



# HARVARD | BUSINESS | SCHOOL

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## Susanna Gallani

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### EDUCATION

- 2015 Ph.D., Business Administration  
Michigan State University, East Lansing, MI  
Dissertation: "*Through the Grapevine: Network Influences on Executive Compensation Contract Design*"  
Committee: Prof. Ranjani Krishnan (Chair), Prof. Karen Sedatole, Prof. Anjana Susarla, Prof. Jeffrey Wooldridge
- 2010 M.B.A., Business Administration, Central Michigan University, Mt. Pleasant, MI
- 1998 B.S., Business Administration, Università degli Studi di Trieste, Trieste, Italy

### TEACHING EXPERIENCE

- 2015 – Present Assistant Professor, Harvard Business School
- 2010 – 2014 Instructor, Michigan State University

### HARVARD UNIVERSITY

#### Appointments

- 2015 – Present Assistant Professor of Business Administration

#### Teaching Assignments

- 2017 – 2018 Executive Education, Driving Corporate Finance, summer
- 2016 – 2017 Executive Education, Driving Corporate Finance, summer
- 2015 – 2016 Executive Education, Driving Corporate Finance, summer
- 2017 – 2018 First-year Financial Reporting and Control, fall
- 2016 – 2017 First-year Financial Reporting and Control, fall
- 2015 – 2016 First-year Financial Reporting and Control, fall

## **MICHIGAN STATE UNIVERSITY**

### **Appointments**

2010 – 2014            Research Assistant  
2010 – 2014            Instructor  
2012 – 2013            Teaching Assistant

### **Teaching Assignments**

2013 – 2014            Cost and Managerial Accounting, spring

2013 – 2014            Principles of Management Accounting, summer  
2012 – 2013            Principles of Management Accounting, summer  
                              Principles of Management Accounting, spring  
                              Principles of Management Accounting, fall

2011 – 2012            Principles of Management Accounting, summer

2010 – 2011            Managerial Finance, summer

2010 – 2011            Corporate Finance, summer  
                              Corporate Finance, spring  
                              Corporate Finance, fall

2010 – 2011            Accounting Information for Managers (Masters of Business Administration),  
                              summer  
                              Accounting Information for Managers (Masters of Business Administration),  
                              spring

### **WORK EXPERIENCE**

2005 – 2011        Sr. Project Manager, Honeywell International, Inc., Minnetonka, MN  
2004 – 2005        Managerial Accounting Sr. Manager, Honeywell International, Inc., Trieste, Italy  
2003 – 2004        Financial Controller, Honeywell International, Inc., Redditch, UK  
2001 – 2003        Production Planning & Control Manager, Honeywell International, Inc., Trieste, Italy  
2000 – 2001        Cost Accountant, Honeywell International, Inc., Trieste, Italy  
1998 – 2000        Management Accounting Manager, MIB School of Management, Trieste, Italy  
1997 – 1998        General Accounting, Cunja Trasporti Snc, Trieste, Italy

### **AWARDS AND HONORS**

2015                Dissertation Completion Award – Michigan State University, Graduate School  
2014                Ph.D. Student Excellence in Research – Michigan State University, Department of  
                              Accounting and Information Systems  
                              Doctoral Consortium Fellow – AAA/Deloitte Foundation/J. Michael Cook Doctoral  
                              Consortium

## PUBLICATIONS

Books, chapters, journal articles and other works:

Authored:

Gallani, Susanna, "*Incentives Don't Help People Change, but Peer Pressure Does*," HBR.org (2017).

Co-authored:

Gallani, Susanna, Ranjani Krishnan, Eric Marinich, and Mike Shields, "*Budgeting Psychological Contracts and Budgetary Misreporting*," Management Science, forthcoming.

Cases, notes, teaching notes:

Authored:

Gallani, Susanna, "*The Robin Hood Army*," Harvard Business School case 119-007 (2018) 23.

Co-authored:

Gallani, Susanna, Mary Witkowski, and Harry B. Wolberg, "*U.S. Commercial Health Insurance Industry*," Harvard Business Technical Note 119-064 (2019) 30.

Rouen, Ethan and Susanna Gallani, "*Tapping Growth at Lord Hobo Brewing Company*," Harvard Business School case 119-028 (2018) 16.

Srinivasan, Suraj, Dennis W. Campbell, Susanna Gallani, and Amram Migdal, "*Sales Misconduct at Wells Fargo Community Bank*," Harvard Business School teaching note 118-022 (2018) 12.

Susanna Gallani, Greg Sabin, and Katherine Cui, "*J.C. Penney: Tough Choices for Allen Questrom*," Harvard Business School case 118-041 (2017) 15.

