

STEVEN J. KACHELMEIER

Randal B. McDonald Chair in Accounting

The University of Texas at Austin
Red McCombs School of Business
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EDUCATION

Doctor of Philosophy, April 1988
The University of Florida

Bachelor of Business Administration, *summa cum laude*, May 1980
The University of New Mexico

PROFESSIONAL CERTIFICATION

Certified Public Accountant since 1981 (New Mexico), with Elijah Watt Sells honors for performance on the Uniform CPA Examination.

EXPERIENCE

Professor of Accounting (effective 2000; Assistant 1988-1993 and Associate 1994-1999)

The University of Texas at Austin
Randal B. McDonald Chair in Accounting, effective 2009.
Charles T. Zlatkovich Centennial Professorship, 2003 – 2009.
PricewaterhouseCoopers Faculty Fellow, 1995 – 2003.
Courses taught: Auditing (undergraduate), accounting research elective (MPA),
advanced financial accounting (undergraduate and graduate), accounting theory
(graduate), and various doctoral research seminars.

Certified Public Accountant, 1980-1984

Peat, Marwick, Mitchell & Co. (now KPMG), Santa Fe, N.M., 1980-1983
Daymon & Associates, 1983-1984

TEACHING

TEACHING INTERESTS

Auditing and financial accounting.

TEACHING AWARDS AND NOMINATION

Regents' Outstanding Teaching Award, University of Texas System, 2012.

Nominated by the Department of Accounting for the McCombs Foundation Excellence in Education Award, 2017 and 2019.

Faculty Appreciation Award, Office of Services for Students with Disabilities, 2014.

Nominated by the Department of Accounting for the McCombs Foundation Award for Effective Teaching in Undergraduate Classes, 2007.

MBA Elective Faculty Honor Roll for outstanding teaching in the MBA Program, 2003-2004.

Alpha Kappa Psi "Best Professor" Award for Outstanding Undergraduate Teaching in the College of Business, University of Texas at Austin, 1996.

Outstanding Teacher Award, Master of Professional Accounting Council, University of Texas at Austin, 1995.

College Foundation Award for Teaching Excellence by an Assistant Professor. College of Business, University of Texas at Austin, 1991.

INTERNATIONAL TEACHING EXPERIENCE

Visiting professor, Australian National University, Summer 2007.

Visiting professor of Financial Accounting, Helsinki School of Economics, 1990, 1992, 1993, and 1996.

ADVISING

Departmental Ph.D. Program Director, 1999 - 2004.

Doctoral students supervised, with initial placement / current affiliation:

- Christine Haynes, 1993, Virginia Tech / Univ. of West Georgia
- Steve Buchheit, 1997, University of Houston / University of Alabama
- Kristy Towry, 2002, Emory University / Emory University
- Charlene Geisler, 2004, Nanyang Technological University / Liberty University
- Jessen Hobson, 2006, Florida State Univ. / University of Illinois
- Margaret Christ, 2008, University of Georgia / University of Georgia
- Kendall Bowlin, 2008, University of Mississippi / University of Mississippi
- Bernhard Reichert, 2010, Drexel University / Virginia Commonwealth Univ.
- Todd Thornock, 2011, Iowa State University / University of Nebraska
- Tracie Majors, 2013, University of Illinois / University of Southern California
- Laura Wang, 2014, University of Illinois / University of Illinois
- Ben Van Landuyt, 2017, University of Arizona / University of Arizona
- Xinyu Zhang, 2018, Cornell University / Cornell University
- Daniel Rimkus, 2020, ongoing

Supervised 12 student independent study projects, including two Plan II Honors Theses.

RESEARCH

RESEARCH FOCUS

Applications of experimental methods to performance reporting and auditing issues.

PUBLICATIONS (in reverse chronological order)

“Working Longer but Not Harder: The Effects of Incentivizing Inputs versus Outputs in a Heterogeneous Workforce” (with E.W. Chan and X. Zhang). *The Accounting Review*, forthcoming 2021.

