

KHIM KELLY

University of Central Florida
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EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS

Ph.D. in Business Administration (Accounting), *University of Southern California*
Bachelor of Accountancy (First Class Honors), *Nanyang Technological University (Singapore)*
Chartered Accountant of Singapore, *Institute of Singapore Chartered Accountants*

ACADEMIC APPOINTMENTS

KPMG Professor of Accounting, *University of Central Florida*, 2020 - Present
Professor, *University of Central Florida*, 2019 - 2020
Associate Professor, *University of Central Florida*, 2016 – 2019
Associate Professor, *University of Waterloo (Canada)*, 2012 – 2016
Assistant Professor, *University of Waterloo (Canada)*, 2008 – 2012
Assistant Professor, *Nanyang Technological University (Singapore)*, 2003 – 2008
Senior Tutor, *Nanyang Technological University (Singapore)*, 1997 – 2003
Visiting Scholar, *Queen's University (Canada)*, September - November 2006
Instructor, *University of Southern California*, 2002 – 2003

HONORS AND AWARDS

External awards

Outstanding Reviewer Award (Management Accounting Section Research Conference) 2020, 2021, 2023
American Accounting Association (AAA) Management Accounting Section
Outstanding Contribution in Reviewing, October 2018, *Accounting, Organizations and Society*
Outstanding Reviewer Award (Journal of Management Accounting Research) 2018 *American Accounting Association (AAA) Management Accounting Section*
Best Overall Paper Award 2020, 2020 Joint Conference of the Public Interest and Gender Issues and Worklife Balance Sections. *AAA Gender Issues and Worklife Balance Section*
Best Paper Award 2017, Asia-Pacific Management Accounting Association Annual Conference
Best Paper Award (Management Accounting Stream) 2014, Accounting & Finance Association of Australia and New Zealand Conference
Behavioral Research in Accounting (BRIA) Best Paper Award 2011, *AAA Accounting, Behavior, and Organizations Section*
Outstanding Dissertation Award (Winner), *AAA Management Accounting Section*, 2004
Doctoral Consortium Fellow 2001, *AAA/Deloitte & Touche/J. Michael Cook*

PAC10 Doctoral Consortium Fellow 2000, *Arizona State University*
- Both nominated by University of Southern California (USC) PhD program

Internal awards

University of Central Florida, College of Business Administration MBA Program Rock Star Faculty Award 2022

University of Central Florida Research Incentive Award 2022

University of Central Florida College of Business Administration Summer Research Awards 2017, 2018

University of Central Florida College of Business Administration Dean's Research Productivity Award 2017/18, 2018/19, 2019/20, 2020/21, 2021/22

University of Waterloo (UW) Outstanding Performance Awards (for outstanding teaching and scholarship) 2012, 2015

UW School of Accounting and Finance Teaching Fellow Awards (for outstanding teaching) 2012, 2014

UW School of Accounting and Finance Research Fellow Awards (for outstanding scholarship) 2008 to 2016

UW School of Accounting and Finance Leadership Fellow Award (for outstanding service) 2015

Nanyang Technological University (NTU) Teacher of the Year, Nanyang Business School Nominee 2008

