



H A R V A R D | B U S I N E S S | S C H O O L

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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

- 2023 – Present Harvard University – Tai Family Associate Professor of Business Administration
- 2015 – 2023 Harvard University – Assistant Professor of Business Administration
- 2010 – 2014 Michigan State University – Instructor

HARVARD UNIVERSITY

Appointments

- 2023 – Present Tai Family Associate Professor of Business Administration
- 2015 – Present Assistant Professor of Business Administration

Teaching

MBA

- 2021 – 2022 Medicine and Management – November 2022
- 2021 – 2022 Second-year Executing Strategy – Spring (full course)
- Medicine and Management – November 2021
- 2020 – 2021 Second-year Executing Strategy¹ – Fall (full course)
- 2019 – 2020 Second-year Mastering Strategy Execution – Fall (full course)
- 2015 – 2017 First-year Financial Reporting and Control – Fall (full course)

Executive Education

- 2023 YPO Gold Harvard Presidents' Program

¹ The title of the course Mastering Strategy Execution was changed to Executing Strategy in the Fall of 2020.

2022 – 2023 Maoz Leadership Program
 Program for Leadership Development (cohorts 35, 36, 37)
 Kaiser Permanente Executive Leadership Program
 2022 Brigham and Women’s Hospital Leadership Program
 2020 – 2023 Managing Health Care Delivery
 Strategy for Healthcare Delivery
 Intensive Seminar on Healthcare Delivery
 Value-Based Healthcare – custom course for Mass General Brigham Residents
 2016 – 2019,
 2022 – 2023 Driving Corporate Performance

Harvard Medical School

2022 Leadership in Medicine – Southeast Asia
 2020 – 2023 Essentials of the Profession II – Instructor (since 2020) and Co-director (since 2021): Health Care Delivery and Leadership Module
 2019 – 2023 Surgical Leadership Program

MICHIGAN STATE UNIVERSITY

Appointments

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

Teaching Assignments

2013 – 2014 Cost and Managerial Accounting - Spring
 2011 – 2014 Principles of Management Accounting – Fall, Spring, Summer
 2010 – 2011 Managerial Finance - Summer
 2010 – 2011 Corporate Finance - Fall, Spring, Summer

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

2023 Outstanding Reviewer – AAA Management Accounting Section – Annual Meeting
 2022 Outstanding Reviewer – AAA Management Accounting Section – Midyear Meeting
 2021 Robert F. Greenhill Award for Outstanding Service to the HBS Community

- 2019 Outstanding Reviewer – AAA Management Accounting Section – Midyear Meeting
- 2018 Outstanding Contribution in Review – Accounting, Organization and Society
- 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

Peer-Reviewed Articles

Deore, Aishwaryya, Susanna Gallani, and Ranjani Krishnan, “The Effect of Systems of Management Controls on Honesty in Managerial Reporting.” *Accounting, Organizations and Society*, 105, February 2023, article 101401 - <https://doi.org/10.1016/j.aos.2022.101401>

Cai, Wei, Susanna Gallani, and Jee-Eun Shin, “Incentive Contract Design and Employee-Initiated Innovation: Evidence from the Field.” *Contemporary Accounting Research* (forthcoming) - <https://doi.org/10.1111/1911-3846.12822>

Gallani, Susanna, “Conduit Incentives: Eliciting Collaboration from Workers Outside of Managers’ Control. Evidence from Hospital Handwashing.” *The Accounting Review* (forthcoming – May 2023) - <https://doi.org/10.2308/TAR-2019-0092>

Cai, Wei, Susanna Gallani, and Jee Eun Shin, “Incentive Effects of Subjective Allocations of Rewards and Penalties.” *Management Science* (forthcoming) - <https://doi.org/10.1287/mnsc.2022.4501>

Kaplan, Robert, and Susanna Gallani, “Variance Analysis: New Insights from Healthcare Applications.” *Issues in Accounting Education*, vol. 37, issue 2 (2022): 27 – 36.

Gallani, Susanna, Takehisa Kajiwara, and Ranjani Krishnan, “Value of New Performance Information in Health Care: Evidence from Japan.” *International Journal of Healthcare Economics and Management*, vol. 20, issue 4 (2020): 319-357.

Gallani, Susanna, Ranjani Krishnan, Eric Marinich, and Mike Shields, “Budgeting, Psychological Contracts, and Budgetary Misreporting.” *Management Science* no. 6 (June 2019): 2924-2945.

