MICHAEL G. WILLIAMSON

Associate Professor of Accounting Ernst and Young Faculty Fellow The University of Texas at Austin

Address

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Education

Doctor of Philosophy in Accounting, Indiana University (2005)
Master of Business, Indiana University (2003)
Master of Information Systems in Public Policy and Management, Carnegie Mellon University (1998)
Bachelor of Science in Accounting, Louisiana State University (1996)

Research and Teaching Interests

Research: Performance-Evaluation and Reward System Design

Teaching: Management Accounting; Performance Measurement and Control; Behavioral Accounting Research

Academic and Teaching Experience

The University of Texas at Austin

Associate Professor 2011 - presentAssistant Professor 2005 - 2011

Performance Measurement and Control in the MBA Program

Fundamentals of Management Accounting in the Undergraduate Business Honors Program International Accounting Policies and Procedures in the MPA program (taught in Prague) Managerial Accounting in the Mexico City, Dallas, and Austin Evening Executive MBA Programs Behavioral Research in Accounting in the Ph.D. Program Co-Developed an On-line Foundations of Accounting Class

Indiana University
Assistant Instructor

2000-2005

Introduction to Management Accounting in the Undergraduate Program

Professional Experience

Senior Consultant (Information Technology), Ernst & Young – Atlanta, GA (1998 – 2000) Tax Consultant, Ernst & Young, Memphis, TN (1997)

Refereed Journal Articles

- Kachelmeier, S. J., T. A. Thornock, & M.G. Williamson. (2014). Be Careful What You Wish For: The Effects of Communicated Values on Performance-Based Incentives. Conditionally accepted by *Contemporary Accounting Research*.
- Kachelmeier, S. J., T. M. Majors, & M.G. Williamson. (2014). Does Willful Intent Modify Risk-based Auditing? *The Accounting Review*, forthcoming.
- Webb, A., M. G. Williamson, and Y. Zhang. (2013). Productivity-Target Difficulty, Target-Based Pay and Outside-the-Box Thinking. *The Accounting Review* (88): 1433-1457.
- Dikolli, S. S., J. H. Evans III, J. Hales, M. Matejka, D. V. Moser, and M. G. Williamson. (2013). Testing Analytical Models Using Archival or Experimental Methods. *Accounting Horizons* (27): 129-139.
- Chen, C. X., M. G. Williamson, and F. H. Zhou. (2012). Reward System Design and Group Creativity: An Experimental Investigation. *The Accounting Review* (87): 1885-1911.
 - Outstanding Management Accounting Paper Award at the 2010 AAA Annual Meeting
- Balakrishnan, R., G. B. Sprinkle, and M. G. Williamson. (2011). Contracting Benefits of Corporate Giving: An Experimental Investigation. *The Accounting Review* (86): 1887-1907.
- Kachelmeier, S. J., and M. G. Williamson. (2010) Attracting Creativity: The Initial and Aggregate Effects of Contract Section on Creativity-Weighted Productivity. *The Accounting Review* (85): 1669-1691.
 - Outstanding Management Accounting Paper Award at the 2008 AAA Annual Meeting
- Hales, J. and M. G. Williamson. (2010). Implicit Employment Contracts: The Limits of Management Reputation for Promoting Firm Productivity. *Journal of Accounting Research* (48): 51-80.
- Koonce, L., M. G. Williamson, and J. Winchel. (2010). Consensus Information and Nonprofessional Investors' Reaction to the Revelation of Estimate Inaccuracies. *The Accounting Review* (85): 979 1000.
- Kachelmeier, S. J., B. Reichert, and M. G. Williamson. (2008). Measuring and Motivating Quantity, Creativity, or Both. *Journal of Accounting Research* (46): 341-373.
 - Best Paper Award, Management Accounting Stream at the 2007 AFAANZ Conference
- Sprinkle, G. B., M. G. Williamson, and D. R. Upton. (2008). The Effort and Risk-Taking Effects of Budget-Based Contracts. *Accounting, Organizations, and Society* (33): 436-452.
- Williamson, M. G. (2008). The Effects of Expanding Employee Decision Making on Contributions to Firm Value in an Informal Reward Setting. *Contemporary Accounting Research* (25): 1183-1209.

