

Paul W. Black
University of South Carolina
Vita

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EDUCATION

University of South Carolina, Columbia, SC
Ph.D., Accounting – Anticipated May 2020

Brigham Young University, Provo, UT
Master of Accountancy – June 2015
Bachelor of Science in Accounting, *Cum Laude* – June 2015

RESEARCH AND TEACHING INTERESTS

Research Interests

Management accounting; emerging management practices and technology change; control systems; measurement; incentives; behavioral/experimental research; financial accounting.

Teaching Interests

Management accounting (primary); financial accounting (secondary)

RESEARCH ACTIVITIES

Publication

Black, P., A. Newman, B. Stikeleather, and N. Waddoups. (2019). Performance feedback type and employees' subsequent willingness to help other employees. *Journal of Management Accounting Research*. Vol. 31, No. 3, pp. 25-39.

- *Scheduled to be presented at the JMAR Forum (plenary session) of the 2020 MAS meeting.*
- *Received IMA Doctoral Summer Research Scholarship*

Working Papers

Black, P. The effect of peer-to-peer recognition systems on helping behavior: The influence of rewards and group affiliation (Dissertation).

- *Job market paper*
- *Funded by an IMA Doctoral Student Grant*

Black, P., K. Jackson, S. Rowe, and A. Zimelman. A personal touch: How management's personalized communication impacts investors' use of accounting information.

- *Preparing for journal submission early 2020*

Black, P., T. Meservy, W. Tayler, and J. Williams. Surrogation fundamentals: Measurement and cognition.

- *Preparing for journal submission early 2020*

Black, P., B. Kirwan, T. Meservy, and W. Tayler. J. O. Williams. An fMRI Investigation of the Neurocognitive Processing of Strategies and Measures.

- *Submitted to the 2020 AAA Annual Meeting*
- *Funded by an IMA Academic Research Grant*

Works in Progress

Black, P., M. Cecchini, and A. Newman. Field evidence regarding the effects of peer-to-peer recognition systems. – *Data analysis phase*

Research Presentations

External

- American Accounting Association, Management Accounting Section Midyear Meeting (2020) Presented – The effect of peer-to-peer recognition systems on helping behavior: The influence of rewards and group affiliation.
- American Accounting Association, Accounting PhD Rookie Recruiting and Research Camp (2019) Presented – The effect of peer-to-peer recognition systems on helping behavior: The influence of rewards and group affiliation.
- AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium (2019). Presented – The effect of peer-to-peer recognition systems on helping behavior: The influence of rewards and group affiliation.
- American Accounting Association Annual Meeting (2018). Presented – Surrogation fundamentals: Measurement and cognition
- Brigham Young University Accounting Research Symposium (2017). Presented – Surrogation fundamentals: Measurement and cognition

Internal

- University of South Carolina (Proposal of Dissertation Idea to Faculty) (2018). Presented – The effect of peer-to-peer recognition systems on helping behavior: The influence of rewards and group affiliation.
- University of South Carolina (Proposal of Dissertation Idea to Committee) (2018). Presented – The effect of peer-to-peer recognition systems on helping behavior: The influence of rewards and group affiliation.
- University of South Carolina (PhD Student 2nd Summer Paper Presentation) (2017). Presented – Performance feedback type and employees' subsequent willingness to help other employees.
- University of South Carolina (PhD Student 1st Summer Paper Presentation) (2016). Presented – A personal touch: How management's personalized communication impacts investors' use of accounting information.

