

ANDREW H. NEWMAN

Professor – Accounting
University of South Carolina

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ACADEMIC EMPLOYMENT

University of South Carolina, Professor of Accounting, 2020-present
University of South Carolina, Associate Professor of Accounting, 2015-2020
University of South Carolina, Assistant Professor of Accounting, 2013-2015
University of Pittsburgh, Assistant Professor of Accounting, 2009-2013

EDUCATION

Ph.D. (Accounting), Georgia State University, 2009
Masters (Accounting), University of Alabama, 1998
B. S. (Accounting), University of Alabama, 1997

RESEARCH

Publications (most recent first)

“When being thanked makes employees feel *less* appreciated: Evidence regarding when and why peer-to-peer recognition could backfire” *Accounting, Organizations, and Society* 2024, 113 (December) with P. Black and M. Cecchini

“The effect of reward frequency on performance under cash rewards and tangible rewards,” *Accounting, Organizations, and Society* 2024 (June, 112), with I. Tafkov, N. Waddoups, and G. Xiong.

“Time out: Auditor perceptions and audit outcomes when moving away from a time-based budget audit model” *Accounting Horizons* 2024 (January), with E. Hawkins, J. Robertson, C. Stefaniak, and J. Vinson.

“The effect of horizontal pay transparency on employee motivation when pay dispersion is performance-based and non-performance-based” *Journal of Management Accounting Research* 2024 36(2): 99-122, with R. Grasser and G. Xiong.

“How relative performance information affects exploration-exploitation decisions,” *Journal of Management Accounting Research*, 2022 34(1): 75-95, with B. Stikeleather and N. Waddoups

“The effect of incentive scheme and task type on psychological entitlement and altruistic behavior,” *Contemporary Accounting Research*, 2020 37(3): 1512-1535, with I. Tafkov and F. Zhou.

“Performance feedback type and employees subsequent willingness to help other employees” *Journal of Management Accounting Research*, 2019 31(3): 25-39, with P. Black, B. Stikeleather, and N. Waddoups.

“The informativeness of relative performance information and its effect on effort allocation in a multi-task environment” *Contemporary Accounting Research*, 2019 36(3): 1607-1633, with L. Hannan, I. Tafkov, and G. McPhee.

“Managers’ strategic use of discretion over relative performance information provision and implications for team-members’ effort” *Management Accounting Research*, 2019, 45 (December) with G. Hecht and I. Tafkov.

“An examination of how the effort-inducing property of incentive compensation influences performance in multidimensional tasks” *Journal of Economic Behavior & Organization*, 2018 149(May): 185-196, with L. Harris and M. Majerczyk.

“A marathon, a series of sprints, or both? An analysis of tournament horizon in multi-period tournament settings,” *The Accounting Review*, 2016 91(5): 1391-1410, with W. Choi and I. Tafkov.

“Honor among thieves: Open internal reporting and managerial collusion,” *Contemporary Accounting Research*, 2016 33(4): 1375-1402, with H. Evans, D. Moser, and B. Stikeleather.

“Relative performance information in tournaments with different prize structures,” *Accounting, Organizations, and Society*, 2014 39(5): 348-361, with I. Tafkov.

“An investigation of how the informal communication of firm preferences influences managerial honesty,” *Accounting, Organizations, and Society*, 2014 39(3): 195-207.

“The effect of relative performance information on performance and effort allocation in a multi-task environment,” *The Accounting Review*, 2013 88(2): 553-575, with L. Hannan, G. McPhee, and I. Tafkov.

“The effect of disseminating relative performance information in tournament and individual compensation schemes,” *The Accounting Review*, 2008 83(4): 893-913, with L. Hannan and R. Krishnan.