Practitioner-Oriented Articles

Gallani, Susanna, Gregory Sabin, “Successfully Implementing TDABC in Health Care Provider Organizations.” *Journal of Cost Management*, (Nov/Dec 2021): 29-33.

Gallani, Susanna, Mary Witkowski, Lauren Haskins, Haley Jeffcoat, Vinita Mujumdar, and Frank Opelka, “Surgeon Compensation: Why Today’s Models Fall Short and The Role of Value and Alignment of Incentives.” *American College of Surgeons Bulletin*, vol. 106, issue 4 (2021): 33-39.

Ikram, Umar, Susanna Gallani, Jose F. Figueroa, and Thomas W. Feeley, “4 Strategies to Make Telehealth Work for Elderly Patients.” *Harvard Business Review*, (Digital Article - November 24, 2020).

Ikram, Umar, Susanna Gallani, Jose F. Figueroa, and Thomas W. Feeley, “Protecting Vulnerable Older Patients during the Pandemic.” *NEJM Catalyst Innovations in Healthcare Delivery*, (Digital Article - September 17, 2020).

Gallani, Susanna, “Incentives Don’t Help People Change, but Peer Pressure Does.” *Harvard Business Review* (Digital Article – March 23, 2017).

Cases and Teaching Notes

George Serafeim, Susanna Gallani, and Benjamin Maletta, “*Roche: ESG and Access to Healthcare*,” Harvard Business School case 123-075 [32]

Gallani, Susanna, Karen Sedatole, and Sarah Metha, “*Emory Healthcare on the Front Lines of the Nursing Workforce Crisis*,” Harvard Business School case 123-046 [26]

Gallani, Susanna and David Lane, “*DaVita Responds to COVID*.” Harvard Business School case 122-007 [31].

Gallani, Susanna and Youssef Abdel Aal, “*Hospital 57357: Aligning Performance Towards a Vision of Cancer-Free Childhood*.” Harvard Business School case 122-041 (Rev. 2022) [30].

Gallani, Susanna, “*Hospital 57357: Aligning Performance Towards a Vision of Cancer-Free Childhood*.” Harvard Business School teaching note 122-095 (2022) [10].

Gallani, Susanna and Carolyn Watson, “*Rethinking Surgeons’ Compensation at Brigham and Women’s Hospital (A)*.” Harvard Business School case 121-050 (2021) [28].

Gallani, Susanna and Carolyn Watson, “*Rethinking Surgeons’ Compensation at Brigham and Women’s Hospital (B)*.” Harvard Business School supplement 121-051 (2021) [2].

Gallani, Susanna, Kaya Bos and Kathryn Reddy, “*Social Determinants of Health at Boston Medical Center*.” Harvard Business School case 120-088 (2020) [28].

Gallani, Susanna, “*Social Determinants of Health at Boston Medical Center*.” Harvard Business School teaching note 122-092 (2022) [13].

Gallani, Susanna, Anja Anliker, and Luke Hodges, “*Glenn Defense Marine Asia (A)*.” Harvard Business School case 120-036 (Rev. 2022) [23].

Gallani, Susanna, Anja Anliker, Luke Hodges, and Amram Midgal, “*Glenn Defense Marine Asia (B)*.” Harvard Business School supplement 120-037 (Rev. 2022) [5].

Gallani, Susanna, Martin Artz, Johannes Habel, and Sascha Alavi, “*Incentivizing Sales Advisors at Mustang*.” Harvard Business School case 120-016 (2019) [17].

Gallani, Susanna, Francesca Gino, and Raffaella Sadun, “*Cooking Down a Storm: Changing Culture at Pasta Serafina (A)*.” Harvard Business School case 120-013 (2019) [19].

Gallani, Susanna, Francesca Gino, and Raffaella Sadun, “*Cooking Down a Storm: Changing Culture at Pasta Serafina (B)*.” Harvard Business School supplement 120-014 (2019) [9].

Gallani, Susanna, Francesca Gino, and Raffaella Sadun, “*Cooking Down a Storm: Changing Culture at Pasta Serafina.*” Harvard Business School teaching note 122-093 (2022) [8].

Gallani, Susanna, Jan Bouwens, and Peter Kroos, “*Bark Gift Shop Ltd.*” Harvard Business School case 120-008 (2019) [11].

Gallani, Susanna, Jan Bouwens, and Peter Kroos, “*Bark Gift Shop Ltd.*” Harvard Business School teaching note 120-025 (2019) [18].

Gallani, Susanna, Gregory Sabin, Lexor Adams, and Nicholas Haberling, “*Christmas, Inc. (A).*” Harvard Business School case 120-009 (2019) [11].