“Financial Accounting and Auditing Experiments in the *Journal of Accounting Research*: Historical Background and Recent Advances.” Invited review and commentary, *Journal of Accounting Research* Virtual Issue Series, forthcoming 2020.

“The Forewarning Effect of Critical Audit Matter Disclosures Involving Measurement Uncertainty” (with D. Rimkus, J.J. Schmidt, and K. Valentine). *Contemporary Accounting Research*, forthcoming 2020.

“Incentivizing the Creative Process: From Initial Quantity to Eventual Creativity” (with L.W. Wang and M.G. Williamson). *The Accounting Review*, March 2019, 249-266. Recipient of the AAA/AICPA Impact on Management Accounting Practice Award, January 2020.

“Discussion of ‘The Informativeness of Relative Performance Information and its Effect on Effort Allocation in a Multi-Task Environment.’” Invited discussion, *Contemporary Accounting Research*, Fall 2019, 1628-1633.

“Testing Auditor-Client Interactions without Letting Auditors and Clients Fully Interact: Comments on Bennett and Hatfield (2018).” Invited commentary, *Accounting, Organizations and Society*, July 2018, 58-62.

“Do Journals Signal or Reflect? An Alternative Perspective on Editorial Board Composition.” Commentary, *Critical Perspectives on Accounting*, March 2018, 62-69.

“Prompting the Benefit of the Doubt: The Joint Effect of Auditor-Client Social Bonds and Measurement Uncertainty on Audit Adjustments” (with B.W. Van Landuyt). *Journal of Accounting Research*, September 2017, 963-994.

“Communicated Values as Informal Controls: Promoting Quality While Undermining Productivity? (with T.A. Thornock and M.G. Williamson). *Contemporary Accounting Research*, Winter 2016, 1411-1434.

“When Do Ineffective Audit Committee Members Experience Turnover?” (with S.J. Rasmussen and J.J. Schmidt). *Contemporary Accounting Research*, Spring 2016, 228-260.

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PUBLICATIONS, continued

- “Does Intent Modify Risk-Based Auditing?” (with T.M. Majors and M.G. Williamson). *The Accounting Review*, November 2014, 2181-2201.
- “Attracting Creativity: The Initial and Aggregate Effects of Contract Selection on Creativity-Weighted Productivity” (with M.G. Williamson). *The Accounting Review*, September 2010, 1669-1691. *Awarded Outstanding Management Accounting Paper at the 2008 Annual Meeting of the American Accounting Association.*
- “Experimental Evidence of How Prior Experience as an Auditor Influences Managers’ Strategic Reporting Decisions” (with K.O. Bowlin and J. Hales). *Review of Accounting Studies*, March 2009, 63-87.
- “Predicting Relative Performance in Economic Competition” (with J. Hales). *Journal of Behavioral Finance*, October-December 2008, 187-192.
- “Measuring and Motivating Quantity, Creativity, or Both” (with B.E. Reichert and M.G. Williamson). *Journal of Accounting Research*, May 2008, 341-373. *Received the Best Paper Award at the 2007 Annual Meeting of the Accounting and Finance Association of Australia and New Zealand.*
- “Education Means More than Teaching” Invited commentary, *Journal of Accountancy*, June 2006.
- “Assessing the Shortage of Accounting Faculty” (with D. Plumlee, S. Madeo, J. Pratt, and G. Krull). *Issues in Accounting Education*, May 2006, 113-125.
- “Strategic Disclosure of Risky Prospects: A Laboratory Experiment” (with J.L. Hobson). *The Accounting Review*, July 2005, 825-846.
- “The Limitations of Experimental Design: A Case Study Involving Monetary Incentive Effects in Laboratory Markets” (with K.L. Towry). *Experimental Economics*, April 2005, pp. 21-33.
- “Reviewing the Review Process.” *Journal of the American Taxation Association*, Supplement 2004, 143-154.
- “In Defense of Accounting Education.” *The CPA Journal*, October 2002, 34-38.
- “Using Laboratory Experiments to Investigate Accounting Policy Issues” (with R.R. King). *Accounting Horizons*, September 2002, 219-232.
- “Negotiated Transfer Pricing: Is Fairness Easier Said than Done?” (with K.L. Towry). *The Accounting Review*, July 2002, 571-593.