Research Conference Reviewer

- American Accounting Association, Management Accounting Section Midyear Meeting (2017, 2019, 2020)
- American Accounting Association, Annual Meeting (2018, 2019)
- American Accounting Association, Accounting Behavior and Organizations Research Conference (2017, 2018, 2019)

Research Conference Discussant

- American Accounting Association, Management Accounting Section Midyear Meeting (2020)

Research Conference Moderator

- American Accounting Association, Accounting Behavior and Organizations Research Conference (2019)

Research Conferences Attended

- American Accounting Association, Management Accounting Section Midyear Meeting (2018, 2019, 2020)
- Accounting PhD Rookie Recruiting and Research Camp (2019)
- American Accounting Association, Accounting Behavior and Organizations Research Conference (2019)
- American Accounting Association Annual Meeting (2018)
- AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium (2019)
- Palmetto Symposium on Experimental Accounting Research (2018, 2019)
- Brigham Young University Accounting Research Symposium (2013, 2014, 2016, 2017, 2018)

Research Assistant

University of South Carolina, Columbia, SC

- Dr. Andrew H. Newman – May 2017 to Present
- Dr. Bryan R. Stikeleather – 2017, 2018
- Dr. Aaron F. Zimbelman – 2016, 2017, 2018
- Dr. Marlys G. Lipe – 2016, 2017
- Dr. Scott B. Jackson – 2015, 2016

Brigham Young University, Provo, UT

- Dr. William B. Tayler – 2013 to 2015

TEACHING

University of South Carolina, Columbia, SC

- Instructor – ACCT 226 Honors, Intro to Managerial Accounting – *Spring 2019* (respondents: 14; average overall instructor performance: 5/5)
- Instructor – ACCT 402, Cost/Managerial Accounting – *Fall 2017* (respondents: 15; average instructor performance: 4.8/5)

- Instructor – ACCT 402, Cost/Managerial Accounting – *Summer 2016 (Condensed)* (respondents: 5; average instructor performance: 3.6/5)
- Recitation Leader – ACCT 225, Intro to Financial Accounting – *Spring 2016* (respondents: 34; average instructor performance: 4.4/5)
- Recitation Leader – ACCT 225, Intro to Financial Accounting – *Fall 2015* (respondents: 33; average instructor performance: 4.1/5)

Brigham Young University – Salt Lake Center, Salt Lake City, UT

- Instructor – ACCT 200, Principles of Accounting – *Fall 2014* (average instructor performance: 6.7/8)

RESEARCH GRANTS RECEIVED

- Institute of Management Accountants, Doctoral Student Grant (2019) for “The effect of peer-to-peer recognition systems on helping behavior: The influence of rewards and group affiliation (Disseration)”
- Institute of Management Accountants, Academic Research Grant (2018) for “An fMRI Investigation of the Neurocognitive Processing of Strategies and Measures”
- Darla Moore School of Business Research Grant (2017) for “Performance feedback type and employees’ subsequent willingness to help their co-workers”
- Darla Moore School of Business Research Grant (2016, 2018) for “A personal touch: How management’s personalized communication impacts investors’ use of accounting information”

HONORS AND ACHIEVEMENTS

- American Accounting Association, Management Accounting Section Midyear Meeting – Outstanding Reviewer Award (2020)
- AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium Fellow (2019)
- University of South Carolina, Accounting PhD Teaching Award (2018)
- Institute of Management Accountants, Research Foundation: Doctoral Summer Research Scholarship recipient, (Summer 2017) for “Performance feedback type and employees’ subsequent willingness to help other employees”
- EY Kimberly Baron Memorial Scholarship, Brigham Young University (2014-2015)
- Edwin S. Hinckley Scholar (BYU’s most prestigious private scholarship), Brigham Young University, (2013-2014)
- Full academic scholarship, Brigham Young University (2012-2013)
- Member of Brigham Young University Singers (BYU’s most select choir) (2011-2013)
- Missionary for The Church of Jesus Christ of Latter-day Saints in Honduras (2007-2009)

PROFESSIONAL EXPERIENCE

KPMG LLP, Santa Clara, CA
 Audit Intern, June 2014 to August 2014

PROFESSIONAL REFERENCES

Andrew (Drew) Newman

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Marlys Lipe

University of South Carolina
Professor/Committee Member
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William (Bill) Tayler

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