

CV – Robert Andreas Grasser

Darla Moore School of Business
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EDUCATIONAL BACKGROUND

10/12 – 15/14	Ph.D. in Accounting Summa Cum Laude, University of Bern, Switzerland
12/09 – 09/12	Doctoral Student in Accounting University of Hamburg, Germany
10/04 – 09/09	B.Sc. & M.Sc. in Business and Economics (Double Degree: “Diplom-Kaufmann” & “Diplom-Volkswirt”) Christian-Albrechts-Universität zu Kiel, Germany
09/07 – 12/07	Visiting Student Boston University

ACADEMIC EXPERIENCE

08/16 – present	Assistant Professor University of South Carolina
07/15 – 06/16	Visiting Assistant Professor Tulane University
06/14 – 06/15	Post-Doctoral Research Fellow University of Bern, Switzerland
08/14 – 12/14	Visiting Scholar Georgia State University, School of Accounting
10/12 – 05/14	Ph.D. Candidate and Research Assistant University of Bern, Switzerland
12/09 – 09/12	Research Assistant/Lecturer University of Hamburg, Germany

RESEARCH INTERESTS

Behavioral Research, Control Systems, Pay Transparency, Performance Evaluations, Targets
Methodology: Experimental and Survey Studies

TEACHING EXPERIENCE

University of South Carolina

- “Introduction to Managerial Accounting” (Honors Class), Spring 2017, Spring 2018
- “Advanced Cost/Managerial Accounting” (Honors Class), Fall 2016, Fall 2017, Fall 2018, Spring 2019

Tulane University

- “Managerial Accounting,” Spring 2016
- “Advanced Managerial Accounting,” Fall 2018

University of Bern

- Assisting in master courses:
 - “Performance Measurement, Evaluation and Incentives”
 - “Strategic Management Accounting”
- Coaching of bachelor and master theses

University of Hamburg

- “Cost Accounting,” Spring 2012
- “Introduction to Business Administration,” Spring 2010, Fall 2010, Spring 2011, Fall 2011

PUBLICATIONS

“What is a Fair Amount of Executive Compensation? Outrage Potential of Two Key Stakeholder Groups,” with M. Arnold. 2018. *Journal of Business Finance and Accounting* 45 (5-6): 651-685.

WORKING PAPERS

“Controls and Cooperation in Dynamic Environments: The Role of Involvement in Control Design,” with M. Majerczyk, M. Stähle, and D. Yang

“The (Non) Use of New Information for Incentive Recalibration: Evidence from Sales Managers’ Intra-year Target Revisions,” with M. Arnold and M. Artz

“Do Job Candidates’ Effort Promises Matter When the Labor Market is Competitive? Experimental Evidence,” with M. Arnold

CASES AND TEACHING MATERIALS

“Dutch Bros Coffee: Leadership Selection,” with T. Sandino, J. Bol, and S. Loftus. Harvard Business School Case 119-038 (Revised January 2019) and Teaching Note 119-079 (March 2019).

WORK IN PROGRESS

“Management Control Systems as a Package,” with J. Bol, S. Loftus, and T. Sandino.

“The Role of Corporate Culture in a Franchise Organization,” with J. Bol, S. Loftus, and T. Sandino.

“Peer Performance Evaluation,” with J. Bol, S. Loftus, and T. Sandino.

“Pay Transparency: Too Much of a Good Thing? A Joint Analysis of Levels of Pay Transparency and Relative Performance Information,” with A. Newman and G. Xiong.

“How does profit-sharing affect rank-and-file employees’ pay satisfaction? The moderating influence of the employee’s role in the value chain,” with B. Stikeleather.

AWARDS

2017 Outstanding Manuscript Award at the ABO Research Conference

GRANTS/SCHOLARSHIPS

2018 Riegel & Emory HR Fellows Program (\$3,750 + \$4,732)

2016 The Moore School Research Grant Program (\$5,000 + \$2,000)

2014 Scholarship of the German Academic Exchange Service for research visit at Georgia State University

2014 Research Fellowship, Berne University Research Foundation

2007 Scholarship of the German Academic Exchange Service for guest semester at Boston University

CONFERENCE PRESENTATIONS

2019 European Network for Experimental Accounting Research Conference, July 2019, Maastricht, Netherlands

2018 AAA Management Accounting Section Midyear Meeting, January 2018, Scottsdale

2017 Conference on the Convergence of Financial and Managerial Accounting Research, June 2017, Banff, Canada

2017 AAA Management Accounting Section Midyear Meeting (Speaker at Doctoral Colloquium), January 2017, San Juan, Puerto Rico

2015 AAA Annual Meeting, August 2015, Chicago

2015 12th Annual Conference for Management Accounting Research, March 2015, Vallendar, Germany

2014 AAA Annual Meeting, August 2014, Atlanta

- 2014 11th Annual Conference for Management Accounting Research, March 2014, Vallendar, Germany
- 2014 AAA Management Accounting Section Midyear Meeting, January 2014, Orlando
- 2013 AAA Annual Meeting, August 2013, Anaheim
- 2013 8th Accounting Research Workshop, June 2013, Basle, Switzerland

CONFERENCE ATTENDANCE (in the last 5 years)

- 2019 European Network for Experimental Accounting Research Conference, July 2019, Maastricht, Netherlands
- 2019 Information, Markets, and Organizations Conference at Harvard Business School, June 2019, Boston (Invited)
- 2019 Palmetto Symposium on Experimental Accounting Research at UofSC, May 2019, Columbia, SC
- 2019 CPA Ontario Centre for Performance Management Research and Education Research Symposium, April 2019, Toronto (Invited)
- 2019 AAA Management Accounting Section Midyear Meeting, January 2019, Fort Lauderdale
- 2018 Palmetto Symposium on Experimental Accounting Research at UofSC, May 2018, Columbia, SC
- 2018 AAA Management Accounting Section Midyear Meeting, January 2018, Scottsdale
- 2017 AAA Accounting, Behavior and Organizations Research Conference, October 2017, Pittsburgh
- 2017 Conference on the Convergence of Financial and Managerial Accounting Research, June 2017, Banff, Canada
- 2017 AAA Management Accounting Section Midyear Meeting (Speaker at Doctoral Colloquium), January 2017, San Juan, Puerto Rico
- 2016 AAA Management Accounting Section Midyear Meeting, January 2016, Dallas
- 2015 AAA Annual Meeting, August 2015, Chicago
- 2015 12th Annual Conference for Management Accounting Research, March 2015, Vallendar, Germany

INVITED PRESENTATIONS

- Georgia State University, April 2018
- Miami University (OH), February 2016
- University of South Carolina, February 2016

Western University, January 2016

Emory University, January 2016

ACADEMIC SERVICE

Conferences

European Network for Experimental Accounting Research Conference, 2019 Discussant

Palmetto Symposium on Experimental Accounting Research, 2018 Discussant

ABO Research Conference, 2017 Reviewer and Discussant

Management Accounting Section Midyear Meeting, 2015 Reviewer

AAA Annual Meeting, 2019 Reviewer, 2015 Reviewer, 2015 Reviewer and Discussant

Annual Conference for Management Accounting Research, 2015 Discussant, 2014 Discussant

University

School of Accounting Workshop Committee, 2018 –

DMSB Undergraduate Scholarship Committee, 2018 –

School of Accounting Undergraduate Scholarship Committee, 2018 –

Accounting Day Panel Leader, 2017 & 2019

MEMBERSHIPS

American Accounting Association

- Managerial Accounting Section
- Accounting Behavior and Organizations Section

LANGUAGES

German Native speaker

English Fluent

French Basic knowledge