

MICHAEL WILLIAMSON

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ACADEMIC AND PROFESSIONAL EXPERIENCE

A.C. Littleton Professor of Accountancy, University of Illinois at Urbana-Champaign	2015-present
Associate Professor of Accounting (EY Faculty Fellow), University of Texas at Austin	2011-2015
Assistant Professor, University of Texas at Austin	2005-2011
Senior Consultant (Information Technology), Ernst & Young	1998-2000
Tax Consultant, Ernst & Young	1997

HONORARY APPOINTMENT

Graduate School of Business and Economics Extramural Fellow, Maastricht University	2014-present
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EDUCATION

Doctor of Philosophy in Accounting, Indiana University	2005
Master of Business, Indiana University	2003
Master of Information Systems in Public Policy and Management, Carnegie Mellon University	1998
Bachelor of Science in Accounting, Louisiana State University	1996

PUBLICATIONS

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- Kachelmeier, S. J., T. A. Thornock, and M.G. Williamson. 2016. Communicated Values as Informal Controls: Promoting Quality While Undermining Productivity?. *Contemporary Accounting Research* (33): 1411-1434.
- Hales, J., L. W. Wang, and M.G. Williamson. 2015. Selection benefits of stock-based compensation for rank-and-file employees. *The Accounting Review* (90): 1497-1516.
- Fisher, J. G., S. A. Pfeffer, G. B. Sprinkle, and M. G. Williamson. 2015. Performance Target Levels and Effort: Reciprocity across Single and Repeated-Interaction Settings. *Journal of Management Accounting Research* (27): 145-164.
- Kachelmeier, S. J., T. M. Majors, and M.G. Williamson. 2014. Does Willful Intent Modify Risk-based Auditing? *The Accounting Review* (89): 2181-2201.
- Webb, A., M. G. Williamson, and Y. Zhang. 2013. Productivity-Target Difficulty, Target-Based Pay and Outside-the-Box Thinking. *The Accounting Review* (88): 1433-1457.
- Dikolli, S. S., J. H. Evans III, J. Hales, M. Matejka, D. V. Moser, and M. G. Williamson. 2013. Testing Analytical Models Using Archival or Experimental Methods. *Accounting Horizons* (27): 129-139.
- Chen, C. X., M. G. Williamson, and F. H. Zhou. 2012. Reward System Design and Group Creativity: An Experimental Investigation. *The Accounting Review* (87): 1885-1911.

- Balakrishnan, R., G. B. Sprinkle, and M. G. Williamson. 2011. Contracting Benefits of Corporate Giving: An Experimental Investigation. *The Accounting Review* (86): 1887-1907.
- Kachelmeier, S. J., and M. G. Williamson. 2010. Attracting Creativity: The Initial and Aggregate Effects of Contract Section on Creativity-Weighted Productivity. *The Accounting Review* (85): 1669-1691.
- Hales, J. and M. G. Williamson. 2010. Implicit Employment Contracts: The Limits of Management Reputation for Promoting Firm Productivity. *Journal of Accounting Research* (48): 51-80.
- Koonce, L., M. G. Williamson, and J. Winchel. 2010. Consensus Information and Nonprofessional Investors' Reaction to the Revelation of Estimate Inaccuracies. *The Accounting Review* (85): 979 - 1000.
- Kachelmeier, S. J., B. Reichert, and M. G. Williamson. 2008. Measuring and Motivating Quantity, Creativity, or Both. *Journal of Accounting Research* (46): 341-373.
- Sprinkle, G. B., M. G. Williamson, and D. R. Upton. 2008. The Effort and Risk-Taking Effects of Budget-Based Contracts. *Accounting, Organizations, and Society* (33): 436-452.
- Williamson, M. G. 2008. The Effects of Expanding Employee Decision Making on Contributions to Firm Value in an Informal Reward Setting. *Contemporary Accounting Research* (25): 1183-1209.
- Sprinkle, G. B., and M. G. Williamson. 2007. Experimental Research in Managerial Accounting. In *Handbook of Management Accounting Research*, edited by Chris Chapman, Anthony Hopwood, and Mike Shields. Elsevier Science.
- Sprinkle, G. B., and M. G. Williamson. 2004. The Evolution from Taylorism to Employee Gainsharing: A Case Study Examining John Deere's Continuous Improvement Pay Plan. *Issues in Accounting Education* (19): 487-503.

