

Mackenzie K. Feinberg, CPA

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EDUCATION:

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:

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

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

Job Market Paper:

1. “*Intermittent Prosocial Reward Tournaments: A Field and Lab Investigation*” solo-authored
 - *Dissertation Committee:* Eric Chan (chair), Steve Kachelmeier, Andrew Belnap, Adam Presslee
 - *Status:* Revising manuscript
 - *Presentations:* AAA/Deloitte/J. Michael Cook Doctoral Consortium (Westlake); The University of Texas at Austin

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***
 - *Presentations:* The University of Texas at Austin; Tulane University[^]; University of Kentucky[^]; 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***
 - *Presentations:* 2024 ERMAC Conference at WU Vienna[^]; Cornell University[^]; 2024 ABO Conference (Montreal); 2024 EIASM Conference at Bocconi University[^]; 2025 MAS Midyear Meeting (Austin); 2025 Labor Economics & Accounting Conference at Stanford University[^]
4. “*It’s Not All Fun and Games: The Effects of Gamification on Employee Adaptivity*” with Eric Chan (based on 2nd year summer paper)
 - *Status:* R&R at ***The Accounting Review***
 - *Presentations:* The University of Texas at Austin; Texas State University[^]; Brigham Young University[^], 2024 ABO Conference (Montreal); 2025 MAS Midyear Meeting (Austin)
 - *Recognition:* ABO 2024 Emerging Scholar Manuscript Award

Works in Progress:

5. “*Interpretive Guidance*” with Kaitlyn Kroeger
 - *Status:* On-going interviews with audit firms and audit committee members

*Scheduled; ^Presented by a co-author

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^P, DISCUSSIONS^D, & CONFERENCE ATTENDANCE^A:

2025	The University of Texas at Austin – Austin, TX AAA/Deloitte/J. Michael Cook Doctoral Consortium – Westlake, TX ^P AAA Management Accounting Section Midyear Meeting – Austin, TX ^{P,P,D} AAA Management Accounting Section Doctoral Consortium – Austin, TX ^A
2024	AAA Accounting Behavior and Organizations Research Conference – Montreal, QC ^{P,P} AAA Accounting Behavior and Organizations Doctoral Consortium – Montreal, QC ^A AAA Management Accounting Section Midyear Meeting– Orlando, FL ^{P,D} AAA Management Accounting Section Doctoral Consortium – Orlando, FL ^A
2023	AAA Accounting Behavior and Organizations Research Conference – Pittsburgh, PA ^P AAA Accounting Behavior and Organizations Doctoral Consortium – Pittsburgh, PA ^A The University of Texas at Austin – Austin, TX Palmetto Symposium on Experimental Accounting Research – Columbia, SC ^A
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:**Ad-hoc Reviewer (and Conference Discussant)**

2024 - Present AAA Management Accounting Section Midyear Meeting

- *Recognized with “Outstanding Reviewer Award” (2024, 2025)*

2023 - Present AAA Accounting Behavior and Organizations Research Conference
 Texas Audit Research Symposium

2022 - Present Hawaii Accounting Research Conference

AWARDS, GRANTS, AND FELLOWSHIPS:

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 nd year paper funding support)
2022	Eugene and Dora Bonham Memorial Fund in Business (1 st 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

2021 – Present	American Accounting Association (AAA) <ul style="list-style-type: none">• Management Accounting Section, AAA• Accounting, Behavior and Organizations Section, AAA
2020 – Present	Certified Public Accountant, New York

PROFESSIONAL EXPERIENCE:

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

PERSONAL INTERESTS:

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:

Eric W. Chan

Associate Professor of Accounting
McCombs School of Business
The University of Texas at Austin
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

Brian J. White

Professor of Accounting
Samuel Curtis Johnson Graduate School of Management
Cornell University
bjw235@cornell.edu