

**Kelsey Kay (Lewis) Dworkis, CPA, Ph.D.**  
**Assistant Professor**  
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## POSITIONS HELD

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### UNIVERSITY OF DENVER, DANIELS COLLEGE OF BUSINESS

*Assistant Professor of Accounting*

Denver, Colorado, USA  
September 2015-

### UNIVERSITY OF MELBOURNE, FACULTY OF BUSINESS AND ECONOMICS

*Senior Lecturer (Assistant Professor equivalent) of Accounting*

Melbourne, Australia  
July 2013- May 2015

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## EDUCATION

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### UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS

*Ph.D. in Business Administration- Accounting*

Los Angeles, CA  
May 2013

- Dissertation Defended
- Emphasis in Management Accounting and Decision-Making

### UNIVERSITY OF KANSAS, SCHOOL OF BUSINESS

*Bachelor of Business Administration – Accountancy and Business Administration*

Lawrence, KS  
May 2004

- Graduated with highest distinction (top 3% of the 2004 graduating class) with a GPA of 3.98
- Emphasis in Finance
- Concentration in Italian

### CONSORTIUM UNIVERSITY

Paderno Del Grappa, Italy  
Summer 2003

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## RESEARCH INTERESTS

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### *Managerial Accounting and Control and Behavioral Decision-Making*

- How narcissism influences management control system design
- How incentives and other control mechanisms motivate managers
- How employee generational differences affect small group behavior and group decision-making

### *Conference Participation*

- AAA Annual Meeting: 2008 (Anaheim, CA); 2011 (Denver, CO); 2012 (Washington, D.C.) 2013 (Anaheim, CA); 2014 (Atlanta, GA); 2015 (Chicago, IL); 2017 (San Diego, CA)
- Accounting, Behavior and Organization Section Meeting: 2009 (Seattle, WA); 2010 (Denver, CO); 2012 (Atlanta, GA); 2015 (Nashville, TN); 2016 (Albuquerque, NM)
- Management Accounting Section Meeting: 2010 (Seattle, WA), 2011 (Atlanta, GA); 2012 (Houston, TX); 2013 (New Orleans, LA); 2014 (Orlando, FL); 2016 (Dallas, TX); 2017 (San Juan, PR); 2018 (Scottsdale, AZ); 2020 (Houston, TX)
- 2011 AAA Deloitte Foundation J. Michael Cook Doctoral Consortium, Lake Tahoe, California
- 2014 Global Management Accounting Research Symposium, Sydney, Australia
- 2014 AFAANZ Annual Meeting, Auckland, New Zealand
- 2016 CARS Research Symposium, Denver, Colorado

### *Conference Presentations*

- 2013 AAA MAS Midyear Meeting Manuscript Selection

- 2014 AAA MAS Midyear Meeting Manuscript Selection
- 2014 AFAANZ Annual Meeting Manuscript Selection
- 2016 AAA ABO Section Meeting Manuscript Selection
- 2017 AAA MAS Midyear Meeting Manuscript Selection

#### ***Invited University Presentations:***

- University of New South Wales, Sydney, Australia
- University of Melbourne, Melbourne, Australia
- Queensland University, Brisbane, Australia
- Georgia State University, Atlanta, Georgia, USA
- Pittsburgh University, Pittsburgh, Pennsylvania, USA
- Notre Dame University, South Bend, Indiana, USA
- Indiana University, Bloomington, Indiana, USA
- University of Illinois, Champaign-Urbana, Illinois, USA
- University of Washington, Seattle, Washington, USA
- London School of Economics and Political Science, London, UK
- Pepperdine University, Malibu, California, USA
- Monash University, Melbourne, Australia
- University of Denver, Denver, Colorado

#### **REFEREED JOURNAL ARTICLES**

- *Olsen, K. J., Dworkis, K.K, and Young, S.M.. 2014. CEO Narcissism and Accounting: A Picture of Profits, *Journal of Management Accounting Research*.*
- *Young, S. M., Du, F., Dworkis, K.K., and Olsen, K.J. 2015. It's All About All of Us – The Rise of Global Narcissism: Implications for Management Control System Research, *Journal of Management Accounting Research*. **This paper won the 2018 American Accounting, Management Accounting Section, Impact on Management Accounting Practice Award***
- *Dworkis, K.K., Greiner, A., and Victoravich, L. 2020. Weakened Reporting? The Effect of Clawback Regime and Bonus Compensation on Fraud, *Journal of Forensic and Investigative Reporting*.*

#### **WORKING PAPERS**

- *Dworkis, K.K. 2020. Narcissism, Incentives and Accounting Decision-Makers*
- *Dworkis, K.K and Nickell, E.B. 2020. Peer Pressure: The effects of Social Comparison on Accounting Decision-Making and Negotiation Strategy (collecting data)*
- *Dworkis, K.K. and Patelli, L. 2019. Behavioral responses to multiple performance measures: does personality matter? Accepted to the 2016 Advances in Management Accounting Conference, Monterey, California and the 2016 New Directions in Managerial Accounting Conference, Brussels, Belgium; 2017 AAA MAS Midyear Meeting Manuscript Selection (preparing for submission)*
- *Dworkis, K.K. and Olsen, K.J. 2016. The Me Generation and Management Control System Design: A Comparative Study of Baby Boomers, Generation X, and Millennials (with Kari J. Olsen), accepted to 2013 AAA MAS Midyear Meeting Conference, New Orleans, Louisiana (under review)*

