fall Semester)
- 2023** Accounting Faculty, University of Waterloo
AFM 382: Cost Management Systems (Fall Semester)
- Accounting Faculty, University of Wisconsin-Madison
AIS 771: Strategic Cost Management (Spring Semester)
- 2022** Accounting Faculty, University of Wisconsin-Madison
AIS 310: Cost Accounting Systems (Fall Semester)
- Accounting Faculty, University of Wisconsin-Madison
AIS 771: Strategic Cost Management (Spring Semester)
- 2021** Accounting Faculty, University of Wisconsin-Madison
AIS 771: Strategic Cost Management (Spring Semester)
- 2020** Accounting Faculty, University of Wisconsin-Madison
AIS 771: Strategic Cost Management (Spring Semester)
- 2019** Accounting Faculty, University of Wisconsin-Madison
AIS 771: Strategic Cost Management (Spring Semester)
- 2018** Accounting Faculty, University of Wisconsin-Madison
AIS 771: Strategic Cost Management (Spring Semester)
- 2017** Accounting Faculty, University of Wisconsin-Madison
AIS 310: Cost Accounting Systems (Spring Semester)
- 2016** Accounting Faculty, University of Wisconsin-Madison
AIS 310: Cost Accounting Systems (Spring Semester)
- 2015** Accounting Faculty, University of Wisconsin-Madison
AIS 310: Cost Accounting Systems (Spring Semester)
- 2014** Accounting Faculty, University of Wisconsin-Madison
AIS 310: Cost Accounting Systems (Spring Semester)
- 2013** Accounting Faculty, University of Wisconsin-Madison
AIS 310: Cost Accounting Systems (Fall Semester)
- 2012** Instructor, Michigan State University
Management accounting course for the MS in Accounting Preparation
Program for international students from China and Taiwan

- 2009** Instructor, Michigan State University
ACC 341: Cost and Managerial Accounting
- 2007-08** Visiting Accounting Faculty, Washington State University, Vancouver
ACC 335: Introduction to Taxation
ACC 338: Cost Accounting
ACC 430: Advanced Accounting – Governmental and Nonprofit
ACC 438: Advanced Cost Accounting
ACC 550: Introduction to Financial and Managerial Accounting (MBA)
- 2006-07** Adjunct Lecturer, Washington State University, Vancouver
ACC 338: Cost Accounting
- 2002-03** Teaching Assistant, Washington State University, Pullman
Multiple Tax Courses

PROFESSIONAL WORK EXPERIENCE

- 2003-07 Revenue Auditor**
Washington State Dept of Revenue, Vancouver, WA
- Perform audits of businesses in Washington and Oregon to determine compliance of Washington state tax laws.
 - Work with numerous industries and business types.
 - Research state and local tax law.
 - Serve on committee for statistical and non-statistical sampling procedures.