

**WIM A. VAN DER STEDE, PhD**  
*Dean, Smith School of Business*  
Queen's University Canada

**I. EDUCATION**

- **PhD, Economics** (*Summa Cum Laude*), Ghent University, Belgium (1993-97)
- **MA, Management** (*Magna Cum Laude*), Ghent University, Belgium (1990-91)<sup>1</sup>
- **BA, Economics** (*Magna Cum Laude*), Ghent University, Belgium (1986-90)

**II. PROFESSIONAL EXPERIENCE**

**A. Leadership Roles** (selected)

- **Dean, Smith School of Business**, Queen's University, Canada (2026 - )
- **Dean of Extended Education**, London School of Economics, UK (2022-25)
- **Head of Department**, Accounting, London School of Economics, UK (2012-21)

**B. Governance Roles** (selected)

- **LSE Council**, London School of Economics (2021-26)
- **RES Finance Committee**, Royal Economic Society (2023 - )
- **AAA Board of Directors**, American Accounting Association (2017-20)

**III. ACADEMIC CAREER AND HONORS**

**A. Principal Appointments**

- **Professor**, Queen's University Canada, Smith School of Business (2026 - )
- **Professor of Accounting**, London School of Economics (2006-26)  
*CIMA Professor of Accounting & Financial Management* (from 2008)
- **Assistant Professor**, University of Southern California, Marshall School of Business, Leventhal School of Accounting (1997-2006)

**B. Visiting Appointments**

- **Yuji Ijiri Distinguished Lecturer**, Carnegie Mellon University, Tepper School of Business (Spring 2023)
- **Special Term Visiting Professor**, Peking University, Guanghai School of Management (2017-21)
- **Visiting Professor**, Erasmus School of Economics, The Netherlands (2012-21)
- **Short-term Visiting Professor**, ESSEC Paris (Spring 1997)

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<sup>1</sup> After my Master's, I fulfilled my military service (12 months, 1992) as a staff specialist in the Belgian Gendarmerie.

### C. Awards and Honors

I have won **24** awards for my research, teaching, and service, including:

- Honorary Member of the Grudis Accounting Research Network, Portugal (2026)
- American Accounting Association (AAA) **Notable Contribution to Management Accounting Literature** (2023, 2017, 2007)
- American Accounting Association (AAA) **Outstanding International Accounting Educator** (2019)
- International Federation of Accountants (IFAC) **Article of Merit** (2009, 2008)
- Institute of Management Accountants (IMA) **Jim Bulloch Award for Innovations in Management Accounting Education** (2009)
- London School of Economics (LSE) **Excellence in Education** (2017, 2016)
- University of Southern California (USC) **Golden Apple** (2005)

## IV. RESEARCH AND SCHOLARSHIP

### A. Research Expertise

I am a specialist in financial management and management control that is essentially about strategy implementation through effective organizational design and performance measurement and incentive systems to ensure employee alignment, motivation, and accountability. I am the author of the leading textbook in this subject area.

Specifically, my principal research interests pertain to the study of (1) performance targets and the budgeting processes used to set them; (2) performance measurement and evaluation; and (3) incentive systems that relate performance evaluations to rewards (or penalties). My research in these areas has drawn on a range of disciplines and employed several different research methods, including archival, experimental, field, and survey studies.

My research is practically relevant. Budgets, performance evaluations, and incentive systems are behaviorally consequential in organizations. It is those behavioral effects that I typically examine.

Accounting as a discipline focused on measurement is one of several disciplines in which research on performance measurement, evaluation, and incentives makes theoretical and practical contributions. My work has also been published outside of accounting in management, economics, and marketing.

The sample articles listed next give a flavor of my research topics in assorted outlets, omitting my writings for other publics, such as students (30 case studies), practitioners (21 practice articles, 10 blogs), and a dozen thought or review pieces, as well as various editorials during my 10 years as Editor-in-Chief of the premier journal of the management accounting subfield.

## B. Publications

### 1. Books

Merchant, K. A., & Van der Stede, W. A. (2023). *Management control systems* (5<sup>th</sup> ed.). Pearson.

A leading text in organizational control built around the authors' "object-of-control" framework, covering a variety of performance measures and controls, supported by 75 case studies, the vast majority researched and written by the authors. The book has been translated in Italian and Indonesian, and received a mention in Frey, B. S., & Schaltegger, C. A. (Eds.), *21st century economics: Economic ideas you should read and remember* (2019), Springer Nature.

### 2. Articles and Book Chapters (selected)

My full academic publication record is available from a range of public resources, including [Google Scholar](#), [ORCID](#), [Web of Science](#), [Scopus](#), and [SSRN](#). Below is a sample of selected articles only:

Gibbs, M., & Van der Stede, W. A. (2025), [The information organization: On changes in information technology and organizational design](#). *Foundations and Trends in Accounting*, 19(2), 116–223.