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PUBLICATIONS, continued

- “Market Efficiency, Bounded Rationality, and Supplemental Business Reporting Disclosures” (with J.R. Dietrich, D.N. Kleinmuntz, and T.J. Linsmeier). *Journal of Accounting Research*, September 2001, 243-268.
- “An Experimental Assessment of Recent Professional Developments in Nonstatistical Audit Sampling Guidance” (with W.F. Messier, Jr. and K. Jensen). *Auditing: A Journal of Practice & Theory*, March 2001, 81-96.
- “Why Do People Give Interest-Free Loans to the Government? An Experimental Study of Interim Tax Payments” (with B.C. Ayers and J.R. Robinson). *Journal of the American Taxation Association*, Fall 1999, 55-74.
- “The Effects of Accounting Contexts on Accounting Decisions: A Synthesis of Cognitive and Economic Perspectives in Accounting Experimentation” (with C.M. Haynes). *Journal of Accounting Literature*, 1998, 97-136.
- “Internal Auditing and Voluntary Cooperation in Firms: A Cross-Cultural Experiment” (with M. Shehata). *The Accounting Review*, July 1997, 407-431.
- “International Accounting: Diversity and Harmonization.” In *Encyclopedia of Accounting*, A. Rashad Abdel-khalik, editor (London: Blackwell Publishing), 1997, 189-194.
- “Discussion of ‘Tax Advice and Reporting Under Uncertainty: Theory and Experimental Evidence.’” Invited discussion, *Contemporary Accounting Research*, Spring 1996, 81-89.
- “Do Cosmetic Reporting Variations Affect Market Behavior? A Laboratory Study of the Accounting Emphasis on Unavoidable Costs.” *Review of Accounting Studies* 1:2, 1996, 115-140.
- “Discussion of ‘Income Tax Subsidies and Research and Development Spending in a Competitive Economy: An Experimental Study.’” Invited discussion, *Journal of the American Taxation Association*, Supplement 1995, 26-35.
- “Discussion of ‘An Experimental Investigation of Alternative Damage-Sharing Liability Regimes with an Auditing Perspective.’” Invited discussion, *Journal of Accounting Research*, Supplement 1994, 131-139.
- “Examining Risk Preferences Under High Monetary Incentives: Reply” (with M. Shehata). *The American Economic Review*, September 1994, 1105-1106.
- “Budgets as a Credible Threat: An Experimental Study of Cheap Talk and Forward Induction” (with J.R. Smith and W.F. Yancey). *Journal of Management Accounting Research*, Fall 1994, 144-174.

