

Richard Edouard Saouma

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EDUCATION

Stanford Graduate School of Business

Palo Alto, CA

Ph.D., *Business Administration*

June, 2006

KPMG Fellow, American Accounting Association *Best Managerial Accounting Dissertation Award*.

University of California Berkeley

Berkeley, CA

B.A., *Economics and Applied Mathematics*

December, 2000

REFEREED PUBLICATIONS

"Implications of biased reporting: conservative and liberal accounting policies in oligopolies" (with Henry Friedman and Jack Hughes), *Review of Accounting Studies*, March 2016.

"A Theory of Participatory Budgeting" (with Mirko Heinle and Nicholas Ross), *The Accounting Review*, May 2014 (1025-1050).

"Multi-stage Capital Budgeting with Delayed Consumption of Slack," (with Stanley Baiman and Mirko Heinle), *Management Science*, April 2013 (869-891).

"Incentive Compensation and The Choice of Inventory Buffer," (with Stanley Baiman and Serguei Netessine), *The Accounting Review*, 2010 (1839-1861).

"The Incentive Value of Inventory and Cross-Training in Modern Manufacturing," (with Madhav Rajan and Venky Nagar), *Journal of Accounting Research*, 2009 (991-1025).

"Optimal Second Stage Outsourcing," *Management Science*, June 2008 (1147-1159).

"Resource Allocation Auctions within Firms," (with Stanley Baiman, Paul Fischer and Madhav Rajan), *Journal of Accounting Research*, 2007 (915-946).

"Optimal Information Asymmetry," (with Madhav Rajan), *The Accounting Review*, 2006 (677-713).

WORKING PAPERS

"Analyzing the Aftermath of a Compensation Reduction," (with Jason Sandvik, Nathan Seegert, and Christopher Stanton).

"Knowledge Transfers, a Field Experiment," (with Jason Sandvik and Nathan Seegert).

"Non-Monetary Resource Allocation," (with Mirko Heinle and Stanley Baiman).

"Strategies for the Disrupted," (with Rob Wuebker and Anita McGahan).

AREAS OF INTEREST

Research: Human resource management, field experiments, and innovation.

Teaching: Entrepreneurship, Analytics, Managerial Accounting, and Practicums.

ACADEMIC EXPERIENCE

Michigan State University, Broad School of Business

East Lansing, MI

Associate Professor of Accounting

2017-present

University of Utah, David Eccles School of Business

Salt Lake City, UT

Visiting Professor of Accounting

2015-2017

UCLA Anderson School of Management,

Los Angeles, CA

Assistant Professor of Accounting

2006-2014

AWARDS AND ACADEMIC DISTINCTIONS

2009, 2010	Management Science Meritorious Service Award
2008	Highest student evaluations amongst all UCLA Applied Management Research advisors
2006	American Accounting Association Managerial Accounting Dissertation Competition (winner)
2003-2006	KPMG Accounting Doctoral Fellow
2001-2006	Stanford Graduate School of Business fellowships

MSU SERVICE

2019-	Strategic Donor Digital Canvas Committee
2018-	Undergraduate Analytics Modernization Committee (chair) Reimagining the MBA Experience Committee MBA Experiential Learning Committee Accounting Department Advisory Committee
2017-	Senior Accounting Faculty Recruiting Committee
2017-18	Masters of Accounting Planning Committee

MSU TEACHING

2019	Executive MBA Innovation and Entrepreneurship
2018-	Managerial Accounting (elective) Masters of Accounting
2018-	MBA Entrepreneurship Elective
2018-	Core MBA Managerial Accounting (two sections each Spring)
2018-	Analytics Practicum (four sections each Fall)

UTAH TEACHING

2015-16	Core Managerial Accounting Evening MBA (2-3 sections annually)
2016	Entrepreneurship, School of Engineering (upper-level and masters)

