

**William Timothy Mitchell, CPA**  
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## **Education**

Doctor of Philosophy in Business Administration - Accounting  
University of Kentucky  
2008

Bachelor of Science in Business Administration - Accounting  
Auburn University  
1987

## **Fellowships and Awards**

*Journal of Management Accounting Research* Best Paper Award, 2022

American Accounting Association / Annual Meeting Outstanding Management Accounting Paper, 2013

American Accounting Association / Doctoral Consortium Fellow, 2007

Max Steckler Fellowship from the UK Graduate School, 2007

UK Beta Gamma Sigma Outstanding Teaching Assistant of the Year, 2006-7

Commonwealth Research Award from the UK Graduate School, 2006

## **Work Experience**

September 2017 – Present	University of Massachusetts Amherst, Massachusetts Clinical Associate Professor, Associate Chair
Teaching:	Intermediate Accounting II Strategic Cost Management, MSA Transitions Financial & Managerial Accounting, MSB&A and MBA Financial & Managerial Accounting Principles Principles of Financial Accounting Business in Italy Cost Accounting Accounting Applications of Advanced Excel Tools

## **Work Experience (continued)**

July 2013 – August 2017      University of Waterloo  
Waterloo, Ontario  
Assistant Professor

Teaching:      Performance Measurement and Organizational Control  
Intro to Organizational Behavior

August 2008 – May 2013      Georgia State University  
Atlanta, Georgia  
Assistant Professor

Teaching:      Cost / Managerial Accounting  
MBA - Managerial Control and Costing Systems

August 2003 – May 2008      University of Kentucky  
Lexington, Kentucky  
Teaching Assistant

Teaching:      Principles of Financial Accounting  
Cost Accounting

June 1998 – June 2003      Savela & Associates, Inc.  
Birmingham, Alabama  
Shareholder – Financial Executive Recruiter

December 1996 – May 1998      AmSouth Bank  
Birmingham, Alabama  
Vice President, Financial Manager – Alabama Banking

February 1995 – December 1996      Compass Bancshares, Inc.  
Birmingham, Alabama  
Accounting Manager, Budgeting & Forecasting

July 1993 – February 1995      EBSCO Industries, Inc.  
Birmingham, Alabama  
International Accountant

July 1992 – July 1993      Compass Bancshares, Inc.  
Birmingham, Alabama  
Accounting Officer, Budgeting & Forecasting

## **Work Experience (continued)**

April 1990 – June 1992                      Russell Corporation  
Alexander City, Alabama  
Staff Accountant, Financial Reporting

June 1987 – April 1990                      Ernst & Young  
Birmingham, Alabama  
Senior Accountant, Audit Division

## **Publications: Non-Refereed and Other**

Mitchell, W. T., A. Presslee, A. Schulz and A. Webb. (2022). Needs Versus Wants: The Mental Accounting and Effort Effects of Tangible Rewards. *Journal of Management Accounting Research*, 34(1), 187-207.

Fisher, J., W. T. Mitchell, S. Peffer and A. Webb. (2019). Inequity Aversion, Incentives, and Personal Norms: The Effects on Budget Preparation and Use. *Journal of Management Accounting Research*, 31(1), 105-128.

Cockrell, R., W. T. Mitchell, & D. N. Stone. (2006). Negotiating the Emerging "Flat" World. *Journal of Information Systems*, 20(2), 143-146.

## **Working Papers**

"Using Relative Performance Information in Complex Tasks" (with Tim Miller and Sean Peffer).

## **Externally-Funded Research Projects**

Project with Theresa Libby is funded by a \$5,280 UW/SSHRC Seed Grant, 2015

Project with Leslie Berger is funded by a \$9,200 grant from CPA / Laurier Centre for the Advancement of Accounting Research and Education, 2014

Dissertation was supported by a \$6,750 grant from the Institute of Management Accountants Foundation for Applied Research Doctoral Student Grant, 2007

## Papers Presented at Professional Meetings

"Needs Versus Wants: Which Motivates More Effort?" (with Adam Presslee, Axel Schulz, and Alan Webb)

- American Accounting Association Accounting, Behavior and Organizations Section Research Conference; October 2019
- American Accounting Association Annual Meeting; August 2019
- Experimental Research in Management Accounting Conference, July 2019
- European Network for Experimental Accounting Research Conference, July 2019
- Global Management Accounting Research Symposium; June 2019
- Canadian Academic Accounting Association Annual Conference; May 2019
- American Accounting Association Management Accounting Section Research and Case Conference; January 2019