Eyring, H., & Van der Stede, W. A. (2024), [Breaking new ground: Settings where performance measurement is important but less studied](#). In: Lillis, A. M., & Grafton, J. (Eds.). *Research handbook on performance measurement for management control*. Edward Elgar Publishing, Chapter 2, 12-28.

Avagyan, V., Camacho, N., Van der Stede, W. A., & Stremersch, S. (2022). [Financial projections in innovation selection: The role of scenario presentation, expertise, and risk](#). *International Journal of Research in Marketing*, 39(3), 907–926.

Van der Stede, W. A., Wu, A., & Wu, S. (2020). [An empirical analysis of employee responses to bonuses and penalties](#). *The Accounting Review*, 95(6), 395–412.

Caglio, A., Dossi, A., & Van der Stede, W. A. (2018). [CFO role and CFO compensation: An empirical analysis of their implications](#). *Journal of Accounting and Public Policy*, 37(4), 265–281.

Van der Stede, W. A. (2018). [Multitasking academics](#). *Issues in Accounting Education*, 33(3), 85–94.

Indjejikian, R. J., Matějka, M., Merchant, K. A., & Van der Stede, W. A. (2014). [Earnings targets and annual bonus incentives](#). *The Accounting Review*, 89(4), 1227–1258.

- Gong, J. J., Van der Stede, W. A., & Young, S. M. (2011). [Real options in the motion picture industry: Evidence from film marketing and sequels](#). *Contemporary Accounting Research*, 28(5), 1438–1466.
- Matějka, M., Merchant, K. A., & Van der Stede, W. A. (2009). [Employment horizon and the choice of performance measures: Empirical evidence from annual bonus plans of loss-making entities](#). *Management Science*, 55(6), 890–905.
- Levenson, A. R., Van der Stede, W. A., & Cohen, S. G. (2006). [Measuring the relationship between managerial competencies and performance](#). *Journal of Management*, 32(3), 360–380.
- Van der Stede, W. A., Young, S. M., & Chen, C. X. (2005). [Assessing the quality of evidence in empirical management accounting research: The case of survey studies](#). *Accounting, Organizations and Society*, 30(7–8), 655–684.
- Gibbs, M., Merchant, K. A., Van der Stede, W. A., & Vargus, M. E. (2004). [Determinants and effects of subjectivity in incentives](#). *The Accounting Review*, 79(2), 409–436.
- Hansen, S. C., Otley, D. T., & Van der Stede, W. A. (2003). [Practice developments in budgeting: An overview and research perspective](#). *Journal of Management Accounting Research*, 15(1), 95–116.
- Merchant, K. A., Van der Stede, W. A., & Zheng, L. (2003). [Disciplinary constraints on the advancement of knowledge: the case of organizational incentive systems](#). *Accounting, Organizations and Society*, 28(2–3), 251–286.
- Van der Stede, W. A. (2000). [The relationship between two consequences of budgetary controls: budgetary slack creation and managerial short-term orientation](#). *Accounting, Organizations and Society*, 25(6), 609–622.

### 3. Blogs and Online-only (selected)

[Engaging students to think critically about AI - in the classroom, in the discipline, and in their futures](#), *GenAI and Education Exchange* (April 2026)

[Scenarios in innovation pitches: boon or bane](#), *LSE Business Review* (Jan. 2022)

[Sticks and carrots: the effectiveness of penalties versus bonuses](#), *LSE Business Review* (Sept. 2021) – republished by the [World Economic Forum](#).

[Reducing budget slack may lead managers to focus on the short term](#), *LSE Business Review* (June 2016)

[Evidence suggests that firms set targets to avoid small losses](#), *LSE Business Review* (Feb. 2016)

[With manager performance metrics, the tricky question is how to reward long-term thinking](#), *LSE Business Review* (Nov. 2015)

### C. Editorial Board Roles (recent, selected)

- Accounting, Organizations & Society (2010 - )
- Behavioral Research in Accounting (2002-23)
- Contemporary Accounting Research (2008-22)  
including **Editor** (2011-14), Ad-Hoc Editor (2014-22)
- European Accounting Review (2012-23)
- Journal of International Accounting Research (2007-10, 2017 - )
- Management Accounting Research (2007 - )  
including **Editor-in-Chief** (2015-24); **Consulting Editor** (2025 - )
- The Accounting Review (2011-23)

### D. Scholarly Presentations

#### 1. University Seminars

I have given **90** presentations to date across the globe, including (alphabetically):

