

**JEREMY D. DOUTHIT, Ph.D.**

Associate Professor of Accounting • Dhaliwal-Reidy School of Accountancy  
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**EDUCATION**

Ph.D., Accounting, Florida State University	2014
Masters of Accounting, the Ohio State University	2009
B.S., Business Administration, Troy University	2008

**POSITIONS**

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2022 – Present	Associate Professor, University of Arizona
2014 – 2022	Assistant Professor, University of Arizona
2009 – 2014	Research Assistant, Florida State University

**RESEARCH**

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***Research Published***

1. Douthit, J., M. Hewitt, and A. Sauciuc. 2026. Improving Coordination in Teams: Combining Team and Individual Relative Performance Evaluations. *Management Science*, forthcoming.
2. Douthit, J., and T. Thornock. 2025. The Effect of Within-domain Task Changes and Compensation Contracts on Performance. *Management Accounting Research* 67: 100943.
3. Douthit, J., M. Majerczyk, B. Shi, and T. Thomas. 2025. How the Realized Measure of a Worker's Performance Affects Their Perception of Their Compensation. *Management Accounting Research* 66: 100927.
4. Douthit, J., J. Garrett, and D. Way. 2025. Does Prior Experience Reduce the Ability of Cooperation-Inducing Controls to Develop Trust between Employees? *Journal of Management Accounting Research* 37 (1): 63-83.
5. Douthit, J., Z. Mao., and P. Martin. 2024. Tend to One's Own House: The Effect of Firm CSR on Employee Effort. *Contemporary Accounting Research* 41 (4): 2488-2513.
6. Douthit, J., S. Kachelmeier, and B. Van Landuyt. 2024. Does Auditor Assurance of Client Prosocial Activities Affect Subsequent Reporter-Auditor Negotiations? An Experimental Assessment. *Accounting, Organizations and Society* 112: 101550.
7. Douthit, J., M. Majerczyk, and L. McLuckie Thain. 2024. Updated Theory and New Evidence on the Effect of Information System Precision on Managerial Reporting. *Journal of Management Accounting Research* 36 (1): 73-94.

8. Douthit, J., J. Liu, S. Schwartz, and R. Young. 2024. An Experimental Study of Endogenous Discretionary Controls on Employee Effort. *European Accounting Review* 33 (1): 77-103.
9. Douthit, J., S. Schwartz, D. Stevens, and R. Young. 2022. The Effect of Endogenous Discretionary Control Choice on Budgetary Slack: An Experimental Examination. *Journal of Management Accounting Research* 34 (3): 99-118.
10. Douthit, J., P. Martin, and M. McAllister. 2022. Charitable Contribution Matching and Effort-Elicitation. *The Accounting Review* 97 (1): 213-232.
  - Summarized in R&A CPAs 2025 Client Newsletter.
  - Basis for 2021 *Strategic Finance* article.
11. Douthit, J, M. Millar, and R. White. 2021. Horseshoes, Hand Grenades, and Regulatory Enforcement: Close Experience with Potential Sanctions and Fraud Deterrence. *Organizational Behavior and Human Decision Processes* 166: 137-148.
12. Douthit, J. and M. Majerczyk. 2019. Subordinate Perceptions of the Superior and Agency Costs: Theory and Evidence. *Accounting, Organizations and Society* 78: 101057.
13. Blay, A., J. Douthit, and B. Fulmer. 2019. Why Don't People Lie? Negative Affect Intensity and Preferences for Honesty in Budgetary Reporting. *Management Accounting Research* 42: 56-65.
14. Douthit, J. and D. Stevens. 2015. The Robustness of Honesty Effects on Budget Proposals when the Superior has Rejection Authority. *The Accounting Review* 90 (2): 467-493.
15. Douthit, J., L. Kearney, and D. Stevens. 2012. Can Agent Cheap Talk Mitigate Agency Problems in the Presence of a Noisy Performance Measure? An Experimental Test in a Single- and Multi-Period Setting. *Journal of Management Accounting Research* 24 (1): 135-158.