"Using Relative Performance Information in Complex Tasks" formerly "Effects on Strategy Development of Including Relative Performance Information in Incentive Schemes" (with Tim Miller and Sean Peffer)

- Canadian Academic Accounting Association Annual Conference; May 2016
- American Accounting Association Accounting, Behavior and Organizations Section Research Conference; October 2011
- American Accounting Association Annual Meeting; August 2011
- Southeastern Summer Accounting Research Conference (SESARC); July 2011
- American Accounting Association Management Accounting Section Research and Case Conference; January 2011

"The Development and Consequences of Trust in a Participative Budgeting Setting." (with Joe Fisher, Sean Peffer and Alan Webb)

- American Accounting Association Accounting, Behavior and Organizations Section Research Conference; October 2015
- American Accounting Association Annual Meeting; August 2013
- Global Management Accounting Research Symposium; June 2013
- American Accounting Association Management Accounting Section Research and Case Conference; January 2013

"Subordinates Knowing versus Sharing in the Manager's Incentives: The Effects on Budget Preparation and Use" (with Joe Fisher, Sean Peffer and Alan Webb)

- American Accounting Association Annual Meeting; August 2014
- Canadian Academic Accounting Association Annual Conference; May 2014

## **Papers Presented at Professional Meetings (continued)**

"Cutting the Cost of Congruence: How Strategy Explanations Reduce the Risk Premium Caused by Choosing More Imprecise Performance Measures" (with Ron Guymon)

- American Accounting Association Management Accounting Section Research and Case Conference; January 2013
- American Accounting Association Accounting, Behavior and Organizations Section Research Conference; October 2012
- American Accounting Association Annual Meeting; August 2012
- 8th Annual BYU Accounting Symposium; September 2011 (presented by co-author)

"Relative Performance Incentives: How Reducing Exposure to Common Risks Affects Performance in Multi-Period Settings"

- American Accounting Association Annual Meeting; August 2009
- American Accounting Association Management Accounting Section Research and Case Conference; January 2009
- American Accounting Association Accounting, Behavior and Organizations Section Research Conference; October 2008

"Beliefs about Accountants' Risk Tendencies and their Effect on the Integration of Accountants' Advice regarding Expenditure Decisions" (with Sean Peffer)

- American Accounting Association Management Accounting Section Research and Case Conference; January 2008
- Behavior and Organizations Section Research Conference; October 2007
- American Accounting Association Annual Meeting, August 2006

## **Supervision of Doctoral Dissertations**

Ian Burt; "The Effects of the Internal Auditor's Dual Identities on Obtaining and Assessing Information about Internal Control Weaknesses"; Member of Dissertation Committee; University of Waterloo, 2014

Andrew Newman; "The Behavioral Effect of Cost Targets on Managerial Cost Reporting Honesty"; Member of Dissertation Committee; Georgia State University, 2009

## **Service Activities Internal to the University**

University of Massachusetts Amherst, Athletic Council, September 2023 – August 2026

Co-chair of the NTT Search Committee, Spring 2019, Fall 2018, Spring 2018

Associate Department Chair, Accounting; University of Massachusetts, September 2017 – August 2023

PhD Policy Committee Member; University of Waterloo, January 2016 – August 2017

Course Coordinator for Performance Measurement and Organizational Control (AFM 482); University of Waterloo, September 2014 – May 2017

Coordinator for Georgia State University, Robinson College of Business, School of Accountancy Research Brown Bag; January 2010 – May 2013

Course Coordinator for Cost / Managerial Accounting (ACCT 4210); Georgia State University, August 2009 – September 2012

Member of the Georgia State University, Robinson College of Business, School of Accountancy, Director Recruiting Committee; 2009

## **Service Activities in Academic and Professional Organizations**

Secretary / Treasurer for the Management Accounting Section of the American Accounting Association, August 2021 to July 2023

Ad Hoc Reviewer for *Management Science*; October 2021

Member of the Committee to select the winner of the Jim Bulloch Award for Innovations in Management Accounting Education, March 2020

Discussant for "Big Brother or Good Fella? Hidden Costs and Benefits of Process Monitoring" at the Accounting, Behavior and Organizations Section Research Conference; October 2019

Chair of the Planning Committee for the 2019 Management Accounting Section Teaching Symposium; Served as a committee member for 2018

Panelist, MSCPA "Perspectives on a Changing Profession" Luncheon, January 2018

Ad Hoc Reviewer for *Management Accounting Research*; December 2017

## **Service Activities in Academic and Professional Organizations (continued)**

Member of the 2016 - 2017 Notable and Distinguished Contributions to Accounting Literature Award Screening Committee