NTU Teacher of the Year, Accounting Division Nominee 2007, 2008

NTU Senior Tutor Scholarship Award (for Ph.D. program) 1998 to 2002

REFEREED PUBLICATIONS

- 1) Baudot, L, Kelly, K., and McCullough, A. 2022. Contemporary Conflicts in Perspectives on Work Hours across Hierarchical Levels in Public Accounting. *The Accounting Review*, 97 (6): 67-89. <https://doi.org/10.2308/TAR-2020-0106>
- 2) Huo, K., Kelly, K., and Webb, A. 2022. The beneficial learning effects of combining a hypothesis-testing mindset with a causal model. *The Accounting Review*, 97 (5): 325-348. <https://doi.org/10.2308/TAR-2020-0305>
- 3) Kelly, K., Valtchanov, D., and Webb, A. 2021. Behavioral Implications of using an online slot machine game to motivate employees: A cautionary tale. *Accounting, Organizations, and Society*, 89 (pages not available). <https://doi.org/10.1016/j.aos.2020.101196>
- 4) Kelly, K., and Murphy, P. 2021. Reducing accounting aggressiveness with general ethical norms and decision structure. *Journal of Business Ethics*, 170: 97-113 <https://doi.org/10.1007/s10551-019-04290-w>
- 5) Kelly, K., Dinovitzer, R., Gunz, H., and Gunz, S. 2020. The interactive effects of subjectivity and pay transparency on professional judgment in a profit pool setting: The case of large law firms. *The Accounting Review*, 95 (5): 227-246. <https://doi.org/10.2308/accr-52612>
- 6) Kelly, K., & Seow, J. L. 2018. Research note: Investor perceptions of comparable-to-industry versus higher-than-industry pay ratio disclosures. *Management Accounting Research*, 38: 51-58.
- 7) Kelly, K., Presslee, A., & Webb, A. 2017. The effects of tangible rewards versus cash rewards in consecutive sales tournaments: A field experiment. *The Accounting Review*, 92 (6): 165-185.
- 8) Kelly, K., & Presslee, A. 2017. Tournament group identity and performance: The moderating effect of winner proportion. *Accounting, Organizations, and Society*, 56, 21-34.
- 9) Kelly, K., & H. T., Tan. 2017. Mandatory management disclosure and mandatory independent audit of internal controls: Evidence of configural information processing by investors. *Accounting, Organizations, and Society*, 56, 1-20.

- 10) Kelly, K., & Seow, J. L. 2016. Investor reactions to company disclosure of high CEO pay and high CEO-to-employee pay ratio: An experimental investigation. *Journal of Management Accounting Research*, 28 (1): 107-125.
- 11) Kelly, K., Webb, A., & Vance, T. 2015. The interactive effects of ex post goal adjustment and goal difficulty on performance, *Journal of Management Accounting Research*, 27 (1): 1-25.
- 12) Kelly, K., Low, B., Tan, H. T., & Tan, S. K. 2012. Investors' Reliance on Analysts' Stock Recommendations and Mitigating Mechanisms for Potential Overreliance, *Contemporary Accounting Research*, 29 (3): 991-1012.
- 13) Chen, Q., Kelly, K., & Salterio, S. E. 2012. Do changes in audit actions and attitudes consistent with increased auditor scepticism deter aggressive earnings management? An experimental investigation, *Accounting, Organizations, and Society*, 37 (2): 95-115.
- 14) Kelly, K., & P. M. S. Tan. 2010. The effects of profit-sharing contract and feedback on the sustainability of cooperation, *Journal of Management Accounting Research*, 22 (1): 251-269.
- 15) Kelly, K. 2010. Accuracy of relative weights on multiple leading performance measures: Effects on managerial performance and knowledge, *Contemporary Accounting Research*, 27 (2): 577-608.
- 16) Kelly, K. 2010. The effects of incentives on information exchange and decision quality in groups, *Behavioral Research in Accounting* 22 (1): 43-65.
- 17) Kelly, K. O., Ang, A. S. Y., Chong, W. L., & Hu, W. S. 2008. Teacher appraisal and its outcomes in Singapore primary schools, *Journal of Educational Administration*, 46 (1): 39-54.
- 18) Kelly, K. O. 2007. Feedback and incentives on nonfinancial value drivers: Effects on managerial decision-making, *Contemporary Accounting Research*, 24 (2): 523-56.
- 19) Merchant, K., Ong, L.K., & Zheng, L. 2001. ConAgra Grocery Products Company. *Cases from Management Accounting Practice (Institute of Management Accountants)* 16: 88-103

RESEARCH REPORTS & OTHER PUBLICATIONS

- 1) Huo, K., Kelly, K., & Webb, A. 2022. Strategy Maps in Changing Times, *Strategic Finance* (October 1, 2022). <https://sfmagazine.com/post-entry/october-2022-strategy-maps-in-changing-times/>.
- 2) Kelly, K., Presslee, A., & Webb, A. 2019. Motivating employees with gift cards, *Strategic Finance* (August 2019): 18-20.
- 3) Kelly, K. & Ang, S. 2005. A study on the relationships between work-life practices and firm performance in Singapore firms. Research Monograph for the Ministry of Manpower of Singapore.
- 4) Tay, C., Quazi, H., Kelly, K., & Ang, S. 2005. A case study on work-life practices and climate on employee and firm outcomes in Sakae Sushi. Research Monograph for the Ministry of Manpower of Singapore.