WORKING PAPERS

- Bloomfield, R., Laux, V., N. Seybert, and M. G. Williamson. 2017. The Interplay of Capital Markets and Management: Tradeoffs between the Valuation and Communicative Roles of Stock Price.
- Brueggen, A., C. Feichter, and M. G. Williamson. 2017. Motivating Performance on Routine Tasks to Inspire Creativity: The Role of Management Control Systems.
- Haesebrouck, K., A. Van den Abbeele, and M.G. Williamson. 2017. Help With and Without Knowledge Sharing: Implications for Reward System Design.
- Kachelmeier, S. J., L. W. Wang, and M.G. Williamson. 2017. Incentivizing the Creative Process: From Initial Quantity to Eventual Creativity.
- Kachelmeier, S. J., M.G. Williamson, and X. Zhang. 2017. Cash vs. Noncash Rewards: Motivational Effect of Reward Type across Individual and Group-based Tournaments.

SCHOLARLY PRESENTATIONS

- 2017: *Scheduled* – Miami University; Ohio State University; Notre Dame; Emory University; University of Hong Kong; National Cheng Chi University
- 2016: Monforma Conference (Australia) Plenary Speaker; Monash University; University of Bern; Catholic University of Leuven; Ji nan University (China); Global Management Accounting Research Symposium Plenary Speaker; Quantitative Empirical Research on Management Accounting (Shanghai) Presenter; USP Conference (Sao Paulo) Keynote Speaker
- 2015: University of Massachusetts; University of Waterloo; University of Iowa; University of Melbourne; Monash University; Harvard University; Iowa State University; Management Accounting Section Doctoral Colloquium (Plenary Speaker); Maastricht University
- 2014: University of Illinois; Georgia State University; University of Florida; Maastricht University; Technische Universität München; University of Texas Arlington; Indiana University; Management Accounting Section Mid-year Meeting; Empirical Research in Management Accounting and Control (Plenary Speaker), WU Vienna
- 2013: University of Wisconsin; Brigham Young University; University of Southern California; Florida State University; Erasmus University;
- 2012: Texas A&M University; Maastricht University; Catholic University of Leuven; University of North Texas; ABO Research Conference
- 2011: Arizona State University; University of Illinois; Texas Tech University; Management Accounting Section Mid-year Meeting; American Accounting Association Annual Meeting Panelist (Testing Analytical Models); ABO Doctoral Consortium Plenary (Experimental Research in Management Accounting)
- 2010: Nanyang Technological University; University of Iowa; Catholic University of Leuven; University of Washington; Purdue University; Management Accounting Section Mid-year Meeting
- 2009: Nyenrode Business University; Northeastern University; University of Waterloo; University of South Carolina; Management Accounting Section Mid-year Meeting; ABO Research Conference Panelist (The Financial Crisis and Accounting Controls); ABO Doctoral Consortium Plenary (Experimental Research in Management Accounting); Global Management Accounting Research Symposium
- 2008: Tilburg University; University of Notre Dame; Management Accounting Section Mid-year Meeting; American Accounting Association Annual Meeting
- 2007: Georgia State University; Cornell University; Harvard University; Michigan State University; Management Accounting Section Mid-year Meeting; Global Management Accounting Research Symposium; *Journal of Accounting Research* Conference; Central Texas Compensation and Benefits Association; New Faculty Consortium Panelist (On Being a New Academic)
- 2006: University of Pittsburgh; Economic Science Association North American Meeting; Management Accounting Section Doctoral Colloquium Plenary (Early Career Opportunities)

and Challenges)

2005: Emory University; University of Illinois; Louisiana State University; The University of Texas at Austin; University of Utah; University of Washington; University of South Carolina

TEACHING EXPERIENCE

University of Illinois

- Accounting Control Systems
- Advanced Behavioral Accounting Research

The University of Texas at Austin

- Performance Measurement and Control in the MBA Program
- Fundamentals of Management Accounting in the Undergraduate Business Honors Program
- International Accounting Policies and Procedures in the MPA program (taught in Prague)
- Managerial Accounting in the Mexico City, Dallas, and Austin Evening Executive MBA Programs
- Behavioral Research in Accounting in the Ph.D. Program
- Co-Developed an On-line Foundations of Accounting Course

Indiana University

- Introduction to Management Accounting in the Undergraduate Program

Doctoral Seminars:

- University of Bern (summer 2017)
- The University of Melbourne (2015)
- Eden Doctoral Seminar in Brussels (starting December 2017)