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PUBLICATIONS, continued

- “Experimental Evidence of Market Reactions to New Consumption Taxes” (with S.T. Limberg and M.S. Schadewald). *Contemporary Accounting Research*, Spring 1994, 505-545.
- “Perspectives on the Cross-Cultural Experimental Examination of Economic Models” (with M. Shehata). *Journal of Organizational Computing* 4:1, 1994, 85-99.
- “Depreciation and Capital Investment Decisions: Experimental Evidence in a Governmental Setting” (with M.H. Granof). *Journal of Accounting and Public Policy*, Winter 1993, 291-323.
- “Examining Risk Preferences Under High Monetary Incentives: Experimental Evidence from the People’s Republic of China” (with M. Shehata). *The American Economic Review*, December 1992, 1120-1141.
- “Evaluating the Effectiveness of a Computer-Intensive Learning Aid for Teaching Pension Accounting” (with J.D. Jones and J.A. Keller). *Issues in Accounting Education*, Fall 1992, 164-178.
- “Culture and Competition: A Laboratory Market Comparison Between China and the West” (with M. Shehata). *Journal of Economic Behavior and Organization*, Oct. 1992, 145-168.
- “A Laboratory Market Investigation of the Demand for Strategic Auditing.” *Auditing: A Journal of Practice and Theory*, Supplement 1991, 25-48.
- “A Laboratory Market Examination of the Consumer Price Response to Information about Producers’ Costs and Profits” (with S.T. Limberg and M.S. Schadewald). *The Accounting Review*, October 1991, 694-717.
- “Fairness in Markets: A Laboratory Investigation” (with S.T. Limberg and M.S. Schadewald). *Journal of Economic Psychology*, September 1991, 447-464.
- “Nonstatistical Sample Sizes: The Effect of the Audit Guide Decision Aid” (with W.F. Messier, Jr.). *The CPA Journal*, March 1991, 55-57.
- “An Investigation of the Influence of a Nonstatistical Decision Aid on Auditor Sample Size Decisions” (with W.F. Messier, Jr.). *The Accounting Review*, January 1990, 209-226.

Selected Working Papers

“A Matter of Appearances: How Does Financial Expertise Benefit Audit Committees When Selecting and Compensating Auditors?” (with M. Baugh and N. Hallman). Accepted for presentation at the 2020 *Contemporary Accounting Research* Conference, with subsequent consideration for publication in the journal.

“Does Audit Effort Impede the Willingness to Impose Audit Adjustments?” (with D. Rimkus).

“Does Auditor Assurance of Client Prosocial Activities Affect Auditor-Client Negotiations?” (with J.D. Douthit and B.W. Van Landuyt).

“We’re in this Together: The Motivational Effects of Cash and Noncash Rewards in a Group Setting” (with M.G. Williamson and X. Zhang).

“Do Performance-Contingent Incentives Help or Hinder Divergent Thinking?” (with R.A. Webb and M.G. Williamson).

SELECTED RESEARCH AWARDS, GRANTS, AND OTHER RECOGNITION

Impact on Management Accounting Practice Award, for “Incentivizing the Creative Process: From Initial Quantity to Eventual Creativity” (with L.W. Wang and M.G. Williamson). American Accounting Association and American Institute of Certified Public Accountants, 2020.

Referee of the Year Award, *Journal of Accounting Research*, 2018.

Research Excellence Grant, McCombs School of Business, 2013.

Outstanding Management Accounting Paper Award for “Attracting Creativity: The Initial and Aggregate Effects of Contract Selection on Creativity-Weighted Productivity,” American Accounting Association Annual Meeting, 2008.

Best Paper Award for “Measuring and Motivating Quantity, Creativity, or Both,” Accounting and Finance Association of Australia and New Zealand Annual Meeting, July 2007.

Research Excellence Grant, McCombs School of Business, 2006.

PricewaterhouseCoopers Foundation grant in continued support of laboratory market research on risk disclosures and derivative financial instruments (with J.R. Dietrich, D.N. Kleinmuntz, and T.J. Linsmeier), \$66,589 total award, 1998.

Social Sciences and Humanities Research Council of Canada Research Grant (with M. Shehata), Can. \$45,000 awarded for out-of-pocket research costs related to a program of international experimentation, 1993 - 1996.

College Foundation Award for Research Excellence by an Assistant Professor. Awarded in college-wide competition by the College of Business Administration, University of Texas at Austin, May 1994.

Canadian Certified General Accountants Foundation Grant (with M. Shehata), 1992.

University of Texas at Austin College and Graduate School of Business, Faculty Research Committee Summer Research Grant, 1992.

KPMG Peat Marwick Foundation Faculty Research Fellowship, 1991 - 1992.

Ernst & Young Tax Research Grant Award (with S. Limberg and M. Schadewald), 1990.

