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Education and Certifications

2004 B present	University of Texas at Austin, Austin, Texas PhD in Accounting, expected graduation - 2009
2000 B present	Certified Public Accountant (CPA) AICPA State Board Illinois
1995 B 2000	University of Mannheim, Mannheim, Germany Diplom-Kaufmann (German MBA)
1999 B 2000	Western Illinois University, Macomb, Illinois MBA with Concentration in Accounting

Research

Research Interests: Management Accounting, Performance Measurement and Incentives, Effect of Cultural Differences, Control Systems

Dissertation: The Value of Extracting Self-Evaluations in the Presence of Asymmetric Knowledge of Performance

Refereed Journal Article:

“Measuring and Motivating Quantity, Creativity, or Both” with Steven J. Kachelmeier and Michael G. Williamson. *Journal of Accounting Research*, Forthcoming 2008
Winner of the Australian Accounting Association Outstanding Working Paper Award, 2007.

Non-Refereed Journal Article:

“A Review of overnight success: Federal Express and its renegade creator”, *Journal of Business Leadership* 2000-2001, p. 33-58.

Practitioner Publications:

Kagermann, H., W. Kinney, K. Küting, and C. Weber (Eds.). 2007. *Internal Audit Handbook: Management with the SAP 7 Audit Roadmap*. New York: Springer. (Contributing Author).

Invited Research Conference Presentations:

“Measuring and Motivating Quantity, Creativity, or Both” presented at
- American Accounting Association, Management Accounting Section Mid-Year Research Conference, Long Beach, California, January 2008

Conferences

Auditing Section Doctoral Consortium and Mid-Year Meeting
Austin, Texas, January 2008

Management Accounting Section Doctoral Consortium and MAS Mid-Year Meeting
Long Beach, California, January 2008

Accounting, Behavior and Organizations Section Meeting
Philadelphia, Pennsylvania, October 2007

Journal of Accounting Research Conference (invited attendance)
Chicago, Illinois, May 2007

PAC 10 Doctoral Consortium (invited attendance)
Los Angeles, California, March 2007

Issues in Financial Reporting Conference
Austin, Texas, March 2007

Management Accounting Section Doctoral Consortium and MAS Mid-Year Meeting
Ft. Worth, Texas, January 2007

Issues in Managerial Accounting Conference
Austin, Texas, March 2006

Management Accounting Section Doctoral Consortium and MAS Mid-Year Meeting Clearwater
Beach, Florida, January 2006

Fellowships, Awards and Honors

Continuing University Fellowship, University of Texas at Austin	2008 - 2009
University Representative in PwC xFAC 2008 PhD student competition	2008
University of Texas McCombs School of Business Doctoral Fellowship	2004 - 2008
William W. and Ruth F. Cooper Fellowship	2004
Beta-Gamma-Sigma Honor Society	2000
Sigma-Iota-Epsilon Honor Society in Management	2000
Konrad-Adenauer-Fellowship, Federal Republic of Germany	1999
Eugen-Bolz-Fellowship, Catholic Student Association (KdStV), Germany	1998
Franz-Schnabel Medal in History, Board of Education Award, Germany	1994

Work Experience

Assistant Instructor, University of Texas at Austin: 2006
Taught Fundamentals of Managerial Accounting
Overall Instructor Rating 4.5
Overall Course Rating 4.2

Research Assistant:
Karen Sedatole, Michael Williamson 2005 - present

Teaching Assistant:
Michael Williamson, Carlos Corona, Karen Sedatole, William O'Hara, Doug DeVidal 2004 - present
Various Managerial Accounting Courses for Undergraduates, Honor Students, and MBAs

Personal Assistant KPMG Board Member, Hamburg, Germany: Liaison for IFRS lecture University of Hamburg	2000 - 2004
Auditor KPMG DTG AG, Hamburg, Germany: Audit of German-GAAP, IFRS, and US-GAAP clients	2000 - 2004
Staff Assistant Media Center, German Army, Sigmaringen, Germany: Press Liaison and Security	1994 - 1995

Professional Service and Affiliations

American Accounting Association (AAA) Member
AAA Accounting, Behavior and Organizations Section Member
AAA Auditing Section Member
AAA Managerial Accounting Section Member