Working Papers

“How Rewards Affect Drivers of Employee Performance: The Joint Role of Frequency and Performance-Contingency,” with I. Tafkov, N. Waddoups, and G. Xiong

“You’re too kind: How employee self-ratings and evaluator gender jointly affect subjective performance ratings,” with J. Rasso and B. Stikeleather

“Putting too many eggs in the wrong basket: How management controls can bias managers capital allocation decisions,” with T. Brown and B. Stikeleather

“How the level of firm support for employee volunteering affects employee work productivity and altruistic behavior inside the firm,” with G. Xiong

Work in process

“An investigation of factors influencing managers’ exploitative practices” with K Haesebrouck and T. Vance

“The role of peer nominations in manager’s subjective recognition choices” – with P. Black

TEACHING

University of South Carolina – Columbia, SC

Seminar in Managerial Accounting (ACCT834) – Ph.D. program

- 2017, 2019, 2020, 2023, 2024

Seminar in Contemporary Accounting Topics (ACCT836) – Ph.D. program

- 2020, 2022, 2025

Management Accounting (ACCT729) - Masters of Human Resources program

- 2019, 2020, 2021, 2022, 2023, 2024, 2025

Management Accounting in a Global Environment (DMSB717) - MBA program

- 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024

Introduction to Management Accounting (ACCT226) – Honors College

- 2019, 2024

Advanced Cost / Managerial Accounting (ACCT502) – Undergraduate program

- 2013, 2014, 2015, 2018

Management Accounting in a Global Environment (DMSB717) - CMCC program

- 2015, 2016, 2017

Accounting for Management Control (DMSB743) – CMCC program

- 2016, 2017

University of Pittsburgh – Pittsburgh, Pennsylvania

Cost / Managerial Accounting (6 sections taught, 2009-2011)

Strategic Cost Management (6 sections taught, 2012-2013)

Georgia State University - Atlanta, Georgia (PhD student)

Cost / Managerial Accounting (11 sections taught, 2007-2009)

Introductory Accounting (6 sections taught, 2005-2006)

HONORS, AWARDS and GRANTS

- Outstanding Dissertation Advising Award (Management Accounting section of AAA) - 2023
- Best Paper Award – 2021 AAA Management Accounting Section meeting for “Does the effect of reward frequency on performance depend on reward type?”
- Professor of the Year – Moore School Doctoral Program - 2020
- Outstanding Dissertation Advising Award (ABO section of AAA) - 2019
- Moore Research Fellow – effective 2019
- Best Paper Award – 2016 AAA Annual Meeting, Management Accounting Section for “The effect of incentive scheme and task type on psychological entitlement and altruistic behavior”
- Best Paper Award – 2012 AAA Annual Meeting, Management Accounting Section for “The effect of internal reporting openness on managers’ collusive behavior” (formerly titled “Information policies, collusion, and honor among thieves”)
- PwC INQuire Data Analytics Teaching Grant (2015)
- University of South Carolina Moore School Research Grant (2013, 2014, 2015, 2017, 2019)
- University of South Carolina Riegel and Emory Human Resource Center Fellows Grant (2018, 2019)
- Institute of Management Accountants Foundation for Applied Research Grant (2012)
- University of Pittsburgh Katz School of Business Dean’s Small Research Grant- (2012)
- Institute of Management Accountants Foundation for Applied Research, Doctoral Student Grant (2008)
- GTA Teaching Excellence Award, J. Mack Robinson College of Business, Georgia State University (2007)
- Catherine E Miles Doctoral Fellowship, Georgia State University (2006)
- AAA/Deloitte/J. Michael Cook Doctoral Consortium Fellow (2006)

PROFESSIONAL ACTIVITY and SERVICE

Editor

- Behavioral Research in Accounting* (2023 – present)
- Journal of Management Accounting Research* (2020 - 2021)

Editorial Board Member

- The Accounting Review* (2018 - present)
- Accounting, Organizations, and Society* (2024 – present)
- Journal of Management Accounting Research* (2013 – 2019, 2022 - present)
- Behavioral Research in Accounting* (2020 – 2022)

Management Accounting Section (AAA)