University Research Institute Research Grant, University of Texas at Austin (with J.R. Smith), 1990.

Policy Research Institute Research Grants, University of Texas at Austin, LBJ School of Public Affairs (three project-specific grants), 1989.

INVITED PRESENTATIONS (also see SERVICE)

Accounting Workshop Invitations (post-recruiting)

University of Nebraska, March 1991
McMaster University, March 1992
University of Wisconsin - Madison, March 1993
Virginia Tech, November 1993
Washington University at St. Louis, November 1993
University of Houston, September 1994
Cornell University, October 1994
University of Southern California, November 1994
Ohio State University, December 1994
University of Memphis, October 1995
Fundação Getúlio Vargas, invited visit, São Paulo, May 1996
University of Arizona, October 1996
University of Washington (Seattle), November 1996
University of Pittsburgh, April 1997
Texas A&M University, October 1997
Pennsylvania State University, November 1997
Michigan State University, December 1997
University of Missouri, September 1998
University of Florida, September 1998
Georgia State University, October 1998
University of Kentucky, October 1999
Ohio State University, October 1999
University of Texas at San Antonio, March 2001
University of Iowa, July 2001
Cornell University, August 2001
Georgia Institute of Technology, September 2003
Washington University (St. Louis), October 2003
Louisiana State University, November 2003
Arizona State University, December 2003
Oklahoma State University, January 2004
Indiana University, September 2004
University of Pittsburgh, October 2004
University of Arkansas, January 2006
University of Alberta, November 2006
Australian National University, June 2007
University of New South Wales, June 2007
University of Pennsylvania, October 2007
Brigham Young University, November 2007
University of Texas at Dallas, Negotiation Research Center, January 2008
University of Southern California, January 2008

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INVITED PRESENTATIONS , continued

Accounting Workshop Invitations, continued

Washington University (St. Louis), April 2008
Emory University, April 2008
Florida State University, September 2008
University of Connecticut, October 2008
Boston Accounting Research Colloquium (consortium of five area universities), October 2008
University of New South Wales, October 2009
Florida International University, October 2010
University of Pittsburgh, September 2011
Michigan State University, September 2011
Indiana University, November 2011
Georgia State University, February 2012
University of British Columbia, March 2012
University of Mississippi, April 2012
Pennsylvania State University, September 2012
Tulane University, October 2012
Texas Tech University, October 2012
University of South Carolina, November 2012
University of Washington, November 2012
PricewaterhouseCoopers, Houston, April 2013
Virginia Tech, October 2013
University of Nevada at Las Vegas, April 2014
Bocconi University (Milan, Italy), September 2014
University of Miami, October 2014
University of Notre Dame, October 2014
Technical University of Munich, October 2014
University of Graz, November 2015
University of Bern, September 2015
Erasmus University Rotterdam, October 2015
Iowa State University, October 2015
University of Virginia, November 2015
Rutgers University (Newark), April 2016
University of California, Irvine, October 2016
University of Waterloo, December 2016
Georgia State University, September 2017
Emory University, March 2018
Nanyang Technological University, April 2018
Washington State University, February 2019
Boston Accounting Research Colloquium, Northeastern University, April 2019
University of Illinois at Urbana-Champaign, May 2019
Cornell University, September 2019
University of Nebraska, November 2019
University of Florida (virtual), October 2020

