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EDUCATION

University of Illinois at Urbana-Champaign, Champaign, Illinois
PhD in Accountancy, 2012

Manchester Business School, University of Manchester, Manchester, England
Master of Business Administration, *with distinction*, 2002

Centre of African Studies, University of Edinburgh, Edinburgh, Scotland
Master of Science in African Studies, *with distinction*, 1997

Edmund A. Walsh School of Foreign Service, Georgetown University, Washington, DC
Bachelor of Science in Foreign Service, 1995

RESEARCH

Research focus: Behavioral research in financial and managerial accounting

Refereed Publications

- Example-based reasoning and fact-weighting guidance in accounting standards (with Greg Capps and Lisa Koonce). Forthcoming at *Contemporary Accounting Research*.
- The paradoxical behavioral effects of a directional goal on investors' risk perceptions and valuation judgments (with Brooke Elliott and Kristina Rennekamp). Forthcoming at *Journal of Behavioral Finance*.
- How do experienced users evaluate hybrid financial instruments? (with Shana Clor-Proell and Lisa Koonce). *Journal of Accounting Research* 2016 (54): 1267-1296.
- Does concrete language in disclosures increase willingness to invest? (with Brooke Elliott and Kristina Rennekamp). *Review of Accounting Studies* 2015 (20): 839-865.
- Earnings metrics, information processing, and price efficiency in laboratory markets (with Brooke Elliott and Jessen Hobson). *Journal of Accounting Research* 2015 (53): 555-592.

- The effect of performance-based incentive contracts on System 1 and System 2 processing in affective decision contexts: fMRI and behavioral evidence (with Anne Farrell and Joshua Goh). *The Accounting Review* 2014 (89): 1979-2010.
Article included in "A forum on neuroscience and ultimate causation in accounting research"
- The unintended effect of corporate social responsibility performance on investors' estimates of fundamental value (with Brooke Elliott, Kevin Jackson and Mark Peecher). *The Accounting Review* 2014 (89): 275-302.

Working papers

"Automatic summarization of corporate disclosures," with Eddy Cardinaels and Stephan Hollander

"The effects of uncertainty and investment horizon on investors' reactions to good and bad news,"

"Financial Incentives Differentially Regulate Neural Processing of Positive and Negative Emotional Biases During Decision-Making," with Anne Farrell and Josh Goh

"Linked financial statement presentation, causal reasoning, and investors' risk judgments" with Zheng Leitter and Lisa Koonce

Work in progress

"Earnings metrics and motivated reasoning," with Brooke Elliott, Jessen Hobson and Ben Van Landuyt

"The endowment effect and corporate social responsibility," with Shannon Garavaglia and Julie Irwin

Other work

Review of the book *The African Experience with Higher Education*, by JFA Ajayi, LKH Goma and GA Johnson. *Higher Education* 1998 (35): 473-477. doi: 10.1023/A:1003294108162

Media mentions

"[To write a better prospectus, keep it concrete.](#)" Steve Brooks. *Texas Enterprise*. Nov 1, 2015.

"[Mapping a Manager's Brain on Incentives.](#)" Steve Brooks. *Texas Enterprise*. Feb 17, 2015.

"[Clear communications and unconscious customer bias.](#)" Daniel Burstein. *Marketing Sherpa*. Nov 24, 2014.

[“Investors may react emotionally to corporate responsibility.”](#) *Harvard Business Review’s Daily Stat.* Jan 2014.

[“This is your brain on incentives.”](#) Kim Brown. *Texas Enterprise.* Mar 25, 2013.

Research awards, grants and fellowships

- 2016 Recipient, McCombs School of Business CBA Foundation Research Excellence Award for Assistant Professors
- 2015 Nominee, McCombs School of Business CBA Foundation Research Excellence Award for Assistant Professors
- 2013 Outstanding Doctoral Dissertation Award, ABO Section, AAA
- 2012 Outstanding Manuscript Award, ABO Section, AAA
- 2011 Deloitte Foundation Doctoral Fellowship
- 2011 Victor Bernard Memorial Scholar, University of Illinois
- 2011 AAA / Deloitte Foundation / J Michael Cook Doctoral Consortium Fellow
- 2011 Campus Research Board Grant, University of Illinois (PI: Jessen Hobson), \$7,680
- 2010 Richard D. and Anne Marie Irwin Fellowship, University of Illinois
- 2010 Institute of Management Accountants Foundation for Applied Research Grant (PI: Anne Farrell), \$12,495
- 2010 Campus Research Board Grant, University of Illinois (PI: Anne Farrell), \$14,550

Invited presentations & conference participation (presenter unless indicated)