- MAS President (August 2025 – August 2026)
- MAS President-elect (August 2024- August 2025)
- Ph.D. student research mentor at the MAS doctoral colloquium – 2023, 2024, 2025
- Publications committee (2022-2023) – committee member
- Dissertation Award committee (2020-2021) – committee chair
- MAS President Nominating committee (2019-2020) – committee member

Midyear meeting doctoral colloquium (2016-18) – co-chair
Midyear meeting teaching symposium (2019) – planning member

Professional Memberships

American Accounting Association (AAA)
- Management Accounting (MAS) and Accounting, Behavior, and Organization (ABO) sections
Institute of Management Accountants (IMA)
Wiley Publishing – Advisory Panel member (2020-2021)

Ad Hoc Journal Reviewer

The Accounting Review (2009, 2013, 2014, 2016 - 2025)
Contemporary Accounting Research (2010, 2014 - 2025)
Accounting, Organizations, and Society (2016 - 2025)
Management Science (2018-2021, 2024, 2025)
Journal of Management Accounting Research (2010 – 2024)
Accounting and Business Research (2024, 2025)
Accounting Horizons (2017, 2020, 2023)
European Accounting Review (2015, 2020, 2021)
Review of Accounting Studies (2019)
Management Accounting Research (2011, 2012, 2017, 2019)
Behavioral Research in Accounting (2014, 2018, 2019)

Other

AAA ABO Doctoral Consortium Faculty Fellow (2025)
AAA Competitive Manuscript Award Screening Committee (member, 2025-2026)
Council Committee on Awards Committees (AAA Annual Meeting, 2025-26)
Steering Committee, *The Accounting Review* (2021-2023)
Tenure and Promotion external letter writer – various schools (2020-present, 2 per year avg.)

Research Presentations

Invited Presentations

Waterloo University (2025 – scheduled)
Brigham Young University (BYU) (2025 – scheduled)
Tulane University (2025 – scheduled)
Cornell University (2025)
University of Pittsburgh (2025)
University of Wisconsin (2023)
Utah State University (2023)
Georgia State University (2022)
Marquette University (2022)
Chapman University (2022) - virtual
Wilfried Laurier University (2022) – virtual
Indiana University (2020) - virtual
University of Arizona (2020)
JMAR Forum on Relative Performance Evaluation at MAS Mid-year meeting (2020)

European Network of Experimental Accounting Research conference – plenary speaker (2019)
University of Bern, Switzerland (2019)
Colorado State University (2018)
University of Texas-Austin (2017)
Contemporary Accounting Research conference (2013, 2017)
Tilburg University (2017)
University of Georgia (2017)
University of Waterloo (2015)
Michigan State University (2010)
Indiana University (2009)
University of Pittsburgh (2009)

Conference Presentations (including co-authors' presentations)

EIASM Conference on Performance Measurement and Management Control (2025–Barcelona, Spain)
AAA Management Accounting Section Conference (2007, 2010-2011, 2014-2016, 2021-2023)
University of North Texas Accounting Research Conference (2023)
AAA Annual Meeting (2012, 2014, 2016, 2021)
AAA ABO/Behavioral Research Conference (2018, 2020)
Global Management Accounting Research Symposium (GMARS) (2016, 2021)

Conference Discussions of Others' Research

Emerging Management Accounting Scholars Symposium at The University of Illinois at Urbana-Champaign, invited discussant (2026 – scheduled)
EIASM Conference on Performance Measurement and Management Control (2025–Barcelona, Spain)
AAA Management Accounting Section Conference (2010-2014, 2016, 2017, 2020-2025)
University of North Texas Accounting Research Conference – invited discussant (2023)
Global Management Accounting Research Symposium (GMARS) – invited discussant (2022)
AAA Annual Meeting (2012)

Reviewer of Research Papers for Conferences

AAA Annual Meeting (2007, 2011-2018, 2020-2022)
AAA Management Accounting Section Conference (2007-2025)
AAA ABO/Behavioral Research Conference (2005, 2008, 2010, 2013-2022, 2025)
University of North Texas Accounting Research Conference (2023)

