

AMY M. SWANEY

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TEACHING AND RESEARCH EXPERIENCE

- 2015 – current Management Accounting: A Management Perspective (online and on campus),
Central Michigan University MBA program
- 2015 – current Corporate Governance (online and on campus), Central Michigan University
MBA program
- 2014 – 2015 Introduction to Financial Accounting, Central Michigan University
- 2013 Cost and Managerial Accounting, Michigan State University
- 2012 Principles of Management Accounting, Michigan State University
- 2010 – 2011 Recitation Instructor, Principles of Management Accounting, Michigan State
University
- 2009 – 2014 Research Assistant, Dr. Karen Sedatole, Michigan State University

EDUCATION

- Michigan State University East Lansing, MI
Doctor of Philosophy (Ph.D.), Accounting 2014
- Michigan State University East Lansing, MI
Master of Business Administration, Accounting, HR Management 2009
- University of Michigan Ann Arbor, MI
Bachelor of Science, Mathematics 1992

RESEARCH INTERESTS

The empirical analysis of archival data to study control systems, performance measurement, employee motivation, incentives, and compensation, with an emphasis on:

- Mitigating problems related to goal congruence
- Informal control mechanisms including identity, trust, mutual monitoring, and beliefs
- Emerging systems in entrepreneurial and innovative environments
- Team-based incentive structures
- Integration of management accounting practices and strategy

PUBLICATIONS

"Analyzing business issues-with Excel: The case of Superior Log Cabins, Inc.", with Susan P. Convery. *Issues in Accounting Education*, 2012, Vol. 27, pp. 141-56.

"The implicit incentive effects of horizontal monitoring and team member dependence on individual performance", with Karen Sedatole and Alexander Woods. *Contemporary Accounting Research*, 2016, Vol. 33 (3), pp. 889-919.

WORKING PAPERS

- Accounting-based performance metrics and executive compensation in nonprofit organizations, with Karen Sedatole, Michelle Yetman, and Robert Yetman, 2nd round revision at *Contemporary Accounting Research*.
- Employee selection practices and performance pay, data analysis and writing stage (dissertation), submitting to *Journal of Management Accounting Research* in Fall 2016.
- Do organizational values matter to investors? with Pawan Jain and Anil Kumar, data analysis and writing stage, submitting to *European Management Journal* in Fall 2016.
- The importance of authenticity in 'real-life' classroom examples, planning stage

INVITED RESEARCH WORKSHOPS

- 2014 Harvard Business School, "Employee selection practices and performance pay"
- 2014 Kent State University, "Employee selection practices and performance pay"
- 2014 Central Michigan University, "Employee selection practices and performance pay"
- 2014 University of Illinois, "Employee selection practices and performance pay"
- 2014 Northeastern University, "Employee selection practices and performance pay"
- 2012 Carnegie Mellon University, "Accounting-Based Performance Metrics and Executive Compensation in Nonprofit Organizations"

CONFERENCE PRESENTATIONS

- 2013 AAA Management Accounting Section Conference, "Accounting- Based Performance Metrics and Executive Compensation in Nonprofit Organizations" New Orleans, LA
- 2012 AAA Annual Meeting, concurrent session presentation of "The Effect of Team Characteristics on Individual Performance" Houston, TX
- 2011 AAA Management Accounting Section Conference, "The Effect of Team Characteristics on Individual Performance" Denver, CO

CONFERENCE PARTICIPATION

- 2016 AAA Management Accounting Section Conference (Reviewer)
Emerging Scholars in Management Accounting Research Symposium
Great Lakes Conference on Teaching and Learning

Global Management Accounting Research Symposium
 AAA Annual Meeting (Poster presentation)
 Midwest Region Meeting (Discussant, Research roundtable)
 2015 AAA Management Accounting Section Conference (Reviewer, Discussant)
 New Faculty Consortium
 CMU Faculty Excellence Exhibition (Poster presentation)
 Great Lakes Conference on Teaching and Learning
 2014 AAA Annual Meeting (Reviewer, Presenter, Discussant)
 AAA Management Accounting Section Conference (Reviewer, Discussant)
 2013 Accounting PhD Rookie Recruiting and Research Camp (Presenter)
 Ohio Region Meeting (Discussant)
 AAA Management Accounting Section Conference (Reviewer, Presenter, Discussant)
 2012 AAA Management Accounting Section Conference (Presenter)
 2011 AAA Annual Meeting (Presenter)
 AAA Management Accounting Section Conference
 2010 AAA Management Accounting Section Conference
 2010 Global Management Accounting Research Symposium
 2009 Midwest Accounting Research Conference

AWARDS

2015 CMU COB Dean's Enhanced Research Award
 2014 CMA Doctoral Scholarship; Institute of Management Accounting
 2013 Ph.D. Student Excellence in Research Award; Michigan State University,
 Department of Accounting and Information Systems
 2009 – 2014 Ernst & Young Doctoral Fellowship; Michigan State University
 2009 Marlys and Jack Gray Doctoral Fellowship, awarded for academic scholarship;
 Michigan State University
 2007 – 2009 Broad Scholar, selected for academic excellence and leadership; Michigan State
 University

UNIVERSITY SERVICE

2016 – present Faculty Search Committee, CMU School of Accounting
 2015 – present Assessment Committee, CMU School of Accounting
 2015 – present Faculty Advisor, The Society for Collegiate Leadership & Achievement, CMU
 Chapter
 2014 – present MBA Program Committee, CMU College of Business Administration
 2014 – 2015 Student and Employer Relations Committee, CMU School of Accounting

PROFESSIONAL SERVICE

2016 – present Ad hoc reviewer, Journal of Management Accounting Research
 2014 – 2015 Ad hoc reviewer, Journal of Management Accounting Research

PROFESSIONAL EXPERIENCE

2008	HR MBA Intern, Amgen	Thousand Oaks CA
	Managed employee communications involving changes to various benefit plans.	
1999 – 2004	HRIS Analyst, HR Representative, Stryker Corporation	Kalamazoo MI
	Collaborated with HR and IS teams, consultants, and vendor to implement and support HR software system at eight domestic and two international divisions.	
	Administered divisional pension and welfare benefits programs.	
1997 – 1999	Human Resources Generalist, Triple S Plastics	Vicksburg MI
	Administered corporate pension and welfare benefit plans covering employees at six locations.	
1995 – 1997	Mathematics Teacher, Loy Norrix High School	Kalamazoo MI
	Taught integrated math to tenth and eleventh graders in an interdisciplinary program for academically at-risk students.	

AFFILIATIONS

2009 – present	Member, American Accounting Association
2014 – present	Member, Institute of Management Accounting