The above two studies were commissioned and funded by the Singapore Ministry of Manpower (equivalent to the United States Department of Labor) to examine the effects of work-life practices in Singapore organizations. The public release copy of the two research monographs is entitled: "Studies on the Impact of Work-Life Initiatives on Employee and Firm Performance (Ang, Kelly, Quazi, and Tay, October 2005)".

PAPERS UNDER SUBMISSION AT A JOURNAL

- 1) The Interactive Effect of Organizational Identification and Reward Type on Reward Valuation and (Kelly, K., Liu, W., and Presslee, A.) (under 2nd round review at *Contemporary Accounting Research*)
- 2) Using Prosocial Rewards and Cash Rewards in Whistleblowing Programs as Detective and Deterrent Controls (Kelly, K., Lennard, J., and Tian, Y.) (under 1st round review at *Accounting, Organizations and Society*)
- 3) Remote "Helicopter Bosses": Testing the Effects of Supervisory Controls and Remote Work Utilizing the COVID-19 Pandemic Setting (Kelly, K., LaMothe E., and Baudot, L.) (under 1st round review at *Accounting Horizons*)

CURRENT WORKING PAPERS AND RESEARCH PROJECTS

- 1) Is More Always Better? An Experimental Examination of the Effects of Feedback Frequency, Reward Frequency, and Narcissism on Employees' Effort Intensity and Effort Persistence (Johnson, J., Kelly, K., and Olczak, W.) (reject-resubmit at *Contemporary Accounting Research*)

- 2) The Effects of Group Identity and Performance-Based Incentives on Non-Deterministic Sabotage (Kelly, K., and Liu, W.) (reject-resubmit at *Management Accounting Research*)
- 3) The Effects of Charitable Prosocial versus Cash Incentives on Employee Effort and Misreporting (Johnson, J., Kelly, K., and Tian, Y.)
- 4) A survey of perceptions of remote work and work productivity in the United States during and after the COVID-19 shutdown (Baudot, L., Kelly, K., and LaMothe E.)
- 5) A Field Study of the Productivity Effects of Digitalization on Small Businesses (Cai, W., Kelly, K., and Tian, Y.)

CONFERENCE/SEMINAR PRESENTATIONS

2022:

Co-author, Ethan LaMothe, presented “The effect of charitable prosocial contracts versus cash contracts on employee effort and misreporting” at the American Accounting Association Annual Meeting, San Diego (Aug 2).

Co-author, Jacob Lennard, presented “Using prosocial rewards and cash rewards in whistleblowing programs as detective and deterrent controls” at the American Accounting Association Annual Meeting, San Diego (Aug 2)

Co-author, Jacob Lennard, presented “Using prosocial rewards and cash rewards in whistleblowing programs as detective and deterrent controls” at the American Accounting Association 26th Annual Ethics Symposium, San Diego (July 31st)

2021:

Presented “The beneficial learning effects of combining a hypothesis-testing mindset with a causal model” at the Egyptian Online Seminars in Business, Accounting, and Economics

Invited to discuss “The effect of enabling controls on learning-by-doing” by Yuelong Ma and Stijn Masschelein at American Accounting Association Management Accounting Section Conference, Virtual Conference.

Co-author, Lisa Baudot, presented “Contemporary conflicts in perspectives on work hours across hierarchical levels in public accounting” at the European Institute for Advanced Studies in Management Discussion Forum on Qualitative Accounting Research in North American Journals (2nd Forum), Virtual

Co-author, Joseph Johnson, presented “The effect of charitable prosocial contracts versus cash contracts on employee effort and misreporting” at the American Accounting Association Management Accounting Section Conference, Virtual Conference.

Co-author, Adam Presslee, presented “The Interactive Effect of Organizational Identification and Reward Type on Reward Valuation and Employee Effort Intention” at the 2021 Global Management Accounting Research Symposium, Virtual Conference

2020:

Presented “Acceptance of long work hours in public accounting: Contemporary conflicts across hierarchical levels” at the American Accounting Association Annual Meeting, Virtual Conference

Invited to discuss “The Impact of Raising Employee Pay on Manager-Employee Relationships” by Eddy Cardinaels, Qinwei Chi, Wenjing Li, and Huaxiang Yin at American Accounting Association Management Accounting Section Conference, Houston, TX, U.S.