Gallani, Susanna, Tiffany Chang, Brian Hall, and Jee Eun Shin, "*Buffer.com*" (A), Harvard Business School case 917-019 (2017) 18.

Gallani, Susanna, Tiffany Chang, Brian Hall, and Jee Eun Shin, "*Buffer.com*" (B), Harvard Business School case 917-020 (2017) 18.

Gallani, Susanna and Robert S. Kaplan "*Springfield Hospital*," Harvard Business School case 117-025 (Rev. 2018) 11.

Kaplan, Robert S. and Susanna Gallani, "*Cost Variance Analysis*," Harvard Business School background note 117-006 (Rev. 2018) 11.

Gallani, Susanna and Eva Labro, "*VMD Medical Imaging Center*," Harvard Business School case 117-002 (2016) 6.

Gallani, Susanna and Eva Labro, "*VMD Medical Imaging Center*," Harvard Business School teaching note 117-003 (2016) 22.

Gallani, Susanna and Eva Labro, "*RegionFly: Cutting Costs in the Airline Industry*," Harvard Business School case 116-047 (2016) 8.

Gallani, Susanna and Eva Labro, "*RegionFly: Cutting Costs in the Airline Industry*," Harvard Business School teaching note 116-053 (2016) 13.

## **WORKING PAPERS**

### Authored:

Gallani, Susanna, "*Incentives, Peer Pressure, and Behavior Persistence*," Rev. 2019

Gallani, Susanna, "*Through the Grapevine: Network Effects on the Design of Executive Compensation Contracts*," Rev. 2016.

### Co-authored:

Albuquerque, Ana, Mary Ellen Carter and Susanna Gallani, "*Are ISS Recommendations Informative? Evidence from Assessments of Compensation Practices*," 2019.

Cai, Wei, Susanna Gallani, and Jee Eun Shin, "*Incentive Contracts and Employee-Initiated Innovation: Evidence from the Field*," Rev. 2019.

Cai, Wei, Susanna Gallani, and Jee Eun Shin, "*Compensation Interdependence and the Performance Consequences of Managerial Discretion*," Rev. 2019.

Deore, Aishwarrya, Susanna Gallani, and Ranjani Krishnan, "*Mission, Mission on the Wall – Do you have a Purpose After All?*" Rev. 2019.

Deller, Carolyn, Susanna Gallani, and Tatiana Sandino, "*In Search of Organizational Alignment Using a 360-Degree Assessment System: A field Experiment in a Retail Chain*," Rev. 2018.

Gallani, Susanna, Takehisa Kajiwara, and Ranjani Krishnan, "*Does Mandatory Measurement and Peer Reporting Improve Performance?*" Rev. 2017.

Gallani, Susanna and Ranjani Krishnan, "*Applying the Fractional Response Model to Survey Research in Accounting*," Rev. 2017.

## **WORKS IN PROGRESS**

De Brucker, Laura, Susanna Gallani, V.G. Narayanan, and Jan Gutermuth, "*Adding Value Through Standardization in Healthcare: Effects on Patient and Employee Satisfaction in a Dermatology Department*"

Bozic, Kevin, Susanna Gallani, Prakash Jayakumar, Daniel Kevorkian, Meredith Moore, Randall Schultz, and Gregory Sheff, “Upside-Only versus Two-Sided Bundled Payments: A Comparison of Costs and Outcomes in Orthopedics”

Gallani, Susanna, Greg Sabin, and Alan Castro, “Compensation Contracts, Risk Tolerance, and Strategic Choices”

## **PRESENTATIONS**

- 2019 Utah Winter Accounting Conference, Salt Lake City, UT  
AAA Management Accounting Section, Ft. Lauderdale, FL
- 2018 Tilburg Winter Camp, Tilburg, Netherlands  
EXRIMA - Experimental Research in Management Accounting, Giessen, Germany  
GMARS - Global Management Accounting Research Symposium, Copenhagen, Denmark  
AAA Annual Meeting, National Harbor, MD  
AAA Management Accounting Section, Phoenix, AZ
- 2017 AAA Annual Meeting, San Diego, CA  
CAAA Annual Meeting, Montreal, QB, Canada
- 2016 AAA Annual Meeting, New York, NY  
AAA Management Accounting Section, Dallas, TX
- 2015 Patient-Centric HealthCare Management in the Age of Analytics, Bloomington, IN  
AAA Annual Meeting, Chicago, IL  
CAAA Annual Meeting, Toronto, ON, Canada  
AAA Management Accounting Section, Newport Beach, CA
- 2014 Midwest Doctoral Research Conference, Bloomington, IN  
AAA Management Accounting Section, Orlando, FL
- 2013 AAA Annual Meeting, Anaheim, CA  
CAAA Annual Meeting, Montreal, QB, Canada