- 2017 FASB Financial Reporting Issues Conference (participant), University of Pittsburgh (scheduled)
- 2016 AAA FARS Midyear Meeting (co-author presenting), Erasmus University, INSEAD Accounting Symposium (participant), University of Bern, AAA Annual Meeting (co-author presenting), University of Kentucky, University of Iowa
- 2015 The University of Texas at Austin Spring Conference, University of Illinois Young Scholars Symposium, Indiana University, ABO Midyear Meeting (co-author presenting), Cornell University, University of Alberta
- 2014 FARS Midyear Meeting, MAS Doctoral Consortium, Lone Star Accounting Research Conference, *Accounting, Organizations and Society* Conference (participant)
- 2013 FARS Midyear Meeting, MAS Midyear Meeting, *Journal of Accounting Research* Conference, Tilburg University Accounting Spring Camp, ABO Midyear Meeting
- 2012 FARS Midyear Meeting, Nanyang Technological University, The University of Texas at Austin, Georgia Institute of Technology, Emory University, Cornell University, University of Washington, ABO Midyear Meeting (two papers)
- 2011 FARS Midyear Meeting, Social and Consumer Psychologists of Illinois Conference
- 2010 ABO Midyear Meeting

TEACHING

Teaching interests

Financial accounting
Financial statement analysis

Teaching experience

University of Texas at Austin

ACC 380K.7 (Financial Statement Analysis, MBA/MPA elective)

Average rating over five years (11 sections): 4.6/5.0

ACC 327 (Financial Statement Analysis, Undergraduate elective)

Average rating over two years (two sections): 4.7/5.0

University of Illinois at Urbana-Champaign

ACCY 301 (Accounting Measurement and Disclosure, Undergraduate core course)

Average rating over two years (two sections): 4.8/5.0

Teaching awards

- 2016 Nominee, McCombs School of Business Joe D Beasley Award for MBA Teaching
 - 2015 Nominee, McCombs School of Business Joe D Beasley Award for MBA Teaching
 - 2012 MBA Applause Award, McCombs School of Business, The University of Texas at Austin
 - 2010 University of Illinois College of Business Alumni Association Excellence-in-Teaching Award
 - 2010 List of Teachers Ranked as Excellent, University of Illinois
 - 2009 Fred H. Figge Distinguished Teaching Assistant Award in Accountancy, University of Illinois
 - 2009 List of Teachers Ranked as Excellent, University of Illinois
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SERVICE

Reviewing activities

Editorial Board, *Behavioral Research in Accounting*, 2015-present

Ad Hoc reviewer for:

Accounting Horizons

Accounting and Finance

Accounting, Organizations and Society

Contemporary Accounting Research

Journal of Accounting Research

Journal of Business Ethics

Journal of International Accounting Research

Review of Accounting Studies

The Accounting Review

The International Journal of Accounting

- 2016 Reviewer and discussant, FARS and MAS Midyear; Reviewer, ABO Midyear
- 2015 Co-coordinator for Experimental Research in Accounting Conference at UT Austin
- 2015 Reviewer, AAA ABO, FARS and MAS Midyear Meetings
- 2014 Reviewer and discussant, AAA FARS and MAS Midyear Meetings
- 2013 Reviewer and discussant, AAA ABO Midyear Meeting
- 2012 Reviewer and discussant, AAA ABO Midyear Meeting
- 2011 Reviewer and moderator, AAA FARS Midyear Meeting
- 2010 Reviewer, AAA ABO Midyear Meeting

External reviews

Erasmus University, 2016 (PhD proposal)

PhD and Masters supervision

Shannon Garavaglia (expected graduation 2019), PhD first-year summer paper, Supervisor

Xinyu Zhang (expected graduation 2018), PhD Dissertation Committee, Member

Ben Van Landuyt (expected graduation 2017), PhD Dissertation Committee, Member

Sally Blatz (2013), MBA Independent Study, Supervisor

Greg Capps (2012), Masters Thesis, Reader

Service to the department, college and university

2016-present Institutional Research Board (IRB) Departmental Review Chair

2016-present Faculty Advisory Committee, McCombs School of Business, UT Austin

2012-present Graduate Studies Committee, Department of Accounting, UT Austin

2011 Search Committee for Head of Accountancy Department, University of Illinois

PROFESSIONAL & VOLUNTEER EXPERIENCE

Lonestar Soccer Club, Austin, Texas
Treasurer, USSDA Teams, 2015-present

Champaign Urbana Ballet, Champaign, Illinois
Treasurer, 2009-2012

Morris Textiles Limited, Liverpool, England
Finance Director, 1997-2007

PROFESSIONAL CERTIFICATION & MEMBERSHIPS

Certified Public Accountant (Registered), State of Illinois
American Accounting Association, ABO, FARS and MAS Sections
Institute of Management Accountants
Society for Judgment and Decision Making