UCLA ADVISING

2010	PhD Committee, Tsahi Versano (Assistant Professor of Accounting, Yale University)
2009	PhD Committee, Romanos Malikkiosis (Visiting Professor of Mathematics, University of Crete)
07-12	Primary advisor to Nicholas Ross, Ph.D. (UCLA Anderson Accounting)

UCLA TEACHING

2007-09	"Cost Accounting," Undergraduate
2007-11	"Applied Management Research," MBA
2007-14	"Motivating Management," MBA and FEMBA
2008-09	"Electronic Entrepreneurship," UCLA <i>Fiat-Lux</i> (freshmen and sophomores)
2008-14	"Cost Accounting," Executive Program
2010-14	"Persuading Persuasion," Executive Program

UCLA SERVICE

- 2009- Anderson MBA Admissions Committee (nominated position)
- 2011- Adviser (by invitation) to the UCLA Undergraduate Mechanical and Aerospace Engineering Design Build Fly team

CONFERENCES ORGANIZED

- 2019 Global Managerial Accounting Research Symposium, East Lansing, MI
- 2012 Junior Accounting Theory Conference, Washington, DC
- 2013 Junior Accounting Theory Conference, Anaheim, CA

REFeree SERVICE

Editorial Board: *The Accounting Review* (former), *Journal of Management Accounting Research* (former).

Ad Hoc reviewer: *Journal of Accounting Research*, *Journal of Financial Reporting*, *Journal of Managerial Accounting Research*, *Management Science*, *Production and Operations Management*, *Manufacturing and Service Operations Management Journal*, *Contemporary Accounting Research*, *Journal of Accounting and Economics*, *Journal of Economic Behavior and Organizations*, *Review of Accounting Studies*.

CONFERENCE PRESENTATIONS

- 2019 Academy of Management (upcoming)
NBER (Labor) (upcoming)
Strategy Science
- 2018 NBER (Personnel)
Engineering Commercialization Workshop (Nationwide convocation of Engineering Deans)
SIOE Society for Industrial and Organizational Economics
- 2017 Swiss Accounting Research Workshop (University of Basel)
- 2016 University of Utah / BYU Strategy Meeting
- 2013 Swiss Accounting Research Workshop (University of Basel)
- 2012 American Accounting Association Annual Conference
EIASM Workshop on Accounting and Economics (IE University, Madrid, Spain)
- 2011 American Accounting Association Annual Conference
Junior Accounting Theory Conference
Swiss Accounting Research Workshop (University of Fribourg)
- 2010 EIASM Workshop on Accounting and Economics (Vienna University of Econ. and Business)
- 2009 Swiss Accounting Research Workshop, (University of Bern)
- 2008 American Accounting Association Annual conference
EIASM Workshop on Accounting and Economics (University of Bocconi, Milan, Italy)
- 2007 Swiss Accounting Research Workshop, (University of Fribourg)
- 2005 American Accounting Association Annual Conference

INVITED SEMINAR/CONFERENCE PRESENTATIONS

- 2016 University of Zurich
- 2016 Broad School, Michigan State University
- 2015 Dartmouth, Tuck School of Business
Penn State University, Smeal College of Business
- 2013 Dartmouth, Tuck School of Business
University of California San Diego, Rady School of Business
- 2012 University of Washington, Foster School of Business
- 2011 Colombia University, Colombia Business School
- 2010 Northwestern University, Kellogg School of Management
Dartmouth, Tuck School of Business

- 2009 Interdisciplinary Accounting Conference, Copenhagen
Carnegie Melon University, Tepper School of Business
- 2008 University of Pennsylvania, Wharton School of Business
University of Utah Accounting Conference
- 2007 University of Chicago, Graduate School of Business
Colombia University, Colombia Business School
University of Utah Accounting Conference
- 2006 Harvard University, Harvard Business School
University of Pennsylvania, Wharton School
Northwestern University, Kellogg School
University of California at Berkeley, Haas School
University of Minnesota, Carlson School
University of California at Los Angeles, Anderson School