### **Practitioner Publications**

Douthit, J., P. Martin, and M. McAllister. 2021. Corporate philanthropy and employee productivity. *Strategic Finance* (October)

### **Working Papers**

“The Effect of Unstable Budget Difficulty on Performance over Time” with Ashley Sauciuc  
*Revising for 3<sup>rd</sup> Round Review at Accounting, Organizations and Society*

“Does the Source of Worker’s Productive Efficiency Affect their Effort Provision”

“How Peer Charitable Contribution Observability can Reduce Inter-employee Trust under Discretionary Bonus Allocations” with Kyle Mao, Patrick Martin, and Wioleta Olczak

### **Works in Process**

“Performance Effects of Non-Contingent Wages for Effort-Insensitive Tasks” (with M. Majerczyk, L. McLuckie Thain and T. Thornock)

*Design Stage*

“Time and Money: The Effect of Changing PTO and FTO” (with R. Martin, S. Vandervelde, and G. Xiong)

*Conducting Experiment and Survey*

“Distinct Social Norms in Participative Budgeting: Meta-analysis and Experimental Evidence” (with M. Majerczyk and J. Wilhelm)

*Conducting Meta-Analysis*

“Formal and Informal Control Systems on Budgetary Misreporting” (with J. Andrejcow, K. Fiolleau, and T. King)

*Preparing to collect Study 1 Experiment and Programming Study 2 Experiment*

“Entitlement and the Disutility from Dishonesty in Managerial Reporting” (with N. L. Lee, M. Majerczyk, and W. Olczak)

*Revising Grant Proposal*

“Retention after Losing Promotion Tournament: Target Setting’s Role” (with R. Dickson, K. Hudspeth, and M. Majerczyk)

*Pilot Complete, Programming Experiment*

“Hidden Cost of Control in Group Settings” (with M. Majerczyk and K. Young)

*Design Stage*

“Promotion Criteria and Internal Knowledge Sharing” (with A. Bross and R. Dickson)

*Pilot Complete, Programming Experiment*

### **Funded Research**

Douthit, J. and Stevens, D. 2015. The Robustness of Honesty Effects on Budget Proposals when the Superior has Rejection Authority. Funded by the Institute of Management Accountants’ Foundation for Applied Research

Douthit, J. and Majerczyk, M. 2019. Subordinate Perceptions of the Superior and Agency Costs: Theory and Evidence. Funded by the Institute of Management Accountants’ Research Foundation

Douthit, J., Garrett, J., and Way, D. 2024. New Controls and Trust. Funded by the Institute of Management Accountants’ Research Foundation. Awarded to Garrett.

Douthit, J. and Towner, M. 2016. Financial Literacy, Behavioral Nudges, and Investment Diversification. Funded by Eller College Small Research Grant.

Christ, M., Douthit, J., Majerczyk, M., and Mao, Z. 2020. The Interactive Effect of Controls and Production Type on Trust. Funded by Eller College Small Research Grant

Andrejkow, J., Douthit, J., Fiolleau, K., and King, T. 2024. Formal and Informal Control Systems on Budgetary Misreporting. Funded by Social Sciences and Humanities Research Council. Awarded to Andrejkow.

## **ACADEMIC EXPERIENCE AND AWARDS**

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### Teaching Experience:

University of Arizona:

Ph.D. Seminar in Management Accounting Research: Fall 2022, 2023, 2024

Cost Accounting (ACCT 310): Spring 2015-Spring 2026 (11 semesters)

Cost Accounting (ACCT 310) online: Spring 2026

Independent Study on Experimental Management Accounting Research (ACCT 699):  
Spring 2016, 2017, Fall 2020

Fundamentals of Budgeting (Module in Eller Exec. Ed. Foundations in Public Sector  
Management): Spring 2026

Florida State University:

Cost Accounting for Business Decision Makers (ACG 3331): Fall 2011-Fall 2013

Principles of Management Accounting (ACG 2071): Summer 2010-2011

### Teaching Awards and Evaluations

Mean (median) evaluation for Teacher Effectiveness at UA (pre-Spring20): 4.42/5 (5)

Mean (median) evaluation for Course Learning at UA (post-Spring 20): 4.63/5 (5)

Outstanding Accounting Instructor Award Winner, Eller College, 2025

Most Valuable Professor, Dhaliwal-Reidy School of Accountancy, 2023

Outstanding Accounting Faculty Nominee, Eller College, 2022

Outstanding Accounting Faculty Winner, Eller College, 2020

Most Valuable Professor, University of Arizona School of Accountancy 2018

FSU College of Business Doctoral Teaching Award in 2013

### Other Awards and Evaluations

AAA Annual Meeting Outstanding Reviewer: 2020, 2023, 2025

MAS Meeting Outstanding Reviewer: 2022, 2023, 2026

MAS Meeting Outstanding Discussant: 2022

Eller College of Management Fellowship 2022-present

Deloitte Foundation Doctoral Fellow in 2012

CPA Exam Passed (not licensed) in 2009

### Internal Service

#### Dissertation committee:

- Ashley Sauciuc (2020, management accounting. Placement: Indiana University. Received Kalt Prize as Eller College top Ph.D. student placement)
- Lisa McLuckie Thain (2020, management accounting. Placement: North Texas University)
- Zhiping (Kyle) Mao (2023, management accounting. Co-chaired with Jeff Schatzberg. Placement: Texas State University)
- Alex Whitecotton (2025, management accounting. Placement: Hope College)
- Rob Jennings (2025, financial accounting. Placement: visit UMass Amherst)
- Reed Dickson (current)

#### Supervisor for 1<sup>st</sup> Summer Ph.D. Research Paper

- Kyle Mao (2019, co-supervisor)
- Alex Whitecotton (2022)
- Reed Dickson (2024)

Organizer, Eller Interdepartmental Experimental Readings Group at UA: 2015-2018

Organizer, Dhaliwal-Reidy School of Accountancy Speaker Series: 2017-2020.