Gallani, Susanna, Gregory Sabin, Lexor Adams, and Nicholas Haberling, “*Christmas, Inc. (B).*” Harvard Business School supplement 120-010 (2019) [11].

Gallani, Susanna, “*The Robin Hood Army (A).*” Harvard Business School case 119-007 (2018) [23].

Gallani, Susanna. “*The Robin Hood Army (B).*” Harvard Business School supplement 120-017 (2019) [7].

Gallani, Susanna. “*The Robin Hood Army.*” Harvard Business School teaching note 122-094 (2022) [11].

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

Rouen, Ethan and Susanna Gallani, “*Tapping Growth at Lord Hobo Brewing Company.*” Harvard Business School teaching note 120-023 (2019) [13].

Rouen, Ethan and Susanna Gallani, “*Tapping Growth at Lord Hobo Brewing Company Spreadsheet Supplement (Student).*” Harvard Business School spreadsheet supplement, 120-706 (2019).

Rouen, Ethan and Susanna Gallani, “*Tapping Growth at Lord Hobo Brewing Company Spreadsheet Supplement (Instructor).*” Harvard Business School spreadsheet supplement, 120-707 (2019).

Rouen, Ethan and Susanna Gallani, “*Tapping Growth at Lord Hobo PowerPoint Supplement.*” Harvard Business School PowerPoint supplement, 120-708 (2019).

Srinivasan, Suraj, Dennis W. Campbell, Susanna Gallani, and Amram Migdal, “*Sales Misconduct at Wells Fargo Community Bank.*” Harvard Business School case 118-009 (2017) [36].

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].

Gallani, Susanna 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 supplement 917-020 (2017) [18].

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

Gallani, Susanna and Robert S. Kaplan “*Springfield Hospital.*” Harvard Business School teaching note 122-033 (2022) [13].

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 (Rev. 2018) [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.

Industry and Technical Notes

Gallani, Susanna, and Jacob Riegler, “*Addressing Social Determinants of Health in the American Landscape.*” Harvard Business School Industry Note 123-023 (2022) [9].

Gallani, Susanna, Mary Witkowski, and Harry B. Wolberg, “*U.S. Commercial Health Insurance Industry.*” Harvard Business School Industry Note 119-064 (2019) [30].

Kaplan, Robert S. and Susanna Gallani, “*Cost Variance Analysis.*” Harvard Business School Technical Note 117-006 (Rev. 2022) [11].

WORKING PAPERS

Hadar, Peter, Susanna Gallani*, and Lidia Moura*, “*Enhancing Value and Well-Being: The Basket of Motivators Framework for Aligning Neurology Clinical Practices with Performance Outcomes,*” 2023

*co-senior authors

Moodley Naidoo, Roshini, and Susanna Gallani, “*A Guideline for Designing and Implementing a Health Care Equity Strategy,*” 2023

Riegler, Jacob, and Susanna Gallani, “*Equitably funding innovative social determinant of health initiatives: an ethical stakeholder-oriented framework,*” 2023

Gallani, Susanna and Jacob Riegler, “*Job Design and Workers’ Wellbeing: Evidence from a Health Care Setting.*” 2023

Gallani, Susanna and Karen Sedatole, “*Addressing the Nursing Workforce Crisis through Principles of Organizational Design.*” 2023

Enache, Luminita, Susanna Gallani, Xue Guo, and Eddie Riedl, “*The Effects of Electronic Medical Records on Hospital Utilization Costs.*” 2023

Best Paper Award, 2022, Conference of the Accounting and Finance Association of Australia and New Zealand – Technology Section.

Deller, Carolyn, Susanna Gallani, and Tatiana Sandino, “*Using a 360-Degree Assessment System to Promote Core Values: A field Experiment in a Retail Chain.*” Rev. 2023.

Bernstein, David, Mary Witkowski, Jacob Riegler, and Susanna Gallani, “*Should Surgeons Allow Insurers and Government Agencies to Control How They Get Paid? Rethinking Surgeon Compensation.*” Rev. 2022.

Gallani, Susanna, Sarah Beinkampen, and André Machado, “*Team Incentives and Team Cohesion.*” Rev 2021.

Albuquerque, Ana, Mary Ellen Carter and Susanna Gallani, “*Are ISS Recommendations Informative? Evidence from Assessments of Compensation Practices.*” Rev. 2022.

Gallani, Susanna, “*Through the Grapevine: Network Effects on the Design of Executive Compensation Contracts.*” Rev. 2018.

