

JASMIJN C. BOL

January 2023

A.B. Freeman School of Business
Tulane University
7 McAlister Place, Office 503

New Orleans, LA 70118
E-mail: jbol@tulane.edu
Phone: (504) 314-7033

EDUCATIONAL BACKGROUND

Sep. 2002 – Jun. 2007	PhD in Management, Cum Laude IESE Business School
Sep. 2006 – May 2007	Visiting Doctoral Student The Wharton School of the University of Pennsylvania
Sep. 1996 – Mar. 2002	Doctorandus / Msc, International Business Maastricht University
Sep. 2001 – Feb. 2002	Visiting Student Universitat de Barcelona

ACADEMIC EXPERIENCE

Jul.2018 – Present	Full Professor Francis Martin Chair in Business PricewaterhouseCoopers Professor Tulane University <i>Course: Accounting and Controls for Operational Risk</i> <i>Course: Managerial Accounting</i>
Jul. 2012 – Jun. 2018	Associate Professor PricewaterhouseCoopers Faculty Fellow in Accounting Tulane University <i>Course: Operational Risk Management 2015-2023</i> <i>Course: Managerial Accounting 2017-2023</i> <i>Course: Advanced Managerial Accounting 2012-2015</i>
Jun. 2007 – Jun. 2012	Assistant Professor PricewaterhouseCoopers and Zimmerman Faculty Fellow University of Illinois at Urbana-Champaign <i>Course: Accounting Control Systems</i>
Oct. 2004 – Sep. 2006	Lecturer ESCI-Universitat Pompeu Fabra <i>Course: Management Accounting and Control</i>
Sep. 1998 – Aug. 1999	Teaching Assistant Maastricht University <i>Courses: Statistics 1.1, 1.2 and 1.3</i>

PEER-REVIEWED PUBLISHED JOURNAL ARTICLES

- Bol, J.C., L. Laviers, and J Sandvik. 2023. Creativity Contests: An Experimental Investigation of Eliciting Employee Creativity. *Journal of Accounting Research*.
- Bol, J.C. and S. Loftus. 2022. The Dual-Role Framework: A Structured Approach for Analyzing Management Controls. *Journal of Management Accounting Research*. 1049-2127.
- Bol, J.C. and J. Leiby. 2021. Status Motives and Agent-to-Agent Information Sharing *Review of Accounting Studies*, April.
- Bol, J.C., C. Estep, F. Moers and M. Peecher. 2018. The Role of Tacit Knowledge in Auditor Expertise and Human Capital Development *Journal of Accounting Research*, 56(4):1205-1252.
- Bol, J.C. and J. Leiby. 2018. Subjectivity in Professionals' Incentive Systems: Differences between Promotion- and Performance-Based Assessments *Contemporary Accounting Research*, volume 35(1).
- Bol, J.C., S. Kramer and V.S. Maas. 2016. How Control System Design affects Performance Evaluation Compression: The Role of Information Accuracy and Outcome Transparency *Accounting, Organizations and Society*, volume 51: 64-73.
- Bol, J.C. and J. Lill. 2015. Performance Target Revisions in Incentive Contracts: Do Information and Trust Reduce Ratcheting and the Ratchet Effect? *The Accounting Review*, 90(5): 1755-1778.
- Bol, J.C., G. Hecht and S.D. Smith. 2015. Managers' Discretionary Adjustments: The Influence of Uncontrollable Events and Compensation Interdependence *Contemporary Accounting Research*, 32(1): 139-159.
- Bol, J.C. 2011. The Determinants and Performance Effects of Managers' Performance Evaluation Biases *The Accounting Review* 86(5): 1549-1575.
Winner Notable Contribution to Management Accounting Literature Award
- Bol, J.C. and S.D. Smith. 2011. Spillover Effects on Subjective Performance Evaluation: Bias and the Asymmetric Influence of Controllability *The Accounting Review* 86(4): 1213-1230.
- Bol, J.C. and F. Moers. 2010. The Dynamics of Incentive Contracting: The Role of Learning in the Diffusion Process *Accounting, Organizations and Society* 35: 721-736.
- Bol, J.C., T.M. Keune, E.M. Matsumura and J.Y. Shin. 2010. Supervisor Discretion in Target Setting: An Empirical Investigation *The Accounting Review* 85(6): 1861-1886.
- Bol, J.C. 2008. Subjectivity in Compensation Contracting *Journal of Accounting Literature* 27: 1-32.