2019:

Co-author, Sally Gunz, presented “The interactive effects of subjectivity and pay transparency on professional judgment in a profit pool setting: The case of large law firms” at the at the Canadian Academy of Legal Studies in Business, Halifax, Canada

Co-author, Kun Huo, presented “Mitigating the Negative Effects of Causal Models: Encouraging a Hypothesis Testing Mindset and Managers’ Quantitative Knowledge” at the American Accounting Association Management Accounting Section Conference, Fort Lauderdale, FL, U.S. and the Canadian Academic Accounting Association Annual Conference, Ottawa, Canada

Invited to discuss “Effects of Cultural Differences on Cooperation in Labor Markets: Evidence from a Dyadic Real-Time Experiment Across Two Countries” by Heba Abdel-Rahim, Melanie Lorenz, and Angie Abdel Zaher at American Accounting Association Management Accounting Section Conference, Fort Lauderdale, FL, U.S.

Co-author, Weiming Liu presented “The Interactive Effect of Reward Type and Employee Firm Identity on Instrumental-Symbolic Valuation of Rewards and Willingness to Exert Effort” at the Canadian Academic Accounting Association Annual Conference, Ottawa, Canada

Invited to discuss “Goal Setting, Management Control, and Impression Management: A Case Study of Ontario Hospitals’ Quality Improvement Plans” by Lilian Chan and Sylvia Hsu at the Canadian Academic Accounting Association Annual Conference, Ottawa, Canada

Co-author, Adam Presslee presented “The Interactive Effect of Reward Type and Employee Firm Identity on Instrumental-Symbolic Valuation of Rewards and Willingness to Exert Effort” at the American Accounting Association Annual Meeting, San Francisco, CA, U.S.

2018:

Presented “The effects of tangible rewards versus cash rewards in consecutive sales tournaments: A field experiment” at the University of Waterloo CPA Ontario Center for Performance Management Research and Education Inaugural Conference

Co-author, Alan Webb, presented “Using a game-of-chance to motivate employees: Evidence from the field” at American Accounting Association (AAA) Management Accounting Section Conference, Scottsdale, AZ, U.S.

Invited to discuss “Should employees be given second chances? Evidence from a quasi-field experiment” by Clara Chen, Anne Wu, and Steve Wu at AAA Management Accounting Section Conference, Scottsdale, AZ, U.S.

Co-author, Weiming Liu, presented “The effects of incentive contract type and group identity on sabotage when relative performance information is provided” at Canadian Academic Accounting Association Annual Conference, Calgary, Canada and at AAA Annual Meeting, Washington DC, U.S.

2017:

Co-author, Weiming Liu, presented “The effects of incentive contract type and group identity on sabotage when relative performance information is provided” at the 13th Asia-Pacific Management Accounting Association 2017 Annual Conference, Shanghai, China

Presented “The effects of subjectivity and pay transparency on professional judgment in a profit pool setting: The case of large law firms” at AAA Southeast Region Meeting, Miami, FL, U.S.

Invited to discuss “My gift to you, paid by him: The dark side of reciprocity in hierarchical organizations” by Xi Kuang and Di Yang at AAA Southeast Region Meeting, Miami, FL, U.S.

Presented “The effects of subjectivity and pay transparency on client capture in large law firms” at AAA Management Accounting Section Conference, San Juan, Puerto Rico, U.S.

Invited to discuss “The effect of performance reporting frequency on employee performance” by Gary Hecht, Jessen Hobson, and Laura Wang at AAA Management Accounting Section Conference, San Juan, Puerto Rico, U.S.

2016:

Presented “The interactive effects of ethical norms and subordinates’ recommendations on accounting decisions” at AAA Management Accounting Section Conference, Dallas, Texas, U.S.

Invited to discuss “The effect of incentive scheme and task type on psychological entitlement and altruistic behavior” by Andrew Newman, Ivo Tafkov, and Flora Zhou at AAA Management Accounting Section Conference, Dallas, Texas, U.S.

Co-author, Pamela Murphy, invited to present “The interactive effects of ethical norms and subordinates’ recommendations on accounting decisions” at the 22nd University of Illinois Symposium on Auditing Research, Urbana-Champaign, Illinois, U.S.

2015:

Co-author, Adam Presslee, presented “The effects of tangible rewards versus cash rewards in a sales tournament: A field experiment” at AAA Management Accounting Section Conference, Newport Beach, CA, U.S. and at AAA Annual Meeting, Chicago, IL, U.S.