DOCTORAL STUDENT SERVICE

Dissertation Chair

- Xinyu Zhang (co-chaired with Steve Kachelmeier)—*The University of Texas at Austin* (2018)
- Laura Wang – *The University of Texas at Austin* (2014)
- Todd Thornock (co-chaired with Steve Kachelmeier)— *The University of Texas at Austin* (2011)
- Bernhard Reichert (co-chaired with Steve Kachelmeier)— *The University of Texas at Austin* (2010)

Dissertation Committee Member

- Joe Burke – *University of Illinois Urbana-Champaign* (2018)
- Lidan Xu – *University of Illinois Urbana-Champaign* Marketing Department (2017)
- Cassandra Estep – *University of Illinois Urbana-Champaign* (2016)
- Katlijn Haesebrouck – *K.U.Leuven* (2016)
- Kun Huo – *University of Waterloo* (2015)
- Nathalie Beckers– *K.U.Leuven* (2013)
- Tracie Majors – *The University of Texas at Austin* (2013)
- James Smith – *The University of Texas at Austin* (2012)
- Stijn Masschelein – *K.U.Leuven* (2010)
- Margaret Christ – *The University of Texas at Austin* (2008)

PEER REVIEW AND PROFESSIONAL SERVICE

Editorships

- *The Accounting Review* – Editor (Starting June 2017)
- *Accounting, Organizations and Society* – Editor (2016 -2017)
- *Journal of Management Accounting Research* –Editor (2013-2017)

Editorial Board Membership

- *The Accounting Review* – Editorial Board (2011 – 2017)
- *Accounting, Organizations and Society* – Editorial Board (2011 – 2015)
- *Behavioral Research in Accounting* – Editorial Board (2008 – 2017)
- *Journal of Management Accounting Research* –Editorial Board (2009–2012)

Ad Hoc Reviewer

- *Journal of Accounting Research*
- *Management Science*
- *Journal of Information Systems*
- *Contemporary Accounting Research*
- *Managerial and Decision Economics*

Professional Committees

- Management Accounting Section Annual Meeting Outstanding Paper Committee, 2014
- Management Accounting Section Mid-year Meeting, Co-Organizer, 2011-2013
- AAA Distinguished Contributions to Accounting Literature Award Selection Committee, 2010
- ABO Outstanding Dissertation Award Selection Committee 2007, 2009
- Management Accounting Section Midyear Meeting Outstanding Paper Committee, 2009, 2014
- Management Accounting Dissertation Award Committee, 2010, 2013
- Notable and Distinguished Contribution to Accounting Literature Award Screening Committee, 2014

UNIVERSITY SERVICE

University of Illinois

- Associate Department Head (Starting Summer 2017)
- Director of PhD Program (2015-present)
- Accounting Control Systems Course Coordinator (2015-present)
- UIUC Emerging Scholars in Management Accounting Chairperson 2016

The University of Texas at Austin

- Accounting Department Spring Conference Co-chairperson 2015
- MBA Programs Committee, 2013-present
- Accounting Department Executive Committee, 2011-2015
- Ad Hoc Committee on BBA Curriculum Reform 2010 – 2011
- Accounting Doctoral Program Evaluation and Continuation Committee 2009-2011
- Teaching Awards Committee 2011 - 2012
- Accounting Department Spring Conference Co-chairperson 2010
- McCombs School of Business Strategy Guidance Committee 2008

AWARD RECIPIENT

University of Illinois Awards and Honors

- List of Teachers Ranked as Excellent by their Students, 2016

University of Texas Teaching Awards and Honors

- MBA Applause Award, 2014
- Faculty Honor Roll for Excellence in Undergraduate Teaching, 2011
- Regents' Outstanding Teaching Award, 2010
- Mortar Board Preferred Professor, 2009
- Outstanding Educator Award from the Texas Executive MBA at Mexico City Class of 2009
- Trammell/ CBA Foundation Teaching Award for Assistant Professors, 2009
- Texas Blazers Faculty Excellence Award, 2009
- Honors Business Association Professor Award, 2007
- Faculty Honor Roll for Excellence in Undergraduate Teaching, 2008
- Faculty Honor Roll for Excellence in Undergraduate Teaching, 2006

Research Awards and Honors

- Best Early Career Researcher in Management Accounting Award 2010 (sponsored by AICPA, CIMA, & CMA)
- Outstanding Management Accounting Paper Award at the 2010 AAA Annual Meeting
- Outstanding Management Accounting Paper Award at the 2008 AAA Annual Meeting
- Best Paper Award, Management Accounting Stream at the 2007 AFAANZ Conference