- Bocconi (2023, 2012, 2005)
- City University of Hong Kong (2026)
- Claremont Drucker-Ito School of Management (2006)
- Columbia Business School (2025)
- Durham University Business School (2025)
- Erasmus University Rotterdam (2012, 2007, 2003)
- ESSEC Paris (2016, 1999, 1997)
- Free University Amsterdam (2018, 2010)
- Harvard Business School (2025, 2003)
- HEC Lausanne (2025, 2017)
- HEC Paris (2013, 2003)
- HKUST (2002)
- Indiana University (1997)
- KU Leuven (2008)
- Manchester Business School (2009, 2005)
- National Taiwan University (2024)
- National University of Singapore (NUS) Business School (2025)
- Nanyang Technological University (NTU) Business School, Singapore (2027)
- Peking University (2021, 2018, 2001)
- Rice University (2003)
- Tel Aviv University (2025, 2018)
- Tilburg University (2017, 2003, 1997)
- University of Amsterdam (2018)
- University of Arizona (2004)
- University of California-Irvine (1999)

- University of Colorado-Boulder (2005)
- University of Illinois Urbana-Champaign (2022, 2000, 1999)
- University of Melbourne (2023)
- University of Michigan (2000, 1997)
- University of Texas-Austin (2001)
- University of Texas-Dallas (2005)
- University of Toronto (2013)
- University of Wisconsin (2002)
- UVA Darden School of Business (2017, 2011)
- Warwick Business School (2019, 2015)
- Xiamen University (2014).

## 2. Conference Presentations and Discussions

I have, to date, given **22** presentations of this type, as well as **37** discussions at the following and other conferences (alphabetically):

- American Accounting Association (AAA) Annual Meeting
- AAA Accounting Behavior and Organizations (ABO) Midyear Meeting
- AAA Management Accounting Section (MAS) Midyear Meeting
- Canadian Academic Accounting Association (CAAA) Annual Meeting
- Contemporary Accounting Research (CAR) Conference
- European Institute for Advanced Studies in Management (EIASM)  
New Directions in Management Accounting Conference
- Global Management Accounting Research Symposium (GMARS)
- Strategic Management Society (SMS) Annual Meeting
- ESSEC (Paris), “Accounting Research in the Age of AI” conference

## 3. Other Presentations (not previously mentioned)

I have also given **56** keynotes and plenaries, including (chronologically):

- Management Control Association (2024, 2010)
- International Consortium for Values-based Governance (2022)
- Irish Accounting and Finance Association (2020)
- Brazilian Accounting Association (2019)
- China Young Accounting Scholars (2017)
- Portuguese Network of Accounting Research (2016)
- Nordic Accounting Association (2016)
- AAA Annual Meeting (2015)
- China CFO Forum (2015)
- Shanghai National Accounting Institute (2014)
- Dutch Controllers Association (2013)
- Global Management Accounting Research Symposium (2013)
- Austrian Finance Perspectives (2012) and Controllers Institute (2009)
- EIASM New Directions in Management Accounting (2010)
- AICPA Executive Academy (2009)

- AICPA International Financial Executives Leadership Forum (2008)
- AAA Management Accounting Section (MAS) Midyear Meeting (2005)

## E. Grants

I have obtained several grants, including:

- Erasmus University Rotterdam (EUR) Marketing Science Institute (2017, c. 10k) and EUR Accounting & Controlling Institute (2012, c. 160k)
- Institute of Management Accountants (IMA) Foundation for Applied Research (2008, c. 10k | 2005, c. 13k)
- KPMG and University of Illinois Urbana-Champaign (UIUC) Business Measurement Research Program (2003, c. 65k)
- US Department of Education and Center for International Business Education and Research (CIBEAR) (2003, c. 36k | 2000, c. 5k)
- Intercollegiate Center for Management Science: full stipend (1993-1996) and tuition for doctoral research (including visit abroad)

## V. TEACHING

- My teaching experience at **LSE** has included a range of research-led instruction in the management accounting and control area broadly speaking (e.g., also covering risk management and corporate governance), as you can infer from the following sample course titles:
  - Accounting, Strategy, and Control (Graduate)
  - Data Analytics for Management Control (Graduate)
  - Accounting, Organizations, and Institutions (Graduate)
  - Accountability, Organizations, and Risk Management (Graduate)
  - Management Accounting, Financial Management, and Organizational Control (Undergraduate)

Across these courses and multiple sections over the years ( $n = 43$ ), my teaching ratings at LSE have averaged 4.7 out of 5, also having won awards multiple times.