2014:

Co-author, Adam Presslee, presented “Sizing up the competition: The interactive effect of tournament prize structure and social identification with fellow contestants on total effort of contestants” at AAA Management Accounting Section Conference, Orlando, FL, U.S.

Co-author, Jean-Lin Seow, presented “Investor reactions to company disclosure of CEO to Median Employee Compensation Ratio: An Experimental Investigation” at Accounting & Finance Association of Australia and New Zealand Annual Conference, Auckland, New Zealand

2013:

Presented “Investor reactions to company disclosure of CEO to median employee compensation ratio: An experimental investigation” at AAA Management Accounting Section Conference, New Orleans, LA, U.S.

Invited to discuss “The effect of financial incentive framing and descriptive norms on internal whistleblowing” by Clara Chen, Jennifer Nichol, and Flora Zhou at AAA Management Accounting Section Conference, New Orleans, LA, U.S.

Presented “Investor reactions to company disclosure of CEO to median employee compensation ratio: An experimental investigation” at AAA Annual Meeting, Anaheim, CA, U.S.

Invited to discuss “The effect of business strategy and life cycle on myopic R&D investment” by Chih-Hsien Liao, Jenten Liu, and Yi-Pong Chia at AAA Annual Meeting, Anaheim, CA, U.S.

Presented “Processes of Evaluating the Effectiveness of Public Companies’ Internal Controls over Financial Reporting: An Interview-based Study” at European Accounting Association (EAA) Annual Congress, Paris, France

Co-authors presented “Processes of Evaluating the Effectiveness of Public Companies’ Internal Controls over Financial Reporting: An Interview-based Study” at AAA Annual Meeting and at Canadian Academic Accounting Association Annual Meeting

Invited to discuss “Negotiating under uncertainty: The influence of accounting information and monitoring control on negotiation behavior and outcomes” by Sammy Essa, Henri Dekker, and Tom Groot at EAA Annual Congress, Paris, France

Co-author, Adam Presslee, presented “Sizing up the competition: The interactive effect of tournament prize structure and social identification with fellow contestants on total effort of contestants” at AAA Accounting, Behavior, and Organizations Section (ABO) Research Conference, San Diego, CA, U.S.

2012:

Presented “Investor reactions to company disclosure of CEO to median employee compensation ratio: An experimental investigation” at AAA ABO Research Conference, Atlanta, Georgia, U.S

Invited to discuss “Cutting the cost of congruence: How strategy explanations reduce the risk premium caused by choosing more imprecise performance measures” by Ronald Guymon and Timothy Mitchell at AAA ABO Research Conference, Atlanta, Georgia, U.S

2011:

Invited to discuss “Antecedents to escalation of commitment: A meta-analysis” by Paul Harvey and Lisa Victoravich at AAA ABO Research Conference, Kansas City, Missouri, U.S.

Invited to discuss ““Uncovering Subtle Language Strategies in Earnings Press Releases and their Impact on Investment Decisions” by Tracey Riley, Gun Semin, and Alex Yen at AAA Annual Meeting, Denver, Colorado, U.S.

Invited to discuss “Say-on-Pay and the Differential Effects of Voluntary Versus Mandatory Regimes on Investor Perceptions and Behavior” by Kendall Bowlin, Margaret Christ, and Jeremy Griffin at AAA Annual Meeting, Denver, Colorado, U.S.

Invited to discuss “The effect of relative performance information under different incentive schemes on performance in a production task by Uday Murthy” at AAA Management Accounting Section Conference, Atlanta, GA, U.S.

Co-author, Steve Salterio, presented “Does auditing deter potentially fraudulent earnings management? An experimental investigation” at Fraud Workshop in Accounting, Organizations, and Society Conference, London, UK

2010:

Presented “Effects of subjectivity and goal difficulty on performance” at AAA Annual Meeting, San Francisco, CA, U.S.

Presented “Effects of subjectivity and goal difficulty on performance” at Canadian Academic Accounting Association (CAAA) Annual Conference, Vancouver, Canada

Invited to discuss “The Effects of Strategy - Management Control System Misfits on Firm Performance” by Lidawati Gani and Johnny Jermias at CAAA Annual Conference, Vancouver, Canada

Presented “Do Audit Actions Consistent with Increased Auditor Scepticism Deter Potential Management Malfeasance?” at International Symposium on Audit Research, Singapore

Co-author, Qiu Chen, presented “Do Audit Actions Consistent with Increased Auditor Scepticism Deter Potential Management Malfeasance?” at CAAA Annual Conference, Vancouver, BC and at AAA Auditing Section Mid-year Conference, San Diego, CA, U.S.