Affiliated Faculty, University of Arizona Interdisciplinary Center for Trust Studies

Dhaliwal-Reidy School of Accountancy Assurance of Learning Committee 2020-2022

Dhaliwal-Reidy School of Accountancy Ph.D. Committee 2022-present

Eller College of Management Research and Doctoral Studies Committee 2022-2025

Eller College of Management Undergraduate Studies Committee 2025-present

### External Service

AAA-AACSB-RRBM Award for Research Impacting Societal Challenges Committee Member 2025-2026

AAA Western Regional Meeting Best Paper Committee: 2020, 2021

ABO Midyear Meeting Program Chair 2025

ABO Midyear Meeting Program Vice-Chair 2024

ABO Midyear Meeting Ad Hoc Program Coordinator 2021

ABO Section Annual Meeting Program Coordinator 2024

ABO Section Annual Meeting Program Co-Coordinator 2023

External Examiner for Dissertation (Kiky Srirejeki; U. of Western Australia 2024)

Bulloch Award for Innovation in Management Accounting Ed. Comm. Chair 2025

Bulloch Award for Innovation in Management Accounting Ed. Comm. Member 2024

MAS Best Dissertation Select Committee Member: 2022-2023

MAS Doctoral Consortium Resident Faculty 2024, 2025

MAS Liaison to Practice, 2025-2026

MAS Global Scholars Mentor 2025-2026 (Florian Loizl, WU Vienna)

MAS Membership Committee Member: 2017-2018

MAS PhD Mentorship Program Mentor 2023, 2024, 2025, 2026

Editorial Board: *Behavioral Research in Accounting*

Ad-hoc reviewer: *Journal of Accounting and Economics; The Accounting Review; Contemporary Accounting Research; Accounting, Organizations and Society; Review of Accounting Studies; Management Science; Journal of Management Accounting Research; Management Accounting Research; Journal of Business Ethics; Experimental Economics; Auditing: A Journal of Practice and Theory; European Accounting Review; Behavioral Research in Accounting; Journal of Forensic Accounting Research; Accounting Horizons; The IMA's Educational Case Journal; Journal of Accounting Education; International Journal of Public Sector Management*

Discussant – 2026 MAS Midyear Meeting, Nashville, TN

Discussant – 2025 AAA Annual Meeting, Chicago, IL

Discussant – 2025 MAS Midyear Meeting, Austin, TX

Panel Presenter – 2024 How to Give Great Discussions at Conferences, Junior Accounting Scholars Organization.