BOOKS AND BOOK CHAPTERS

- Bol, J., and H. Fogel-Yaari. 2023. Death by a Thousand Cuts: The Impact of Gender Bias on Career Progression. In *Diversity, Equity, and Inclusion: Theory, practice, and case histories* (Chapter 3A). Singapore: World Scientific Publishing Co. Pte. Ltd.
- Bol, J.C. and J. Blanche. 2021. *Operational Risk Management: Organizational Controls and Incentive System Design*. Business Expert Press.
- Bol, J.C. 2006. Empirical Research on Performance-Based Compensation Contracts in Epstein, M. and J.F. Manzoni. *Performance Measurement and Management Control: Improving Organizations and Society*. Elsevier.

PRACTICE ORIENTED PUBLICATIONS

- Bol, J.C., J. Leiby and M Shackell. 2022. Are you Promotable? *Strategic Finance* Vol. 104 Iss. 1: 42-47
- Bol, J.C., K Haesebrouck, and S. Loftus. 2021. Employee Trust, Determinants and Consequences of Employee Perceptions of Organizational Trustworthiness *Financial Management* February 2022
- Bol, J.C., J. Lill and M. Shackell. 2021. Reversing the Ratchet Effect: How Trust Can Improve Employee Performance *Strategic Finance*
Winner Lybrand Award
- Bol, J.C., K Haesebrouck, and S. Loftus. 2021. Employee Trust, Determinants and Consequences of Employee Perceptions of Organizational Trustworthiness *CIMA Research Executive Summary* Vol.17 Issue 4 <https://www.cimaglobal.com/Research--Insight/Employee-Trust-Determinants-and-Consequences--of-Employee-Perceptions-of--Organisational-Trustworthiness/>
- Bol, J.C., R. Grasser, S. Loftus and T. Sandino. 2019. Dutch Bros Coffee: Leadership Selection *Harvard Business School Case*
- Bol, J.C., F. Martinez Jerez and C. Ittner. 2009. Neck & Neck: Leveraging the Club Neck Information *Harvard Business School Case*

HONORS AND AWARDS

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|------|---|
| 2022 | IMA Special Grant
<i>Institute of Management Accountants</i> |
| 2021 | Lybrand Award
<i>Strategic Finance and Management Accounting Quarterly</i> |
| 2020 | Francis Martin Chair in Business
<i>Tulane University</i> |
| 2020 | Research Grant
<i>Center for Growth and Opportunity</i> |
| 2020 | IMA Research Foundation Incubator Grant
<i>Institute of Management Accountants</i> |

- 2019 Research Grant
Australian National University
- 2018 – 2020 Lepage Faculty Fellow
Freeman School of Business, Tulane University
- 2018 FAR Research Collaborator
Foundation of Audit Research
- 2018 CIMA Research Grant
Chartered Institute of Management Accountants
- 2018 FAPESP Research Grant
Sao Paulo Research Foundation
- 2016 Erich Sternberg Award for Faculty Research
Freeman School of Business, Tulane University
- 2015 2015 Notable Contribution to Management Accounting Literature Award
Management Accounting Section of the American Accounting Association
- 2012 Best Early Career Researcher Award
Management Accounting Section of the American Accounting Association
- 2011 Foundation for Applied Research Funding
Institute of Management Accountants
- 2010 – 2011 Raymond A. Hoffman Faculty Excellence Award
Accountancy Department of the University of Illinois
- 2011 Alumni Association Excellence-in-Teaching Award for Undergraduate Teaching
College of Business of the University of Illinois
- 2010 – 2012 PricewaterhouseCoopers LLP, Faculty Fellowship in Accountancy
Accountancy Department of the University of Illinois
- 2009 – 2010 Head's Award for Excellence in Accountancy Education
Accountancy Department of the University of Illinois
- 2009 – 2012 Zimmerman Center for Education and Research in Accountancy Fellowship
Zimmerman Center of the University of Illinois
- 2009, 2011 CIBER Research Funding
University of Illinois
- 2009, 2011 List of teachers ranked as excellent by their students
University of Illinois
- 2008 – 2010 Funding UIUC Campus Research Board
University of Illinois
- 2008 – 2012 University of Illinois Scholars' Travel Fund Grant
University of Illinois
- 2006 – 2007 Prins Bernhard Cultuurfonds Fellowship
Prins Bernhard Cultuurfonds
- 2005 – 2006 Teaching Award ESCI
Universitat Pompeu Fabra
- 2003 – 2006 IGSOC Fellowship
Catalan Government