Co-author, Thomas Vance, presented “Effects of subjectivity and goal difficulty on performance” at Global Management Accounting Research Symposium, East Lansing, MI, U.S.

2009:

Invited to discuss “Private and public relative performance information under different incentive systems” by Ivo Tafkov at AAA Annual Meeting, New York, NY, U.S.

Presented “Do Audit Actions Consistent with Increased Auditor Scepticism Deter Potential Management Malfeasance?” at AAA ABO Research Conference, Seattle, WA, U.S.

Invited to discuss “The impact of information blur on the accuracy of analytical review judgments by Benjamin Luippold and Thomas Kida” at AAA ABO Research Conference, Seattle, WA, U.S.

2008:

Presented “The effects of firm generosity and feedback on reciprocity, trust and cooperation” at AAA Annual Meeting, Anaheim, CA, U.S.

2007:

Presented “Employee turnover and firm performance: Modeling reciprocal effects” at Academy of Management Annual Meeting, Philadelphia, PA, U.S.

Presented “Information exchange and decision quality in groups: The boon and bane of incentives” at Global Management Accounting Research Symposium, East Lansing, MI, U.S.

2006:

Presented “Information exchange in group decision making: The boon and bane of incentives” at AAA ABO Research Conference, Portland, OR, U.S.

Co-author, Cheryl Tay, presented “A multi-dimensional construct of work-life system: Its link to employee attitudes and outcomes” at Academy of Management Annual Meeting, Atlanta, GA, U.S.

2005:

Presented “Effects of accuracy of incentive weights when rewarding non-financial value drivers” at AAA Annual Meeting, San Francisco, CA, U.S.

2004:

Presented “Does adding nonfinancial value drivers to a summary financial measure improve the learning and performance of managers?” at AAA Management Accounting Section Meeting, Miami, FL, U.S.

2001:

Presented “ConAgra Grocery Products Company” at AAA Management Accounting Section Meeting, Savannah, GA, U.S.

INVITED WORKSHOPS AT UNIVERSITIES

Wilfred Laurier University 2022

University of Pittsburgh 2022

Columbia University 2022

University of Memphis 2022

University of Melbourne 2022

LMU Munich School of Management, 2021

Monash University (Australia), 2019

University of Amsterdam (the Netherlands), 2019

University of Maastricht (the Netherlands), 2019

University of South Carolina, 2017

Erasmus University Rotterdam (the Netherlands), 2017

University of Texas at Austin, 2017

Georgia State University, 2016

University of Central Florida, 2016

North Carolina State University, 2015

Tilburg University (the Netherlands), 2013

Nanyang Technological University (Singapore), 2012, 2015

Wilfred Laurier University (Canada), 2010

University of Alberta (Canada), 2006, 2007, 2015

University of Waterloo (Canada), 2006, 2007

Queen’s University (Canada), 2006

University of Toronto (Canada), 2006

RESEARCH GRANTS [Approximate lifetime value of all awards =USD375,000, Approximate lifetime value of external awards = USD275,000]

2017/18, 2018/19, 2019/20, 2020/21, 2021/22 UCF College of Business Administration Dean's Research Productivity Award USD51,000 (as sole investigator)

2019-20 CPA Ontario Centre for Performance Management Research and Education CND4,000 (Adam Presslee is the Principal investigator, co-investigators Khim Kelly and Dorian Lane)

2017-18 Incentive Research Foundation Award USD6,825 (as Principal investigator, co-investigator: Adam Presslee)

2015-19 Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant "The effects of reward type on motivation and performance" CND126,663 (Alan Webb is Principal investigator, co-investigators: Khim Kelly and Adam Presslee)

2014 University of Waterloo (UW) 4A Grant "The effects of social identity, communication opportunity, and relative performance information on performance under tournament incentives." CND8,000 (as sole investigator)

2012 UW School of Accounting and Finance Experimental Research Small Grant "When do causal models become mental straitjackets? Part II" CND3,100 (as co-investigator with Kun Huo and Alan Webb)

2012 UW School of Accounting and Finance Experimental Research Small Grant "The interactive effect of winner-take-all versus (almost) everyone-is-a-winner tournament incentive schemes and cohesion with co-workers" CND5,000 (as co-investigator with Adam Presslee)