## **INVITED CONFERENCES AND PRESENTATIONS**

### **Presentations:**

- 2019 MIB School of Management – Trieste, Italy
- 2018 GENiE – Global Educators Network for Health Innovation Education – Copenhagen, Denmark

Filene – Research in Action 2018, Cambridge, MA  
Center for Performance Management Research and Education Kickoff Event, Kitchener,  
ON, Canada  
Emerging Scholars in Management Accounting Symposium, University of Illinois,  
Urbana-Champaign, IL  
University of Chicago, Booth School of Management, Chicago, IL  
Università degli Studi di Trieste, Trieste, Italy  
Universidad de Chile, Santiago, Chile

2017 Unviersità degli Studi, Trieste, Italy  
Frankfurt School of Finance and Management, Frankfurt, Germany  
Cornell University, Ithaca, NY  
Boston University, Boston, MA  
Information, Markets and Organizations, Harvard Business School, Boston, MA  
Accounting and Control Symposium, INSEAD, Fontainebleau, France

2016 University of Iowa, Iowa City, IA  
UNC/Duke Fall Camp, University of North Carolina, Durham, NC

2015 Penn State University, State College, PA  
Arizona State University, Tempe, AZ  
Temple University, Philadelphia, PA  
Emory University, Atlanta, GA  
Virginia Tech, Blacksburg, VA  
University of Southern California, Los Angeles, CA  
Harvard Business School, Boston, MA  
University of Texas – Austin, Austin, TX  
University of California at Davis, Austin, TX  
University of Washington, Seattle, WA  
University of Kentucky, Lexington, KY  
University of Miami, Miami, FL  
University of Pittsburgh, Pittsburgh, PA

2014 The Ohio State University, Columbus, OH  
Queen's University, Kingston, Ontario, Canada

2013 Wilfrid Laurier University, Waterloo, Ontario, Canada  
Erasmus University, Rotterdam, Netherlands

**Discussions:**

2017 Lisbon Accounting Conference, Nova School of Business Economics, Lisbon, Portugal

2016 Information, Markets, and Organizations, Harvard Business School, Boston, MA

**Attendance:**

2018 MIT Asia Conference, Hong Kong  
Accounting and Control Symposium, INSEAD, Fontainebleau, France  
Information, Markets, and Organizations, Harvard Business School, Boston, MA

2016 Dartmouth Accounting Research Conference, Dartmouth College, Hanover, NH

**MEMBERSHIPS AND AFFILIATIONS**

HFMA – Healthcare Financial Management Association  
IMA – Institute of Management Accountants  
AAA – American Accounting Association  
CAAA – Canadian Academic Accounting Association  
INSNA – International Network for Social Network Analysis

**PROFESSIONAL SERVICES**

**Ad-hock Reviewer**

*The Accounting Review*  
*Management Science*  
*Contemporary Accounting Research*  
*Accounting, Organizations and Society*  
*Journal of Management Accounting Research*  
*European Accounting Review*  
*Production and Operations Management*  
*California Management Review*  
*Annals of Economics and Statistics*

**American Accounting Association**

2018 AAA Management Accounting Section Meeting, Ft. Lauderdale, FL – Reviewer and discussant  
AAA Annual Meeting, National Harbor, MD – Reviewer and discussant  
AAA Annual Meeting, National Harbor, MD – Executive Compensation Section Liaison  
AAA Management Accounting Section Meeting, Phoenix, AZ – Reviewer and discussant

2017 AAA Annual Meeting, San Diego, CA – Reviewer and discussant  
AAA Annual Meeting, San Diego, CA – Corporate Governance Section Liaison  
AAA Financial Accounting Section Meeting, Charlotte, NC – Reviewer and discussant

- 2016 AAA Management Accounting Section Meeting, Dallas, TX – Reviewer
- 2015 AAA Annual Meeting, Chicago, IL – Reviewer and discussant  
CAAA Annual Meeting, Toronto, ON, CAN – Reviewer and moderator  
AAA Management Accounting Section Meeting, Newport Beach, CA – Reviewer
- 2014 AAA Annual Meeting, Atlanta, GA – Reviewer and discussant  
AAA Management Accounting Section Meeting, Orlando, FL – Reviewer and discussant
- 2013 AAA Annual Meeting, Anaheim, CA – Reviewer and discussant  
CAAA Annual Meeting, Montreal, QB, CAN – Reviewer and Discussant

**Michigan State University**

- 2014 IMA Student chapter – Speaker
- 2013 Business China Association – Speaker
- 2012 International Business Case Competition – Judge