

# Mackenzie K. Feinberg, CPA

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## EDUCATION:

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**University of Texas at Austin, McCombs School of Business** **Austin, TX**  
*Ph.D. in Accountancy, expected May 2026*

**Miami University, Farmer School of Business** **Oxford, OH**  
*Master of Accountancy (MAcc), May 2018*  
*B.S. in Business (Accounting and Marketing), May 2018*

## RESEARCH:

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**Primary Research Area & Method:** Managerial, Experimental (Lab and Field)

**Primary Research Interests:** Incentive contracting, human capital management, and resource allocation

### Job Market Paper:

1. *“Sustaining Employee Effort After Competitions: A Field and Lab Investigation of Prosocial Rewards”* solo-authored
  - *Dissertation Committee:* Eric Chan (chair), Steve Kachelmeier, Andrew Belnap, Adam Presslee
  - *Status:* Preparing for submission
  - *Presentations:* AAA/DeLoitte/J. Michael Cook Doctoral Consortium (Westlake); The University of Texas at Austin; Lehigh University; Miami University; Emory University; The University of Iowa; 2026 MAS Midyear Meeting (Nashville); The University of Chicago

### Working Papers:

2. *“Layoffs or Reduced Hours? The Joint Effects of Workforce Performance and Performance Measurement Precision”* with Eric Chan and Brian White
  - *Status:* R&R at ***The Accounting Review*** (revising for 3<sup>rd</sup> round review)
  - *Presentations:* University of Texas at Austin; Tulane University<sup>^</sup>; University of Kentucky<sup>^</sup>; 2023 ABO Conference (Pittsburgh); 2024 MAS Midyear Meeting (Orlando)
  - *Recognition:* Selected as one of three “Picks of the 2023 ABO Coordinators” presentations
3. *“When is it Fairer to Allocate Resources for Training to Lower-Performing versus Higher-Performing Employees?”* with Eric Chan and Martin Wiernsperger
  - *Status:* R&R at ***Journal of Accounting Research*** (revising for 3<sup>rd</sup> round review)
  - *Presentations:* 2024 ERMAC Conference at WU Vienna<sup>^</sup>; Cornell University<sup>^</sup>; 2024 ABO Conference (Montreal); 2024 EIASM Conference at Bocconi University<sup>^</sup>; 2025 MAS Midyear Meeting (Austin); 2025 Labor Economics & Accounting Conference at Stanford University<sup>^</sup>
4. *“It’s Not All Fun and Games: The Effects of Gamification on Employee Adaptivity”* with Eric Chan (based on 2<sup>nd</sup> year summer paper)
  - *Status:* R&R at ***The Accounting Review*** (revising for 2<sup>nd</sup> round review)
  - *Presentations:* University of Texas at Austin; Texas State University<sup>^</sup>; Brigham Young University<sup>^</sup>; 2024 ABO Conference (Montreal); 2025 MAS Midyear Meeting (Austin)
  - *Recognition:* ABO 2024 Emerging Scholar Manuscript Award

\*Scheduled; ^Presented by a co-author

**Works in Progress:**

5. “*Interpretive Guidance*” with Kaitlyn Kroeger
  - *Status*: On-going interviews with audit firms and audit committee members
6. “*Mixed Incentives and Contracts*” with Hayden Gunnell
  - *Status*: Analyzing field experiment data

**Research Assistant – University of Texas at Austin****Austin, TX**

2021 – Present Steve Kachelmeier, Department of Accountancy

2021 – Present Eric Chan, Department of Accountancy

**Research Assistant – Miami University****Oxford, OH**

2017 – 2018 Lisa Ellram, Department of Management and Supply Chain

**PRESENTATIONS<sup>P</sup>, DISCUSSIONS<sup>D</sup>, & CONFERENCE ATTENDANCE<sup>A</sup>:**

2026	The University of Chicago – Chicago, IL AAA Management Accounting Section Midyear Meeting – Nashville, TN <sup>P</sup>
2025	The University of Iowa – Iowa City, IA Emory University – Atlanta, GA Miami University – Oxford, OH Lehigh University – Bethlehem, PA The University of Texas at Austin – Austin, TX AAA/Deloitte/J. Michael Cook Doctoral Consortium – Westlake, TX <sup>P</sup> AAA Management Accounting Section Midyear Meeting – Austin, TX <sup>P,D</sup> AAA Management Accounting Section Doctoral Consortium – Austin, TX <sup>A</sup>
2024	AAA Accounting Behavior and Organizations Research Conference – Montreal, QC <sup>P,P</sup> AAA Accounting Behavior and Organizations Doctoral Consortium – Montreal, QC <sup>A</sup> AAA Management Accounting Section Midyear Meeting – Orlando, FL <sup>P,D</sup> AAA Management Accounting Section Doctoral Consortium – Orlando, FL <sup>A</sup>
2023	AAA Accounting Behavior and Organizations Research Conference – Pittsburgh, PA <sup>P</sup> AAA Accounting Behavior and Organizations Doctoral Consortium – Pittsburgh, PA <sup>A</sup> The University of Texas at Austin – Austin, TX Palmetto Symposium on Experimental Accounting Research – Columbia, SC <sup>A</sup>
2022	The University of Texas at Austin – Austin, TX