WORKS IN PROGRESS

Research Projects

Forker, Ewelina, Susanna Gallani, and Karen Sedatole, “*Driving Fluid Teams’ Performance: Field Evidence from Operating Room Turnover*”

Gallani, Susanna, and Jacob Riegler, “*What Should Accountable Healthcare Communities be Accountable for?*”

Cases

Gallani Susanna, “*Value Based Physician Compensation at Riyadh Cluster One*”

Gallani Susanna, Mary Witkowski, Aoife McDermott, Carin Knoop, “*Scaling Value-Based Health Care: The Case of Wales*”

Gallani Susanna, Mary Witkowski, “*Health Equity Accelerator at Boston Medical Center*”

Gallani, Susanna, Mary Witkowski, Elena Corsi, Nikolina Jonsson, “*Implementing Value-Based Health Care at New Karolinska Hospital*”

Gallani, Susanna, “*Vitta: Paying Physicians to Deliver Value.*”

CONFERENCES AND PRESENTATIONS

Invited Presentations

2024 University of Western Ontario, Ivey Business School, London, ON, Canada (Scheduled)
University of Waterloo, School of Accounting and Finance, joint seminar with Wilfried Laurier University, Waterloo, ON, Canada (Scheduled)

2023 Egyptian Online Seminars in Business, Accounting and Economics (virtual, Scheduled)
American College of Neurosurgeons Annual Meeting – Quality Symposium – Washington, DC (scheduled)

- Leadership in Health Care Seminar Series – University College Dublin – Dublin, Ireland
 Université Laval – Quebec City, Canada
- 2022 EdukCircle, Philippines (virtual)
 Mass General Brigham, Continuing Medical Education – Boston, MA (virtual)
 Ibero-American Conference on Management Controls – Santiago, Chile (virtual)
 American College of Surgeons Clinical Congress – San Diego, CA
 Université Paris Cité – Paris, France (virtual)
 Flare Capital – Kennebunkport, ME
 American Accounting Association Doctoral Consortium – Westlake, TX
 Georgia State University – Atlanta, GA
- 2021 University of Central Florida – Orlando, FL (virtual)
 American College of Surgeons Advocacy Summit – Washington, DC (virtual)
 George Washington University – Washington, DC (virtual)
- 2020 Università Bocconi – Milano, Italy (virtual)
 Carnegie Mellon University – Pittsburgh, PA (virtual)
 University of Amsterdam – Amsterdam, Netherlands
- 2019 Michigan State University – East Lansing, MI
 University of Chile – Santiago, Chile
 Wharton Spring Accounting Conference – Philadelphia, PA
 Florida State University – Tallahassee, FL
 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, Trieste, Italy
 Universidad de Chile, Santiago, Chile
- 2017 Università 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

Invited Discussions

- 2022 Information, Markets and Organizations, Harvard Business School, Boston, MA
- 2019 Information, Markets and Organizations, Harvard Business School, Boston, MA
- 2017 Lisbon Accounting Conference, Nova School of Business Economics, Lisbon, Portugal
- 2016 Information, Markets, and Organizations, Harvard Business School, Boston, MA

Invited Attendance

- 2022 Information, Markets, and Organizations, Harvard Business School, Boston, MA
- 2021 Contemporary Accounting Research Conference (virtual)
CPMRE, Canada (virtual)
Labor and Accounting Group Conference (virtual)
- 2020 RAST Conference (virtual)
2020 Tilburg Accounting Winter Camp - virtual
- 2019 13th Annual Rotman Accounting Research Conference, Toronto, Ontario, Canada
CPMRE, Toronto, Ontario, Canada
- 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

Other Conferences and Presentations

- 2023 Webinar on Job Design and Burnout in Healthcare – University College Dublin (UCD)
Leadership in Healthcare Network, virtual
AAA Annual Meeting, Denver, CO
Hawaii Accounting Research Conference, Honolulu, HI

- 2022 AAA Annual Meeting, San Diego, CA
- 2020 AAA Management Accounting Section, Houston, TX
- 2019 AAA Annual Meeting, San Francisco, CA
MIT Asia Conference, Hong Kong
GMARS - Global Management Accounting Research Symposium, East Lansing, MI
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