2010-13 SSHRC Standard Research Grant "Judgment processes underlying companies' disclosure and remediation of weaknesses in internal controls over financial reporting" CND69,500 (as Principal Investigator, Co-applicants: Jean Bédard and Natalia Kochetova-Kozloski)

2010 UW/SSHRC Travel Grant (for International Symposium on Auditing Research) CND1,929 (as principal investigator)

2010 UW School of Accounting and Finance Experimental Research Small Grant "When do causal models become mental straitjackets?" CND5,000 (as co-investigator with Alan Webb)

2009 UW Centre for Accounting Ethics Research Grant "Moral rationalization of earnings management behavior" CND6,165 (as co-investigator with Thomas Vance)

2008 UW Faculty of Arts Starter Grant CND15,000 (as sole investigator)

2005 Singapore Ministry of Manpower "A case study on work-life practices and climate on employee and firm outcomes in Sake Sushi" SGD122,000 (as co-investigator with Soon Ang, Hesam Quazi, and Cheryl Tay)

2005 Singapore Ministry of Manpower "A study on the relationships between work-life practices and firm performance in Singapore firms" SGD 42,000 (as co-investigator with Soon Ang, Hesam Quazi, and Cheryl Tay)

2004-05 Singapore Ministry of Education Academic Research Fund "Psychological, social and economic motivations in bargaining and contracting" SGD22,981 (as sole investigator)

2003 Singapore Ministry of Education Academic Research Fund "The effects of the accuracy of incentive weights when rewarding non-financial value drivers" SGD4,999 (as sole investigator)

TEACHING EXPERIENCE

Seminar in Behavioral Accounting Research, *University of Central Florida*, 2022
Managerial Accounting Analysis, *University of Central Florida*, 2020, 2021, 2022
Seminar in Management Accounting Research, *University of Central Florida*, 2020
Cost Accounting 1, *University of Central Florida*, 2017, 2018, 2019
Cost Management Systems, *University of Waterloo*, 2016
Introduction to Managerial Accounting, *University of Waterloo*, 2013
Intermediate Financial Accounting II, *University of Waterloo*, 2011, 2013
Intermediate Financial Accounting I, *University of Waterloo*, 2008, 2009
Accounting Measurement and Disclosure, *Nanyang Technological University*, 2004, 2006, 2007, 2008
Accounting for Non-Business Majors, *Nanyang Technological University*, 2004
Core Concepts of Managerial Accounting, *University of Southern California*, Fall 2002, Spring 2003
Financial Accounting I, *Nanyang Technological University*, 1997, 1998
PhD Seminars in Management Accounting Research and Experimental Economics Research, *University of Waterloo* and *Wilfred Laurier University*, 2011, 2013, 2015

ACADEMIC SERVICE

University of Central Florida:

School-level

School of Accounting PhD Program Coordinator and PhD Committee Chair 2020/21 - Present
School of Accounting PhD Committee Member 2016/7 – 2019/20
School of Accounting Recruitment Committee Chair 2018/19 – 2021/2022
School of Accounting Tenure and Promotion Committee Chair/Interim Chair 2019/20 – 2021/22
School of Accounting Tenure and Promotion Committee Member 2016/17-2018/19
School of Accounting Graduate Curriculum Committee Member 2019/20 - Present
School of Accounting Chairs and Professorships Review Committee Member 2019/20
School of Accounting CPA Exam Performance Review Task Force Member 2018/19

College-level

College of Business Administration Doctoral Program Review Committee Member 2020/21 - Present
College of Business Administration Tenure and Promotion Committee Chair 2022/23
College of Business Administration Tenure and Promotion Committee Member 2021/22
College of Business Administration Department Director Review Committee Chair 2020
College of Business Administration Research Committee Member 2017/8 – 2020/21
College of Business MBA Program Refresh Committee Member 2020
College of Business Administration Staff Recognition Award Committee Member 2018/19
College of Business Administration Research Committee Alternate Member 2016/17
College of Business Administration Institutional Review Board Task Force Member 2016/17 – 2017/18
College of Business Administration Dean's Speaker Series Speaker 2017