KEYNOTE PRESENTATIONS, MASTERCLASSES, AND PANEL DISCUSSIONS

- Vlerick Business School, Executive Remuneration Research Centre (Keynote)
January 2023, Online
- Foundation for Audit Research (Keynote)
June 2022, Breukelen, The Netherlands
- Foundation for Audit Research (Masterclass)
October 2020, Online

- ERMAC 2019 (Keynote)
June 2019, Vienna, Austria
- XV International Accounting Research Symposium (Keynote)
June 2019, Madrid, Spain
- 2019 New Orleans Entrepreneur Week (Keynote)
March 2019, New Orleans, US
- 2019 Tulane University Family Business Forum (Keynote)
March 2019, New Orleans, US
- 2018 Global Management Accounting Research Symposium (Keynote)
June 2018, Copenhagen, Denmark
- 2018 AAA Management Accounting Section JMAR Forum (Panelist)
January 2018, Scottsdale, US
- 2017 AAA Management Accounting Section Doctoral Consortium (Keynote)
January 2017, San Juan, Puerto Rico
- XIV Congresso USP de Controladoria e Contabilidade (Keynote)
July 2014, Sao Paulo, Brazil
- 2014 Accounting Educators Workshop (Panelist)
March 2014, Baton Rouge, US
- PhD Project (Keynote)
August 2013, Anaheim, US
- VI Congresso ANPCONT (Keynote)
June 2012, Florianopolis, Brazil
- 2010 New Faculty Consortium of the American Accounting Association (Panelist)
February 2010, Leesburg, US
- 2008 AAA Management Accounting Section Doctoral Consortium (Panelist)
January 2008, Long Beach, US

INVITED WORKSHOP PRESENTATIONS

- Goethe University, July 2022
- Middlesex University, November 2021
- Monash University, October 2021
- Egyptian Online Seminars in Business, February 2021
- Online JMAR Series, June 2020
- Georgetown University, October 2019
- University of Bern, June 2019
- WHU – Otto Beisheim School of Management, June 2018
- Frankfurt School of Finance & Management, May 2018
- University of Southern California, October 2017
- University of California – Irvine, April 2016
- Emory University, April 2016
- University of Indiana, November 2015
- Auckland University, June 2014
- Monash University, June 2014
- University of Melbourne, June 2014
- Maastricht University, May 2014
- University of Kentucky, September 2013
- University of Notre Dame, September 2013
- University of Amsterdam, May 2013
- Tilburg University, May 2013
- Harvard Business School, March 2013

Georgia State University, November 2012
University of Texas at Austin, October 2012
University of Sao Paulo, June 2012
University of Pittsburgh, March 2012
Erasmus University, Department of Economics, March 2012
Tulane University, February 2012
University of Waterloo, December 2011
Erasmus University, December 2011
IESE Business School, November 2011
Cornell University, October 2011
University of Wisconsin-Madison, October 2011
Michigan State University, September 2011
Nanyang Technological University, June 2010
University of Illinois, Department of Business Administration, April 2010
IESE Business School, October 2009
University of Maryland, October 2009
VU University Amsterdam, January 2009
University of Lausanne, January 2008
University of Southern California, September 2007
Harvard Business School, March 2007
London Business School, March 2007
University of Illinois, March 2007
University of Colorado at Boulder, February 2007
London School of Economics, February 2007
Maastricht University, May 2005

EDITORIAL SERVICE

Editorial Board

2014 – Present	The Accounting Review
2015 – Present	Accounting, Organizations and Society
2016 – 2022	Journal of Management Accounting Research

Ad Hoc Reviewer

2014 – Present	Management Science
2016 – Present	Journal of Accounting Review
2011 – Present	Contemporary Accounting Research
2008 – Present	European Accounting Review
2008 – Present	Annual Meeting of the American Accounting Association
2007 – Present	AAA Management Accounting Research Conference
2010 – Present	Behavioural Research in Accounting
2010 – 2014	The Accounting Review
2011 – 2015	Accounting, Organizations and Society
2011 – 2015	Journal of Management Accounting Research
2008 – 2012	The International Journal of Accounting
2009	Journal of Economics & Management Strategy

INVOLVEMENT WITH DOCTORAL STUDENTS

Justin Leiby (2011) “Consultants' Advice to Adopt Management Control Systems: The Joint Effect of Persuasion Triggers and Manager Competence” (Director of Research)