Conference Attendance

AAA Annual Meeting (2012, 2014, 2016, 2023, 2024, 2025)
AAA Accounting Behavior and Organization Section (ABO) (05, 07, 10, 19, 20, 23)
AAA Management Accounting Section (MAS)
 Doctoral Colloquium (2006-2009)
 Research Conference (2006-2025)
AAA / New Faculty Consortium (2010)
Contemporary Accounting Research conference (2020, 2021)
European Network of Experimental Accounting Research conference (2019)

Palmetto Symposium on Experimental Accounting Research (2018, 2019, 2021, 2023, 2025)
Performance Measurement Research Symposium hosted by the University of Waterloo (2019, 2021 – invited attendance)
Emerging Management Accounting Scholars Symposium at The University of Illinois at Urbana-Champaign (2018, 2024, 2026 (scheduled) - invited attendance)
Global Management Accounting Research Symposium (2007, 2022)
AAA/Deloitte/J. Michael Cook Doctoral Consortium (2006)
University of Texas at Austin Accounting Conference,
Austin, Texas (2006, 2015 – invited attendance)
Southeast Summer Accounting Research Colloquium (2005-2008)

UNIVERSITY OF SOUTH CAROLINA ACTIVITY and SERVICE

Dissertation Committees and Student Advisement

Dissertation committee chairperson

- Grazia Xiong (2022)
 - Initial placement – Utah State University
 - Dissertation awarded “Best Dissertation” by the Management Accounting Section at the 2023 AAA Annual Meeting
- Paul Black (2020)
 - Initial placement - Auburn University
 - Dissertation published in *Accounting, Organizations, and Society* (2023, vol. 109)
- Nate Waddoups (2018)
 - Initial placement - University of Denver
 - Dissertation published at *Contemporary Accounting Research* (2022; Issue 3, vol. 39)
 - Dissertation awarded “Best Dissertation” by the Accounting, Behavior and Organizations section of the AAA at their 2019 conference

Dissertation committee co-chair / member

- Spenser Seifert (University of South Carolina, 2024) – co-chair
- Kun Liu (University of South Carolina, 2020) - member
- Ke Xu (Georgia St. University, 2021) – outside member
- Kate Patterson (University of Waterloo, 2021) – outside member
- Nathan Mecham (University of Pittsburgh, 2023) – outside member

Darla Moore School of Business

Faculty Council (2024-2025)

IMBA committee (2024-2025)

Taskforce on Faculty Culture, Wellbeing, and Citizenship (2024)

Undergraduate Program Faculty Committee (2015-2021)

Dean’s Review Committee (2020)

Performance Management Task Force (2020)

School of Accounting

Tenure and Promotion committee (chair 2021 – 2025, member 2015 – 2021)

PhD committee (member, 2016-2025)

Palmetto Symposium on Experimental Accounting Research planning committee (2017-2022, co-chair for 2019 & 2021 symposiums)

Undergraduate curriculum committee (chair, 2015-2021)

Research workshop committee (2013-2018, chair 2014-2018)

Center for Advancement of Accounting (board member, 2013- 2016)

UNIVERSITY OF PITTSBURGH ACTIVITY and SERVICE

Dissertation committee member for Bryan Stikeleather (2013)

Research workshop committee (chair, 2011-2013)

Undergraduate Programs Committee (member, 2010-2013)

David Berg Center for Ethics & Leadership Review Committee (member, 2009-2010)

PREVIOUS EMPLOYMENT

THE NETWORK, INC. (Atlanta, Ga.) - Senior Accountant (2002-2004)

ZAPMEDIA, INC. (Atlanta, Ga.) – Accountant (2000-2001)

ERNST & YOUNG LLP (Atlanta, Ga. / Birmingham, Al.) - Staff Auditor (1998-2000)