MEDIA AND OTHER NOTABLE MENTIONS, BLOGS, and PODCAST INTERVIEWS

- 2023 Sara Friedman, “Are Corporate Buzzwords Changing the Way We Think About Work?” The Hustle.
- 2022 “Health Equity: Aging in America.” Washington Post Live.
- 2021 Gallani, Susanna, Mary Witkowski, and David Bernstein, “To Set the Price Tag for Telehealth, First Understand its Value.” Bill of Health, The Petrie-Flom Center, Harvard Law School
Kelly Hinchcliffe, “Continuing Employee Development in the Face of Budget Cuts.” Financial Management.
- 2020 “The Fluctuating Quality of ISS Recommendations.” Center on Executive Compensation.
“ISS Recommendations and Compensation Practices.” The Voice of Corporate Governance podcast, The Council of Institutional Investors.
- 2019 “Can the Robin Hood Army Grow with Zero Financial Resources?” Cold Call podcast. Harvard Business School
Anjali Venugopalan, “Robin Hood Army Enters Harvard Classroom” The Economic Times
- 2018 Andrew Hill, “Wise Leaders Understand the Power of Peer Pressure,” Financial Times.
- 2017 “Cost-cutting Leads to Turbulence in the Airline Industry.” Cold Call podcast. Harvard Business School

- 2016 Ethan Wolff-Mann, “How the Financial Crisis Influenced the Wells Fargo Clawbacks.”
Yahoo!finance
Ethan Wolff-Mann, “Where is the \$60 Million Wells Fargo Clawed Back in Executive Pay
Going?” Yahoo!finance
- 2015 Carmen Nobel, “Who Really Determines CEO Salary Packages?” Forbes - HBS Working
Knowledge

SERVICE

Dissertation Committees

- 2023 Yaxuan Chen (planned graduation: May 2024)
- 2022 Hashim Zaman – Ph.D. – “Top-down Sabotage in Promotion Tournaments” (placement:
Harvard University, Laboratory for Innovation Sciences at Harvard (LISH) – post-doctoral
fellow)
- 2020 Wei Cai – DBA – “Formalizing the Informal: Adopting a Formal Culture-fit Measurement
System in the Employee Selection Process” (placement: Columbia University)

Other Advising

- 2022 Camille Ang – MBA/MPP – Policy Analysis Exercise “Cost Management at PhilHealth”
- 2021 Miranda Morrison – MBA/MPP – Policy Analysis Exercise “Addressing Social Determinants
of Health Through Medicare Advantage”

Editorial Boards

- 2023-Present Management Accounting Research – Editorial Board Member
- 2022-Present Production and Operations Management – Editorial Review Board Member
- 2022-2024 Journal of Management Accounting Research – Editorial Advisory and Review
Board Member

Committees

- 2022-2023 AAA Management Accounting Section – Editorial Liaison to Management
Accounting Practice Committee – committee member
- 2022 AAA Management Accounting Section – Jim Bulloch Innovation in Teaching Award
– committee chair
- 2022-2023 AAA Doctoral Consortium – Organizing Committee member, Faculty presenter, and
small group leader
- 2021 AAA Management Accounting Section – Jim Bulloch Innovation in Teaching Award
– committee member

Ad-hoc Reviewer

The Accounting Review
Journal of Accounting Research
Journal of Accounting and Economics
Management Science
Contemporary Accounting Research

Review of Accounting Studies
Accounting, Organizations and Society
Journal of Management Accounting Research
Management Accounting Research
Journal of Accounting and Public Policy
European Accounting Review
Production and Operations Management
California Management Review
Annals of Economics and Statistics
BMC Health Services Research

American Accounting Association

- 2023 AAA Annual Meeting, Denver, CO – Reviewer, Discussant
- 2023 Hawaii Accounting Research Conference, Honolulu (HI) – Reviewer, Discussant, and Moderator
AAA Management Accounting Section Meeting, Atlanta, GA – Reviewer
- 2022 AAA Management Accounting Section Meeting, Portland, OR (virtual) – Reviewer, discussant, moderator
- 2020 AAA Management Accounting Section Meeting, Houston, TX – Reviewer, discussant, and moderator
- 2019 AAA Annual Meeting, San Francisco, CA – Reviewer and discussant
AAA Management Accounting Section Meeting, Ft. Lauderdale, FL – Reviewer and discussant
- 2018 AAA Annual Meeting, National Harbor, MD – Reviewer and discussant. Executive Compensation Track Chair
AAA Management Accounting Section Meeting, Phoenix, AZ – Reviewer and discussant
- 2017 AAA Annual Meeting, San Diego, CA – Reviewer and discussant. Corporate Governance Track Chair
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
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

Canadian Academic Accounting Association

- 2015 CAAA Annual Meeting, Toronto, ON, CAN – Reviewer and moderator
- 2013 CAAA Annual Meeting, Montreal, QB, CAN – Reviewer and discussant