First appointment – University of Florida
Katlijn Haesebrouck, KU Leuven (2016) “Knowledge Sharing, A Management Control Perspective“(Dissertation Committee)

First appointment – Maastricht University

PRESS RELEASE AND MEDIA MENTIONS

<https://news.tulane.edu/news/are-you-promotable-tulane-researcher-gives-expert-advice>

Leadership is all about listening and connecting to your team, Thrive Global, Community, July 29, 2020. <https://thriveglobal.com/stories/jasmijn-bol-leadership-is-all-about-listening-and-connecting-to-your-team/>

How calibration committees can deter assessment bias. Using calibration committees can lessen bias in performance-management outcomes. Human Resource Executive July 3, 2019 [How Calibration Committees Can Deter Assessment Bias | HRExecutive.com](https://www.hrexecutive.com/How-Calibration-Committees-Can-Deter-Assessment-Bias/)

Are Calibration Committees Equalizers for Performance Assessments? WorldatWork. May 22, 2019. <https://www.pressreleasepoint.com/are-calibration-committees-equalizers-performance-assessments>

Performance Evaluation Practices Missing the Mark.” Workspan. May, 2019.

Are Calibration Committees Equalizers for Performance Assessments? WorldatWork. May 22, 2019.

Contemporary Performance Evaluation Practices Survey.” WorldatWork. 2019.

The growing importance of tacit knowledge. Freeman News June 2018.

<http://freemannews.tulane.edu/2018/06/05/the-growing-importance-of-tacit-knowledge/>

Organizational structure, social network influence employee learning. News Bureau, Illinois. March 2011. http://news.illinois.edu/news/11/0308socialnetwork_JasmijnBol.html

CONFERENCE PRESENTATIONS

2023 AAA Management Accounting Research Conference
January 2023, Atlanta, US

2022 AAA Management Accounting Research Conference
January 2022, online

Hawaii Accounting Research Conference
January 2020, Hilo, Hawaii

2019 INSEAD Accounting Symposium
June 2019, Fontainebleau, France

42nd Annual Congress of the European Accounting Association
May 2019, Paphos, Cyprus

39th Annual Congress of the European Accounting Association
May 2016, Maastricht, The Netherlands

2016 AAA Management Accounting Research Conference
January 2016, Dallas, US

2014 Global Management Accounting Research Symposium
June 2014, Sydney, Australia

8th EIASM Conference on New Directions in Management Accounting
December 2012, Brussels, Belgium

2011 Global Management Accounting Research Symposium
June 2011, Sydney, Australia

- 2010 AAA Management Accounting Research Conference
January 2010, Seattle, US
- 6th EIASM Conference on New Directions in Management Accounting
December 2008, Brussels, Belgium
- 2006 Annual Meeting of the American Accounting Association
August 2006, Washington D.C., US
- 2006 Global Management Accounting Research Symposium
June 2006, Copenhagen, Denmark
- 2006 AAA Management Accounting Research Conference
January 2006, Clearwater Beach, US
- 3rd Conference on Performance Measurement and Management Control
September 2005, Nice, France
- 2005 Annual Meeting of the American Accounting Association
August 2005, San Francisco, US
- 4th EIASM Conference on New Directions in Management Accounting
December 2004, Brussels, Belgium
- XXVI Annual Congress of the European Accounting Association
April 2003, Seville, Spain
- 2003 AAA Management Accounting Research Conference
January 2003, San Diego
- 3rd EIASM Conference on New Directions in Management Accounting
December 2002, Brussels

OTHER INVITATIONS

- Burton Conference, Columbia University (Discussant)
November 2022, New York, US
- 2021 AAA Management Accounting Research Conference (Discussant)
Online
- CPA Ontario Centre for Performance Management Research and Education
Research Symposium (Discussant)
April 2019, Toronto, Canada
- 2019 AAA Management Accounting Research Conference (Discussant)
January 2019, Fort Worth, US
- 2018 Global Management Accounting Research Symposium (Discussant)
June 2018, Copenhagen, Denmark
- 2016 AAA Management Accounting Research Conference (Discussant)
January 2016, Dallas, US
- 2015 Global Management Accounting Research Symposium (Discussant)
June 2015, Copenhagen, Denmark
- 2014 Global Management Accounting Research Symposium (Discussant)
June 2014, Sydney, Australia
- 2014 AAA Management Accounting Research Conference (Discussant)
January 2014, Orlando, US
- 2013 Annual Meeting of the American Accounting Association (Discussant)
August 2013, Anaheim, US
- 2013 AAA Management Accounting Research Conference (Discussant)
January 2013, New Orleans, US
- 8th EIASM Conference on New Directions in Management Accounting (Discussant)
December 2012, Brussels, Belgium
- 2012 AAA Management Accounting Research Conference (Discussant)