- At **USC**, I taught the MBA Management Accounting core, a graduate Management Control Systems elective, and a Senior Undergraduate Management Accounting course, with teaching ratings across all sections over time ( $n = 26$ ) averaging 4.6 out of 5, plus having received the Golden Apple award for my MBA teaching.
- At both LSE and USC, I have also taught (sections) of **doctoral seminars** in my area of management accounting and control.
- Regarding **executive education**, I delivered (quite ahead of its time then) the Management Accounting Module in USC's Distance Learning Advanced Management Program broadcast in Japan; as well as a module on the Controllers Program of Erasmus University Rotterdam for 6 years (for which I was rated a "top

teacher” with evaluations always exceeding 4.5 out of 5). I also taught for several years on the International Executive Master of Finance and Control at Maastricht University (for which I won the “Lecturer of the Year” award in 2008).

## **VI. SERVICE TO THE UNIVERSITY AND THE PROFESSION**

### **A. University Service (selected)**

#### **1. Queen’s University Canada**

- Smith Engineering Dean Search Committee (2026-27)

#### **2. London School of Economics**

- LSE Campaign Ambassador (2018-26)
- LSE Council, incl. Finance & Estates Committee (2021-26)
- External Funding Ethical Review Board (2025-26)
- Executive Education Board (2025-26)
- 100x Impact Accelerator Supervisory Board (2023-26)
- International Strategy Board (2023-25)
- LSE President Search (2023)
- Research Excellence Framework (2015-22; Deputy Chair, 2016-22)
- Covid-19 Scenario Planning (2020-22)
- Capital Development Building Project Boards, including:
  - Marshall Building (2016-19)
  - Firoz Lalji Global Hub (2022-25)
- Pay and Reward Review (Chair, 2014-15)

#### **3. University of Southern California**

Leventhal School of Accounting (LSOA)

- USC LSOA Dean Search (2001)
- USC LSOA Accounting Circle Board (2002-03)
- USC LSOA Curriculum Assessment Committee (1999-2002)
- USC LSOA Undergraduate Curriculum Rethink (1998)

#### **4. Other Institutions**

- External Referee, Tenure and Promotions (65 letters to date)
- PhD Committees (13 students to date; internal and external)
- Research Foundation Flanders, Grants Committee (2015-18)
- University of London Collegiate Council (2022-25)
- Bocconi University Appointments and Promotions (2012-20)
- Ghent University, Faculty of Economics Advisory Council (2023 - )
- Monash University, International Consortium for Values-based Governance (ICVG) Advisory Board (2020 - )

- Referee, Russell Sage Foundation (2026)
- External Assessor:
  - Dutch National Limperg Institute Doctoral Program (2019, 2011)
  - Ghent University, Faculty of Economics (2015)
  - Oxford Said Business School, External Examiner, EMBA (2006-10)

## **B. Service to the Profession (selected)**

### **1. Academic Associations**

- Royal Economic Society (RES) Finance Committee (2023 - )
- RES Fund Manager Selection (2025)
  
- European Accounting Association (EAA) Board (2019-21, 2012-13)
- EAA Publications Committee (2008-13, Chair 2012-13)
- EAA Doctoral Colloquium (Co-chair 2019-21),  
incl. EAA DC Faculty in 8 years between 2009 and 2021
  
- American Accounting Association (AAA) Board (2017-20)
- AAA Council (2009-12)
- AAA Finance Committee (2009-12)
- AAA Governance Committee (2015-17)
- AAA Council Committee on Awards (2017-18)
- AAA Lifetime Service Award Committee (2020-21)
- AAA Global Engagement Committee (Chair 2017-20)
- AAA J Michael & Mary Anne Cook Prize Nominations Committee (2015, 2016)
- AAA President's Global Engagement Task Force (2013-14)
- AAA President's Seeds of Innovation Task Force (2012-13)
- AAA Grant Thornton Doctoral Dissertation Fellowships (2011-12)
  
- AAA Management Accounting Section (MAS) President, incl. Elect/Past (2009-12)
- AAA MAS Future of Management Accounting Education Committee (2022-23)
- AAA MAS Midyear Meeting Co-Director (2007, 2008)
- AAA MAS Nominations Committee (2025; Chair 2011)
- AAA MAS Impact on Practice Award Committee (Chair 2015-18)
- AAA MAS Lifetime Contribution Award Committee (2011-13, Chair 2013)
- AAA MAS Dissertation Award Committee (2009)
- AAA MAS Annual Meeting Liaison (2000, 2001)

### **2. Other Organizations and Professional Bodies**

- Houghton Street Ventures Advisor (2021-26)
- AICPA-CIMA Thought Leadership Committee (2017 - )
- AICPA-CIMA Executive Chairman's Advisory Board (2017 - )
- CIMA R&D Panel (Chair 2022-26; Vice-Chair 2015-21)
- 2U/edX University Partner Advisory Council (2023-24)
- UK Financial Reporting Council (FRC) Chair's Forum (2020-26)