Discussant – 2024 Doctoral Student Faculty Interchange (DSFI), Tempe, AZ

Discussant – 2023 ABO Midyear Meeting, Pittsburgh, PA

Discussant – 2023 AAA Annual Meeting, Denver, CO

Discussant – 2023 MAS Midyear Meeting, Atlanta, GA

Discussant – 2022 ABO Midyear Meeting, Phoenix, AZ

Discussant – 2022 AAA Annual Meeting, San Diego, CA

Discussant – 2022 MAS Midyear Meeting, Online

Discussant – 2021 Global Management Accounting Research Symposium, Online

Discussant – 2021 MAS Midyear Meeting, Online

Discussant – 2021 Hawaii Accounting Research Conference, Online

Discussant – 2020 ABO Midyear Meeting, Online

Discussant – 2020 AAA Annual Meeting, Online

Discussant – 2020 Western Regional (DSFI) Meeting, Online

Discussant – 2019 ABO Midyear Meeting, Providence, RI

Discussant – 2019 AAA Annual Meeting, San Francisco, CA

Discussant – 2019 MAS Midyear Meeting, Ft. Lauderdale, FL

Discussant – 2018 ABO Midyear Meeting, Phoenix, AZ

Discussant – 2018 AAA Annual Meeting, National Harbor, MD

Discussant – 2018 Western Regional (DSFI) Meeting, Vancouver, WA

Discussant – 2018 MAS Midyear Meeting, Scottsdale, AZ

Discussant – 2017 ABO Midyear Meeting, Pittsburg, PA

Discussant – 2017 AAA Annual Meeting, San Diego, CA  
Discussant – 2017 Western Regional (DSFI) Meeting, San Francisco, CA  
Discussant – 2017 MAS Midyear Meeting, San Juan, PR  
Discussant – 10<sup>th</sup> New Directions in Management Accounting, Brussels, Belgium  
Discussant – 2016 ABO Midyear Meeting, Albuquerque, NM  
Discussant – 2016 AAA Annual Meeting, New York, NY  
Discussant – 2016 MAS Midyear Meeting, Dallas, TX  
Discussant – 2015 ABO Midyear Meeting, Nashville, TN  
Discussant – 2015 AAA Annual Meeting, Chicago, IL  
Discussant – 2014 ABO Midyear Meeting, Philadelphia, PA  
Discussant – 2014 AAA Annual Meeting, Atlanta, GA  
Discussant – 2014 MAS Midyear Meeting, Orlando, FL  
Discussant – 2013 ABO Midyear Meeting, San Diego, CA  
Discussant – 2013 AAA Annual Meeting, Anaheim, CA  
Discussant – 2012 AAA Annual Meeting, Washington D.C.  
Discussant – 2012 MAS Midyear Meeting, Houston, TX  
Discussant – 2011 ABO Midyear Meeting, Kansas City, KS

## **PRESENTATIONS AND CONFERENCE PARTICIPATION**

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### *Workshop Presentation*

University of Denver, Denver, CO 2025  
University of Waterloo, Waterloo, ON, Canada 2024  
Utah State University, Logan, UT 2023  
Chapman University, Orange, CA 2022  
Erasmus University Rotterdam, Netherlands 2022  
European Network for Experimental Acc. Research (ENEAR) Virtual Seminar 2021  
Tilburg University, Tilburg, Netherlands, 2020 (Online)  
Florida State University, Tallahassee, FL, 2020  
Georgia Institute of Technology, Atlanta, GA, 2019  
University of Illinois, Urbana-Champaign, IL, 2019  
Hoosier Accounting Research Conference, Indiana University, Bloomington, IN, 2019  
Wilfred Laurier University, Waterloo, ON, Canada, 2018  
Iowa State University, Ames, IA, 2017  
University of Kentucky, Lexington, KY, 2016  
Bern University, Bern, Switzerland, 2015  
Brigham Young Accounting Research Symposium, Provo, UT, 2014  
Arizona State University/University of Arizona Accounting Research Conference, 2014  
Florida State University Experimental Social Sciences Group, 2014  
University of Arizona, Tucson, AZ, 2014  
Northeastern University, Boston, MA, 2014

Chapman University, Orange, CA, 2014

Florida State University Center for Insurance Research Brown Bag Series, 2013

Conference Presentations

2026 MAS Midyear Meeting, Nashville TN

2025 MAS Midyear Meeting, Austin TX

2021 Global Management Accounting Research Symposium, Online

2020 AAA Annual Meeting, Online

2020 MAS Midyear Meeting, Houston, TX

2019 Global Management Accounting Research Symposium, East Lansing, MI

2019 MAS Midyear Meeting, Ft. Lauderdale, FL

2018 Global Management Accounting Research Symposium, Copenhagen, Denmark

2018 MAS Midyear Meeting, Scottsdale, AZ

2017 ABO Midyear Meeting, Pittsburg, PA

2017 AAA Annual Meeting, San Diego, CA

2017 CEAR Conference on The Effects of Formal and Informal Controls on  
Organizational and Market Risk, Atlanta, GA, 2017

2017 MAS Midyear Meeting, San Juan, PR

2016 10<sup>th</sup> Conference on New Directions in Management Accounting, Brussels, Belgium

2016 ABO Midyear Meeting, Albuquerque, NM

2016 Global Management Accounting Research Symposium, East Lansing, MI

2016 MAS Midyear Meeting, Dallas, TX

2015 ABO Midyear Meeting, Nashville, TN

2015 Global Management Accounting Research Symposium, Copenhagen, Denmark

2015 MAS Midyear Meeting, Newport Beach, CA

2014 ABO Midyear Meeting, Philadelphia, PA

2014 AAA Annual Meeting, Atlanta, GA

2014 MAS Midyear Meeting, Orlando, FL

2013 ABO Midyear Meeting, San Diego, CA

2013 AAA Annual Meeting, Anaheim, CA

2013 Global Management Accounting Research Symposium, East Lansing, MI

2013 MAS Midyear Meeting, New Orleans, LA

2012 ABO Midyear Meeting, Atlanta, GA

2011 AAA Annual Meeting, Denver, CO

2012 AAA Annual Meeting, D.C. "IMA Research Foundation"