January 2012, Houston, US
 2011 AAA Management Accounting Research Conference (Discussant)
 January 2011, Atlanta, US
 7th EIASM Conference on New Directions in Management Accounting (Discussant)
 December 2010, Brussels, Belgium
 2009 Annual Meeting of the American Accounting Association (Discussant)
 August 2009, New York, US
 2009 AAA Management Accounting Research Conference (Discussant)
 January 2009, St Petersburg, US
 6th EIASM Conference on New Directions in Management Accounting (Discussant)
 December 2008, Brussels, Belgium
 2008 AAA Management Accounting Research Conference (Discussant)
 January 2008, Long Beach, US
 2007 AAA Management Accounting Section Doctoral Consortium
 January 2007, Fort Worth, US
 Real Colegio Complutense, Harvard University, II Research Symposium for Spanish
 Accounting Academics, July 2006, Cambridge, US
 2006 AAA Management Accounting Section Doctoral Consortium
 January 2006, Clearwater Beach, US
 London Business School, 5th Annual Trans-Atlantic Doctoral Conference
 April 2005, London, UK
 EIASM, EDEN Doctoral Seminar on Quantitative Empirical Research in Management
 Accounting, December 2003, Brussels, Belgium

SERVICE – UNIVERSITY

Tulane University

Sep. 2018 – Present	Faculty Representatives of Tulane University Senate
Oct. 2017 – May 2018	Review Committee of the Dean of Newcomb-Tulane
Jan. 2016 – June. 2017	Search Committee for the Provost
Nov. 2013 – May. 2014	Search Committee for the Vice President for Student Affairs

A.B. Freeman School of Business

June 2022– Present	Executive Masters Programs Curriculum Committee
June. 2021 – Present	Director of the Master of Accounting Program
Nov. 2012 – Present	Master of Accountancy Curriculum Committee
Apr. 2019 – Jun 2019	Search Committee for Assistant Dean of Strategic Initiatives
Sep. 2018 – Aug 2021	Faculty Grievance Committee
Sep. 2017 – Aug 2020	International Masters Programs Curriculum Committee
Sep. 2016 – Sep. 2018	Sternberg Research Award Committee
Sep. 2016 – Aug. 2017	MBA Curriculum Committee
Sep. 2013 – Sep. 2016	Committee on Graduate (Masters) Studies
Sep. 2015 – Sep. 2016	Recruiting Committee
Sep. 2012 – Sep. 2014	Recruiting Committee
Sep. 2012 – Jun. 2013	Faculty Teaching and Research Awards Committee
Sep. 2012 – Jun. 2013	Strategic Planning Leadership Team

University of Illinois

Sep. 2009 – Mar. 2010	Recruiting Committee
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SERVICE - AMERICAN ACCOUNTING ASSOCIATION

Sep. 2018 – Sep. 2019	Notable Contributions to Accounting Literature Award Selection Committee
Jan. 2017 – Dec. 2017	Member of the MAS Nominations Committee
Jan. 2016 – Jan. 2017	Organizer 2017 IMA Doctoral Consortium
Jan. 2015 – Jan. 2016	Organizer 2016 IMA Doctoral Consortium
Sep. 2014 – Sep. 2015	Chair of MAS Dissertation Award Committee
Jan. 2014	Resident Faculty 2014 IMA Doctoral Consortium
Sep. 2013 – Sep. 2014	MAS Dissertation Award Committee
Jan. 2013	Resident Faculty 2013 IMA Doctoral Consortium
Aug. 2012 – Aug. 2015	Management Accounting Section Strategy Advisory Board
Sep. 2011 – Sep. 2012	MAS Best Conference Paper Award Committee
Feb. 2011	Group leader 2011 New Faculty Consortium

BUSINESS EXPERIENCE

Mar. 2002 – Aug. 2002	Head Debtor Administration, OZ Zorgverzekeraar, Breda, the Netherlands
Jun. 2001 – Aug. 2001	Intern, Rabobank Nederland, Utrecht, the Netherlands
Mar. 2001 – May 2001	Intern, ABN AMRO Bank, Jersey, Channel Islands

LANGUAGE SKILLS

Fluent:	Dutch, English, Spanish
Reading knowledge:	French, German