#### **TEACHING EXPERIENCE**

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**UNIVERSITY OF DENVER, DANIELS SCHOOL OF BUSINESS**  
***Assistant Professor- Tenure Track***

Denver, CO

September 2015-

- Accounting for Decision-Making (ACTG 2300), Strategic Cost Management (ACTG 4660), and Cases and Topics in Managerial Accounting (ACTG 4340). Teaching evaluations 5/6
- Integrated experiential learning with advanced accounting technologies
- Developed new curriculum for Accounting Information Systems and Cases and Topics in Managerial Accounting (ACTG 4340), prepare course lesson plans, wrote tests and exams, and held office hours for students
- Developed online course for Strategic Cost Management (ACTG 4660) and serve as the Course Lead for the MBA @ Denver overseeing four Section Leads
- Taught both business undergraduates in their junior year, MBA students, and Master of Accountancy Students
- Served as the Course Coordinator at the University of Denver for Accounting for Decision-Making (ACTG 2300) and Strategic Cost Management (ACTG 4660) overseeing ten faculty members that teach these courses throughout the year
- Served on both the Undergraduate Curriculum Revision Committee and the Professional MBA Curriculum Revision Committee
- Served as the Graduate Assistant Coordinator for the School of Accountancy responsible for acting as the liaison between the faculty and the student employees and coordinating all graduate positions each quarter

**UNIVERSITY OF MELBOURNE, FACULTY OF BUSINESS AND ECONOMICS**

Melbourne, Australia

**Senior Lecturer- Tenure Track**

July 2013- May 2015

- Taught Cost Management (ACC20001). Teaching evaluations 4.21/5.
- Taught two sections twice weekly to 350 second year undergraduate accounting majors

**UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS**

Los Angeles, CA

**Instructor of Accounting**

September 2009-May 2010

- Taught Core Concepts of Management Accounting (BUAD250b). Teaching evaluations 4.69/5.

**UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS**

Los Angeles, CA

**Graduate Teaching Assistant**

September 2009-May 2012

- Teaching assistant to Professor Sarah Bonner for doctoral seminars
- Assisted with ACC 602 -*Survey of Judgment and Decision-Making Research in Accounting*
- Assisted with GSBA 625 -*Designing and Running Experiments*

**UNIVERSITY OF KANSAS**

Lawrence, KS

**Business Statistics Teaching Assistant**

August 2002-May 2004

- Taught a class every week and graded homework and quizzes.

**RESEARCH AWARDS**

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- **American Accounting Association, Management Accounting Section**
  - **2018 Impact on Management Accounting Practice Award**, It's All About All of Us – The Rise of Global Narcissism: Implications for Management Control System Research (with S. Mark Young, Fei Du and Kari J. Olsen) (*Journal of Management Accounting Research*, January 2015)
- 2014 AAA Management Accounting Section Outstanding Dissertation Award Finalist
- 2012 IMA Doctoral Grant Recipient
- 2011 Deloitte Foundation J. Michael Cook Doctoral Consortium Participant, Lake Tahoe, California

**TEACHING AWARDS**

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**UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS**

Los Angeles, CA

- Mary Pickford Doctoral Teaching Award Recipient 2011

**RESEARCH GRANTS**

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**UNIVERSITY OF MELBOURNE, FACULTY OF BUSINESS AND ECONOMICS**

Melbourne, Australia

- Faculty Research Grant, Faculty of Business and Economics January 2014, Narcissistic Characteristics of Managers and Management Control System (MCS) Incentive Design (with G. Clinch, S. Nair and N. Soderstrom)

**OTHER RELEVANT EXPERIENCE**

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**UNIVERSITY OF SOUTHERN CALIFORNIA, MARSHALL SCHOOL OF BUSINESS**

**Research Assistant**

2013

Los Angeles, CA

September 2007-May

- Research assistant to Professor Sarah Bonner, Professor Mark Young, and Professor Nerissa Brown. Duties included:
  - Running statistical software packages such as STATA, SPSS, AMOS, and LISREL
  - Merged large data sets and applying statistical analysis on nominal, ordinal, interval, and ratio level data and interpreting results accordingly
  - Assisted in running experimental sessions, coding experimental data, and analyzing data using statistical software

**DELOITTE & TOUCHE, LLP**

**Senior Auditor**

Los Angeles, CA /Denver, CO

September 2004-March 2007

- Member of audit and assurance practice for Denver (1 year) and Los Angeles office (2years).
  - Promoted to Senior Auditor after second year
  - Rated highest in peer group in formal evaluations
  - Completed audit planning, testing, and reporting work for both public and private companies, primarily in the real estate management, retail, and insurance industries
  - Modeled and evaluated quantitative financial analyses in Excel; also performed extensive review of client-prepared financial statements, 10-Q's, and 10-K's
  - Completed all four section of the uniform CPA Exam in July 2005

**ADDITIONAL**

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- Ad hoc reviewer, *Journal of Accounting Research* 2014, 2015; *Management Accounting Research* 2016, 2017, 2019; *Journal of Occupational and Organizational Psychology* 2019
- Licensed CPA in the State of Colorado (inactive)
- Member of the AICPA
- Member of inaugural Ad Hoc Finance Department Committee at University of Kansas (served to initiate a finance major)
- 2009-2012 Cal CPA Doctoral Scholar Recipient
- Personal: Hobbies include skiing, running, yoga, swimming, cycling, fitness; completed four marathons and two triathlons