Publications, continued

Refereed Journal Articles, continued

Sprinkle, G. B., & M. G. Williamson. (2004). The Evolution from Taylorism to Employee Gainsharing: A Case Study Examining John Deere's Continuous Improvement Pay Plan. *Issues in Accounting Education* (19): 487-503.

Book Chapter

Sprinkle, G. B., & M. G. Williamson. (2007). Experimental Research in Managerial Accounting. In *Handbook of Management Accounting Research*, edited by Chris Chapman, Anthony Hopwood, and Mike Shields. Elsevier Science.

This is an updated version of Sprinkle, G. B. (2003). Perspectives on Experimental Research in Managerial Accounting. *Accounting, Organizations and Society* (28): 287-318.

Working Papers

- Bloomfield, R., Laux, V., N. Seybert, and M. G. Williamson (2014). The Interplay of Capital Markets and Management: Tradeoffs between the Valuation and Communicative Roles of Stock Price.
- Brueggen, A., C. Feichter, and M. G. Williamson (2014). Motivating Performance on Routine Tasks to Inspire Creativity: The Role of Management Control Systems.
- Fisher, J. G., S. A. Peffer, G. B. Sprinkle, and M. G. Williamson. (2013). Reciprocity, repeated play, and budget-based contracts.
- Haesebrouck, K., A. Van den Abbeele, and M.G. Williamson. (2014). Help With and Without Knowledge Sharing: Implications for Reward System Design.
- Hales, J., L. W. Wang, and M.G. Williamson. (2014). Selection benefits of stock-based compensation for rank -and-file employees.
- Kachelmeier, S. J., L. W. Wang, and M.G. Williamson. (2014). The role of incentives in sustaining high creativity production.

Research Grants

McCombs School of Business Research Excellence Grant, 2006, 2008, 2011, 2013 University of Texas University Research Institute Grant, 2006

Invited Presentations

Workshop Invitations

University of Florida, scheduled December 2014

Maastricht University (Netherlands), scheduled October 2014

Technische Universität München (Germany), scheduled October 2014

Indiana University, scheduled September 2014

University of Wisconsin, 2013

Brigham Young University, 2013

University of Southern California, 2013

Florida State University, 2013

Erasmus University (Netherlands), 2013

Texas A&M University, 2012

Maastricht University (Netherlands), 2012

Catholic University of Leuven (Belgium), 2012

University of North Texas, 2012

Arizona State University, 2011

University of Illinois, 2011

Texas Tech University, 2011

Nanyang Technological University (Singapore), 2010

University of Iowa, 2010

Catholic University of Leuven (Belgium), 2010

University of Washington, 2010

Purdue University, 2010

Nyenrode Business University (Netherlands), 2009

Northeastern University, 2009

University of Waterloo, 2009

University of South Carolina 2009

Tilburg University, 2008

University of Notre Dame, 2008

Georgia State University, 2007

Cornell University, 2007

Harvard University, 2007

Michigan State University, 2007

University of Pittsburgh, 2006

Emory University, 2005

University of Illinois, 2005

Louisiana State University, 2005

The University of Texas at Austin, 2005

University of Utah, 2005

University of Washington, 2005

University of South Carolina, 2005

Conference Presentations

Management Accounting Section Doctoral Colloquium (Creativity and Control), scheduled January 2015 Management Accounting Section Mid-year Meeting, 2014

Empirical Research in Management Accounting and Control (Plenary Speaker), WU Vienna, June 2014 ABO Research Conference, 2012

Management Accounting Section Mid-year Meeting, 2011

American Accounting Association Annual Meeting Panelist, (Testing Analytical Models), 2011

American Accounting Association Annual Meeting, 2011

ABO Doctoral Consortium Panelist (Experimental Research in Management Accounting), 2011