INVITED PRESENTATIONS , continuedConferences and Symposia

American Accounting Association, Annual Meeting, Honolulu, August 1989
 University of Illinois Tax Research Symposium, Urbana, October 1989
 Economic Science Association, Annual Meeting, Tucson, October 1989
 Economic Science Association, Annual Meeting, Tucson, October 1990
 University of Illinois Auditing Research Symposium, Urbana, October 1990
 Association for Asian Studies, Austin, October 1990
 Public Choice Society, Annual Meeting, New Orleans, March 1991
 American Accounting Association, Annual Meeting, Nashville, August 1991
 Economic Science Association, Annual Meeting, Tucson, October 1991
 American Accounting Association, Annual Meeting, Washington, August 1992
 Economic Science Association, Annual Meeting, Tucson, October 1992
 Economic Science Association, Annual Meeting, Tucson, October 1993
 Society for the Advancement of Socio-Economics, Paris, July 1994
 Economic Science Association, Annual Meeting, Tucson, October 1994
 American Accounting Association, Annual Meeting, Orlando, August 1995
 University of Texas at Austin Summer Accounting Conference, Austin, July 1997
 American Accounting Association, Annual Meeting, Dallas, August 1997
 Economic Science Association, Annual Meeting, Tucson, September 1997
 University of Illinois Tax Research Symposium, Champaign, October 1997
 American Accounting Association, Annual Meeting, New Orleans, August 1998
 Management Accounting Section Mid-Year Meeting, Mesa, AZ, January 2000
 American Accounting Association Annual Meeting, Philadelphia, August 2000
 Economic Science Association Conference, Tucson, AZ, September 2000
 American Accounting Association Annual Meeting, Honolulu, August 2003
 Economic Science Association Annual Meeting, Tucson, November 2004
 Economic Science Association Annual Meeting, Tucson, September 2005
 Accounting and Finance Association of Australia and New Zealand Annual Meeting, July 2007
 American Accounting Association Annual Meeting, Chicago, August 2007
 American Accounting Association Annual Meeting, Anaheim, August 2008
 American Accounting Association Annual Meeting, New York, August 2009
 American Accounting Association Annual Meeting, San Francisco, August 2010
 Plenary speaker, AAA Management Accounting Section Meeting, January 2011
 Plenary speaker, Asian Academic Accounting Association, Bali, Indonesia, October 2011
 Plenary speaker, American Accounting Association Doctoral Consortium, June 2012
 Plenary speaker, European Institute for Advanced Studies in Management, Brussels, Dec. 2012
 Public Company Accounting Oversight Board Conference on Auditing, Washington, Oct. 2014
 University of Illinois Auditing Doctoral Consortium and Symposium, Champaign, Oct. 2016
Accounting, Organizations and Society Conference, Chicago, Oct. 2017
Contemporary Accounting Research Conference, Québec City, Oct. 2017
 Global Management Accounting Research Symposium, Copenhagen, June 2018
 University of Illinois Young Scholars Research Symposium, Champaign, April 2019
 U. of S. Car. Palmetto Symposium on Behavioral Accounting Research, Columbia, May 2019
 Panel on Research Relevance, American Accounting Association Spark Conference, June 2020

SERVICE

NATIONAL AND INTERNATIONAL SERVICE

Editorship and Editorial Board Appointments

Senior Editor, *The Accounting Review*, June 2008 – May 2011.

Associate Editor, *The Accounting Review*, 1999 – 2002. Also served under the Editorial Boards of four former editors.

Editor, American Accounting Association *Studies in Accounting Research* monograph series, 2012-2016.

Associate Editor, *Journal of Accounting Literature*, 2015 – present.

Associate Editor, *Accounting Horizons*, 2003 – 2006.

Journal of Accounting Research Editorial Board, 2019 – present

Contemporary Accounting Research Editorial Board, 2000 – 2010.

International Journal of Accounting Editorial Board, 2000 – present.

Journal of Governmental and Nonprofit Accounting Editorial Board, 2011 – present.

Service as a reviewer:

The Accounting Review

Journal of Accounting Research

Journal of Accounting and Economics

Review of Accounting Studies

The American Economic Review

Contemporary Accounting Research

Auditing: A Journal of Practice and Theory

Journal of Management Accounting Research

Accounting Horizons

Issues in Accounting Education

Journal of Accounting and Public Policy

Management Science

Games and Economic Behavior

Journal of Agricultural and Resource Economics

Journal of Information Systems

The Economic Journal

Journal of Economic Behavior and Organization

Journal of Finance

Review of Financial Studies

Journal of Marketing Research

Economic Inquiry

Journal of the American Taxation Association

Accounting Enquiries

Decision Support Systems

Information Systems Research

Journal of Business and Economic Statistics

Southern Economic Journal

Journal of Accounting Literature

Journal of Business, Finance and Accounting

NATIONAL AND INTERNATIONAL SERVICE, continued

Member of Intellectual Property Task Force, American Accounting Association, 2016-present.