Ad Hoc Reviewer for *Journal of Management Accounting Research*; January 2017

Discussant for "Cash vs. Noncash Rewards: Motivational Effect of Reward Type for Group Performance" at the American Accounting Association Management Accounting Section Research and Case Conference; January 2017

Discussant for "The Effect of Risk Management Systems on Honesty in Managerial Reporting: An Experimental Examination" at the American Accounting Association Annual Meeting; August 2016

Discussant for "The Effects of Supervisor Preferences and Group Engagement Oversight on Component Auditor Skepticism in a Group Audit Engagement" at the American Accounting Association Annual Meeting; August 2016

Discussant for "The Effect of Information System Precision on Honesty in Managerial Reporting: An Experimental Examination Incorporating Operating Uncertainty" at American Accounting Association Annual Meeting; August 2015

Ad Hoc Reviewer for *Journal of Management Accounting Research*; July 2015

Ad Hoc Reviewer for *Journal of International Accounting Research*; March 2015

Ad Hoc Reviewer for *Journal of Business Ethics*; August 2014

Discussant for "Who are You to Tell Me That?!..." at American Accounting Association Annual Meeting; August 2014

Discussant for "The Effect of Bonus Deferral on Managers' Investment Decisions" at American Accounting Association Annual Meeting; August 2014

Ad Hoc Reviewer for *Journal of Management Accounting Research*; June 2014

Discussant for "Abolishing the Auditor General" at the Canadian Academic Accounting Association Annual Conference; May 2014

Discussant for "Valuation and Communication: Two Conflicting Roles of Stock Price" at the American Accounting Association Management Accounting Section Research and Case Conference; January 2014

## **Service Activities in Academic and Professional Organizations (continued)**

Discussant for "How Do Consultants Persuade Managers to Adopt Management Control Systems?" at American Accounting Association Accounting, Behavior and Organizations Section Research Conference; October 2012

Discussant for "The Effects of Guidance Frequency and Guidance Goals on Managerial Decisions" at the American Accounting Association Annual Meeting; August 2012

Discussant for "How Control System Design Influences Performance Misreporting" at the American Accounting Association Annual Meeting; August 2012

Discussant for "Verifiable Detail as a Valid Source of Disclosure Credibility in Non-Financial Strategy Disclosure" at the American Accounting Association Management Accounting Section Research and Case Conference; January 2012

Discussant for "The Impact of Forward-Looking Metrics on Employee Decision Making" at the American Accounting Association Annual Meeting; August 2011

Discussant for "Alignment of Subordinate/Supervisor Performance Measures and Rent-Seeking Behavior in Balanced Scorecard Strategic Cost Management Systems" at the American Accounting Association Annual Meeting; August 2011

Discussant for "The Effect of Target Timing and Contract Framing on Individual Behavior" at the American Accounting Association Management Accounting Section Research and Case Conference; January 2011

Discussant for "The Effects of Tangible Rewards on Goal Selection and Effort" at the American Accounting Association Accounting, Behavior and Organizations Section Research Conference; October 2010

Speaker at the American Accounting Association Management Accounting Section Doctoral Colloquium; January 2010

Discussant for "Supply Chain Information Sharing: The Effects of Strategic Integration on Investors' Perceived Risks and Firm Value" at the American Accounting Association Management Accounting Section Research and Case Conference; January 2010

Ad Hoc Reviewer for *Contemporary Accounting Research*; November 2009

Discussant for "Subjective Performance Evaluation and Social Preferences: An Empirical Investigation of Fairness and Trust Reciprocity" at the American Accounting Association Annual Meeting; August 2009 (published as "In Search of Informed Discretion: An Experimental Investigation of Fairness and Trust Reciprocity" - *The Accounting Review*)



## **Service Activities in Academic and Professional Organizations (continued)**

Discussant for "The Effects of Risk Preference and Loss Aversion on Individual Behavior under Bonus, Penalty, and Combined Contract Frames" at the American Accounting

Association Management Accounting Section Research and Case Conference; January 2009

Discussant for "The Effect of Budgetary Participation on Budgetary Slack: Mediating Roles of Organizational Commitment and Perceptions of Budgeting Procedural Justice" at the American Accounting Association Annual Meeting; August 2007

Reviewer for American Accounting Association Research Conferences:  
Annual Meeting; 2007-09, 2011-12, 2014-17, 2019  
Section Conferences; 2008, 2010-15, 2017-21, 2023

Reviewer for Canadian Academic Accounting Association Annual Conferences;  
2014, 2015, 2016

## **Service Activities in the Community**

Town of Longmeadow Finance Committee, August 2023 – June 2026