**TEACHING EXPERIENCE:****Instructor – University of Texas at Austin****Austin, TX**

2022 ACC s312: Fundamentals of Managerial Accounting (Undergraduate)

*Overall Instructor Rating: 4.8/5.0**Overall Course Rating: 4.6/5.0*

2023, 2024 MPA Accounting Bootcamp (MPA)

*One-day intensive course that covers topics in introductory and intermediate financial accounting before students enter the Masters of Professional Accounting Program.***Teaching Assistant – University of Texas at Austin****Austin, TX**

2023 Urooj Khan, Financial Reporting (Executive MBA)

2023 – Present Steve Kachelmeier, Accounting Research Design and Evaluation (MPA)

2023 – Present Eric Chan, Fundamentals of Managerial Accounting Honors (Undergraduate)

2022 Steve Kachelmeier, Auditing and Assurance Services (MPA/Undergraduate)

**Teaching Assistant – Miami University****Oxford, OH**

2017 – 2018	Lisa Ellram, Logistics Management (Undergraduate)
2017	Lisa Ellram, Supply Chain in Australia (Undergraduate)
2017	Brenda Homan, Accountancy Career Exploration (Undergraduate)
2016	Chanelle White, Business Foundations/Career Exploration (Undergraduate)

**PROFESSIONAL SERVICE:**

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**Ad-hoc Reviewer***Journals*

- *Contemporary Accounting Research*

*Conferences*

- AAA Management Accounting Section Midyear Meeting
  - o *Recognized with “Outstanding Reviewer Award” (2024, 2025)*
- AAA Accounting Behavior and Organizations Research Conference
- Texas Audit Research Symposium
- Hawaii Accounting Research Conference

**Departmental Service**

- *UT Behavioral Reading Group Coordinator (2023 – 2025)*
- *UT Workshop Series PhD Student Coordinator (2022 – 2025)*

**University Service**

- *UT AACSB Accreditation Review – McCombs PhD Student Representative (2026)*

**AWARDS, GRANTS, AND FELLOWSHIPS:**

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2025	Eugene and Dora Bonham Memorial Fund in Business (Dissertation funding support)
2024	ABO Emerging Scholar Manuscript Award (for “It’s Not All Fun and Games...”)
2023	Eugene and Dora Bonham Memorial Fund in Business (2 <sup>nd</sup> year paper funding support)
2022	Eugene and Dora Bonham Memorial Fund in Business (1 <sup>st</sup> year paper funding support)
2022	Texas Global/Bundeswehr University Teaching Grant
2021 – 2026	Donald D. Harrington Graduate Fellowship (university’s top graduate student award)
2018	Magna Cum Laude at Miami University (top 7% of graduating class)
2018	Beta Gamma Sigma at Miami University
2017	Daniel Leshner Beta Alpha Psi Award

**MEMBERSHIPS & CERTIFICATIONS**

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2021 – Present American Accounting Association (AAA)

- Management Accounting Section, AAA
- Accounting, Behavior and Organizations Section, AAA

2020 – Present Certified Public Accountant, New York

## PROFESSIONAL EXPERIENCE:

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- 2018 – 2021     **KPMG LLP, Advisory - Customer Solutions, Consultant**     **New York, NY**  
*Areas of Expertise: Healthcare (PBMs), Service Center Optimization, Vendor Selection, Technology Implementations*
- 2017 – 2017     **PricewaterhouseCoopers LLP, Assurance & CMAAS, Intern**     **New York, NY**  
*Areas of Experience: Technology, Media, and Telecom, Revenue Recognition (ASC 606)*
- 2015 – 2016     **Community Bank N.A., Internal Audit & Investor Relations, Intern**     **DeWitt, NY**  
*Areas of Experience: Banking Operations & Process Controls, Financial Reporting*

## PERSONAL INTERESTS:

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*Interests:* Sports (Tennis, Basketball, Skiing), Music Production (Mixing, Beatboxing), Reading, Reality/Competition TV (Survivor, Traitors, The Floor), Hiking

*Community Involvement:* Food Security (Central Texas Food Bank), Cancer Research (Dana-Farber Cancer Institute), Financial Literacy (personal tutoring)

## REFERENCES:

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### **Eric W. Chan**

Associate Professor of Accounting  
McCombs School of Business  
The University of Texas at Austin  
[Eric.Chan@mcombs.utexas.edu](mailto:Eric.Chan@mcombs.utexas.edu)

### **Steven J. Kachelmeier**

Department Chair and Professor of Accounting  
Thomas O. Hicks Endowed Chair in Business  
McCombs School of Business  
The University of Texas at Austin  
[Steven.Kachelmeier@mcombs.utexas.edu](mailto:Steven.Kachelmeier@mcombs.utexas.edu)

### **Brian J. White**

Professor of Accounting  
Samuel Curtis Johnson Graduate School of Management  
Cornell University  
[bjw235@cornell.edu](mailto:bjw235@cornell.edu)