Vice-President for Research and Publications, American Accounting Association, 2012-2015.

Member of Publications Committee, American Accounting Association, 2011-2015.

Publications Ethics Task Force, American Accounting Association, 2012-2015.

Plenary Speaker for the Annual Meeting of the Asian Academic Accounting Association, Bali, Indonesia, 2011.

Plenary Speaker at American Accounting Association New Faculty Consortium, 2008, 2009, and 2010.

Member of the American Institute of Certified Public Accountants Advisory Council on the Shortage of Accounting Faculty and Doctoral Students, 2006-2008.

Member of the American Accounting Association *ad hoc* Committee to Assess the Supply of and Demand for Accounting Ph.D. students, 2004-2006.

Member of the Outstanding Auditing Dissertation Committee, Auditing Section of the American Accounting Association, 1998 and 1999.

Planning Committee of the Southwest American Accounting Association Doctoral Consortium, with primary responsibilities for organizing the 2000 consortium. Submitted a grant proposal to the KPMG Peat Marwick Foundation in 1998, securing continued funding of the consortium by KPMG through 2004.

Chair of the AAA Notable Contributions Screening Committee, 1999-2000. Member of Committee for 1994-1995 and 1998-1999.

Southwestern Regional Chair of the Auditing Section, American Accounting Association, 1994 - 1995. Coordinated all Auditing Section research sessions, continuing professional education program, and other activities for the 1995 Regional Meeting.

Member of the Research Committee of the Auditing Section, American Accounting Association, 1995-2003.

Invited speaker, Doctoral Internationalization Consortium, Seattle, 1998 and 2000.

UNIVERSITY SERVICE

University

Chair, University of Texas at Austin Faculty Advisory Committee on Budgets, 2019 – present (member in 2018 and 2002-2005).

Member, Faculty Council, 2019 – present.

Member, Graduate Assembly, 2005 – 2011 (elected two terms).

Plenary speaker at opening session, University of Texas at Austin Honors Colloquium, August 2006 (also participated in other capacities from 1997 – 2015).

Chair, University of Texas at Austin Outstanding Dissertation Award Committee, Social Sciences Area, 2004.

McCombs School of Business

Member, Undergraduate Programs Committee, 2009 – 2011; 2012 – present.

Chair, Promotions Advisory Committee, 2006, 2007, and 2008 (member in 2005).

Chair, McCombs Behavioral Research Laboratory Committee, 2004 – 2019.

McCombs Research Awards Committee, Chair 2004 and 2005; member 2012.

Member, McCombs Teaching Awards Committee, 2013 and 2014.

Member, MBA Programs Committee (2003 - 2006).

College of Business Administration Faculty Research Committee (1995 - 2001).

McCombs Featured Speaker for the UT-Austin Honors Colloquium, 2015.

Department of Accounting

Executive Committee (1996–1998; 2000–2004; 2006–2010; 2012–2014, 2019–2021).

Chair, Departmental Undergraduate Programs Committee, 2013 – present.

Graduate Advisor and Chair of Graduate Studies Committee, 1999 – 2004.

Ph.D. Admissions Committee, 1997 – 2004 and 2011 – 2013.

Ph.D. Comprehensive Examination Committee 1991 – 2008 and 2015 – 2019.

Speaker at programs to recruit underrepresented minority high-school students to an accounting career (currently the “DYNAMC” program, cosponsored by Ernst and Young), 2002, 2003, 2006, 2015, 2016, 2017, and 2019.