University-level

Florida Canada Linkage Institute Award Committee Member 2021-22, 2018-19, 2017-18, 2016-17
Commencement Faculty Marshal Spring 2018, 2019
UCF Cognitive Sciences Program Summer Lecture Series Speaker 2019
UCF Associate Professors Mentoring Community Faculty Excellence Faculty Panel Member Sep 2019

University of Waterloo (Canada):

School-level

School of Accounting and Finance Executive Committee Member 2015 - 2016
Associate Director of Research 2015 – 2016
Graduate Officer (PhD Program and Masters of Accounting) 2013 - 2015
Faculty Performance Review Advisory Committee Member 2015 - 2016
Tenure and Promotion Committee Member 2012 - 2013
PhD Policy Committee Member 2009 - 2013
Masters of Accounting Scholarship Selection Committee Member 2013, 2014

College-level

Faculty of Arts Graduate Affairs Group Member 2013 - 2015
Faculty of Arts Faculty Council Executive Committee Member 2009 – 2011
UCF Cognitive Sciences Program Summer Lecture Series Speaker (Aug 2, 2019)

Nanyang Technological University (Singapore):

School-level

Presenter to Junior College on Accounting Careers and NTU Accounting Degree 2006
Project Discovery (Curriculum Revamp) Team 2006
Researcher of Division Award Committee Member 2004

College-level

Nanyang Business School Corporate Planning Committee Member 2004
Association to Advance Collegiate Schools of Business (AACSB) Accreditation Peer Review 2004

University-level

Professional Attachment (Internship) Program Review 2007

Journals:

- 1) Deputy Editor-In-Chief for *Contemporary Accounting Research (CAR)* (2023 - Present)
- 2) Editor for *Contemporary Accounting Research (CAR)* (2014 - 2022)
- 3) Conference editor for *CAR Annual Conferences* 2017, 2018, 2019
- 4) Editorial board member for *Management Accounting Research* (2015 – Present)
- 5) Editorial board member for *Journal of Management Accounting Research* (2013 – Present)
- 6) Ad hoc reviewer at: *Accounting, Organizations, and Society; The Accounting Review; Contemporary Accounting Research; Accounting Horizons; Behavioral Research in Accounting; Critical Perspectives on Accounting; Management Science; Journal of Business Ethics*

Academic Associations:

AAA Management Accounting Section President-Elect 2022

AAA Management Accounting Section Liaison to Management Accounting Practice Committee Member 2021/22

AAA Management Accounting Section CGMA Teaching Symposium Committee Member 2020

American Accounting Association (AAA) Notable and Distinguished Contribution to Accounting Literature Award Screening Committee Member 2019-2020

American Accounting Association (AAA) Notable Contribution to Management Accounting Literature Award Committee Chair 2018-19

Invited Breakout Session Leader for the 2021 PhD Forum of the European Accounting Association (Virtual)

Invited Presenter and Panelist for AAA Management Accounting Section Meeting Doctoral Consortium, 2018 (Scottsdale, Arizona, U.S.), 2021 (Virtual)

Best Paper Award at the AAA Management Accounting Section Meeting Committee Chairperson 2016

Best Paper Award at the AAA Management Accounting Section Meeting Committee Member 2015

Conference co-director, 2014 and 2015 AAA Management Accounting Section (MAS) Meetings

Canadian Academic Accounting Association (CAAA) Craft of Accounting Panelist/Committee Member 2015, 2019

CAAA Grant Review Committee Chairperson 2013

CAAA Grant Review Committee Member 2012

AAA Management Accounting Section Dissertation Award Committee Member 2011

Reviewer for AAA Annual Meetings; AAA Accounting, Behavior, and Organizations Section Research Conferences; AAA Management Accounting Section Meetings; CAAA Annual Meetings

DOCTORAL DISSERTATION COMMITTEES

Aaron McCullough (expected 2023, Chair)

Natalia Ardasheva (Co-Chair with Robin Roberts)

Jason Schwebke (2021, Placement: Texas Tech University, Committee Member)

Weiming Liu (2017, Placement: Athabasca University, Co-Chair with Theresa Libby)

Kun Huo (2015, Placement: Western University, Co-Chair with Theresa Libby)

Adam Presslee (2013, Placement: University of Pittsburgh, Committee Member)

Tim Bauer (2011, Placement: University of Illinois at Urbana-Champaign, Committee Member)

CONSULTING AND EXECUTIVE EDUCATION

Singapore Ministry of Manpower, Government Investment Corporation of Singapore, Wealth Management Institute