### MICHAEL G. WILLIAMSON

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

#### Address

Department of Accounting
McCombs School of Business
1 University Station B6400
Austin, TX 78712-0211
512-471-5529; (fax) 512-471-3904
Michael. Williamson@mccombs.utexas.edu

#### 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

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

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

- 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.
- 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.

### **Publications**, continued

### **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

- Fisher, J. G., S. A. Peffer, G. B. Sprinkle, and M. G. Williamson. (2013). Reciprocity, repeated play, and budget-based contracts.
- Hales, J., L. W. Wang, and M.G. Williamson. (2013). Selection benefits of stock-based compensation for rank -and-file employees.
- Kachelmeier, S. J., T. M. Majors, & M.G. Williamson. (2013). Does Willful Intent Modify Risk-based Auditing?
  - Accepted for the 2013 Contemporary Accounting Research Conference
- Kachelmeier, S. J., T. A. Thornock, & M.G. Williamson. (2013). Be Careful What You Wish For: The Effects of Communicated Values on Performance-Based Incentives.
- Laux, V., N. Seybert, and M. G. Williamson (2013). The Interplay of Capital Markets and Management: Tradeoffs between the Valuation and Communicative Roles of Stock Price.

#### **Research Grants**

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

#### **Invited Presentations**

University of Wisconsin, scheduled December 2013

Brigham Young University, scheduled December 2013

University of Southern California, scheduled November 2013

Florida State University, scheduled November 2013

Erasmus University, October 2013

Texas A&M University, November 2012

Maastricht University (Netherlands), September 2012

Catholic University of Leuven (Belgium), September 2012

University of North Texas, 2012

Arizona State University, 2011

University of Illinois, 2011

Texas Tech University, 2011

Nanyang Technological University (Singapore), November 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

University of Utah, 2005

University of Washington, 2005

University of South Carolina, 2005

#### ABO Research Conference, 2012

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

ABO Doctoral Consortium Panelist (Experimental Research in Management Accounting), 2009, 2011

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

Management Accounting Section Mid-year Meeting, 2007, 2008, 2009, 2010, 2011

Global Management Accounting Research Symposium, 2007, 2009

American Accounting Association Annual Meeting, 2008, 2011

Journal of Accounting Research Conference, 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

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

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); Editorial Board (2009–12)

*The Accounting Review* – Editorial Board (2011 – present)

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

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

Management Science - Adhoc Reviewer

Journal of Information Systems - Adhoc Reviewer

Contemporary Accounting Research - Adhoc Reviewer

Managerial and Decision Economics - Adhoc Reviewer

Management Accounting Section Mid-year Meeting – Discussant and Reviewer

American Accounting Association Annual Meeting-Discussant and Reviewer

Global Management Accounting Research Symposium – Discussant

# Professional Committees

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, 2013

Management Accounting Dissertation Award Committee, 2010, 2013

## **Teaching Honors and Awards**

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