Management Accounting Section Mid-year Meeting, 2010

Management Accounting Section Mid-year Meeting, 2009

ABO Research Conference Panelist (The Financial Crisis and Accounting Controls), 2009

ABO Doctoral Consortium Panelist (Experimental Research in Management Accounting), 2009

Global Management Accounting Research Symposium, 2009

Management Accounting Section Mid-year Meeting, 2008

American Accounting Association Annual Meeting, 2008

Management Accounting Section Mid-year Meeting, 2007

Global Management Accounting Research Symposium, 2007

Journal of Accounting Research Conference at the University of Chicago, 2007

Central Texas Compensation and Benefits Association, 2007

New Faculty Consortium Panelist (On Being a New Academic), 2007

Economic Science Association North American Meeting, 2006

Management Accounting Section Doctoral Colloquium (Early Career Opportunities and Challenges), 2006

Doctoral Students (Initial Placements)

Dissertation Chair, Laura Wang, expected 2014 graduation (University of Illinois)

Dissertation Committee at K.U.Leuven, Nathalie Beckers, 2013 (Tilburg University)

Dissertation Committee, Tracie Majors, 2013 (University of Illinois)

Dissertation Committee, James Smith, 2012 (University of Saskatchewan)

Dissertation Co-Chair, Todd Thornock, 2011 (Iowa State University)

Dissertation Committee at K.U.Leuven, Stijn Masschelein, 2010 (Tilburg University)

Dissertation Co-Chair, Bernhard Reichert, 2010 (Drexel University)

Dissertation Committee, Margaret Christ, 2008 (University of Georgia)

The University of Texas at Austin

MBA Programs Committee, 2013-present

Accounting Department Executive Committee, 2011-present

Ad Hoc Committee on BBA Curriculum Reform 2010 – 2011

Accounting Doctoral Program Evaluation and Continuation Committee 2009-2011

Teaching Awards Committee 2011 - 2012

Accounting Department Spring Conference Co-chairperson 2010

McCombs School of Business Strategy Guidance Committee 2008

Reviewing and Discussing

Journal of Management Accounting Research – Associate Editor (2013)

The Accounting Review – Editorial Board (2011 – present)

Accounting, Organizations and Society - Editorial Board (2011 - present)

Behavioral Research in Accounting – Editorial Board (2008 – present)

Journal of Management Accounting Research – Editorial Board (2009–12)

Journal of Accounting Research - Adhoc Reviewer

Management Science - Adhoc Reviewer

Journal of Information Systems - Adhoc Reviewer

Contemporary Accounting Research - Adhoc Reviewer

Managerial and Decision Economics - Adhoc Reviewer

Professional Committees

Management Accounting Section Annual Meeting Outstanding Paper Committee, 2014

Management Accounting Section Mid-year Meeting, Co-Organizer, 2011-2013

AAA Distinguished Contributions to Accounting Literature Award Selection Committee, 2010

ABO Outstanding Dissertation Award Selection Committee 2007, 2009

Management Accounting Section Midyear Meeting Outstanding Paper Committee, 2009, 2014 (chair)

Management Accounting Dissertation Award Committee, 2010, 2013

Notable and Distinguished Contributions to Accounting Literature Award Screening Committee, 2014

Teaching Honors and Awards

MBA Applause Award, 2013
Regents' Outstanding Teaching Award, 2010
Mortar Board Preferred Professor, 2009
Outstanding Educator Award from the Texas Executive MBA at Mexico City Class of 2009
Trammell/ CBA Foundation Teaching Award for Assistant Professors, 2009
Texas Blazers Faculty Excellence Award, 2009
Honors Business Association Professor Award, 2007
Faculty Honor Roll for Excellence in Undergraduate Teaching, 2006, 2008, 2011

Research Honors and Awards

Best Early Career Researcher in Management Accounting Award 2010 (sponsored by AICPA, CIMA, & CMA) Outstanding Management Accounting Paper Award at the 2010 AAA Annual Meeting Outstanding Management Accounting Paper Award at the 2008 AAA Annual Meeting Best Paper Award, Management Accounting Stream at the 2007 AFAANZ Conference