

# Curriculum Vitae

January 2026

## Daniel N. Schaupp

Vienna University of Economics and Business (WU), Austria  
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## ACADEMIC EMPLOYMENT & EDUCATION

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### *Academic Employment*

Sep 2024 – Today	<b>Assistant Professor</b> of Strategy and Managerial Accounting Vienna University of Economics and Business (WU)
May 2018 – Aug 2024	<b>Assistant Professor</b> of Management Accounting WHU – Otto Beisheim School of Management

### *Academic Education*

Oct 2014 – Mar 2018	<b>PhD student</b> Management & Financial Accounting (Andrea Szczesny, Hansrudi Lenz) Julius-Maximilians-University Wuerzburg, Germany <b>Summa Cum Laude</b>
Jul 2017 – Dec 2017	<b>Visiting PhD student</b> Department of Accounting (Margaret Abernethy, Naomi Soderstrom, Matthew Pinnuck) The University of Melbourne, Australia
Apr 2012 – Aug 2014	Master of Science Business Management JMU Wuerzburg
Oct 2008 – Feb 2012	Bachelor of Science Business Management JMU Wuerzburg & University of Wales (UK)

## RESEARCH

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<b>Research Interests</b>	Performance Evaluation, Feedback, Incentives, Management Control.
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### *Publications in peer-reviewed journals*

Desai, H., & Schaupp, D. (2024). Play for time when the ship is threatening to sink? Voluntary disclosure choices under going concern uncertainty. *Asia-Pacific Journal of Accounting & Economics*, 31(1), 76–95. <https://doi.org/10.1080/16081625.2022.2082496>

Margolin, M., Reimer, M., & Schaupp, D. (2025). The effects of real-time feedback on effort and performance: Evidence from a natural quasi-experiment. *Management Science*, 71(4), 3558–3582. <https://doi.org/10.1287/mnsc.2022.02084>

Ressi, A., Schaupp, D., & van Pelt, V. (2025). What do you recommend? The effects of communication on misreporting in autonomous teams. *European Accounting Review*, 1–25. <https://doi.org/10.1080/09638180.2025.2563512>

Wood, D. A., Achhpilia, M. P., Adams, M. T., Aghazadeh, S., Akinyele, K., Akpan, M., ... & Schaupp, D. ... (2023). The ChatGPT Artificial Intelligence Chatbot: How Well Does It Answer Accounting Assessment Questions? *Issues in Accounting Education*, 1–28. <https://doi.org/10.2308/ISSUES-2023-013>

## **Working Papers**

Bach, Schaeffer, Schaupp. Innovation as Game Changer? On the Bidirectional Effects Between Management Accounting System Innovation and Organizational Success.

Bol, Margolin, Schaupp. Multi-Rater Performance Evaluation and Calibration: Managing Multiple Opinions.

Grabner, Margolin, Schaupp. Zoomed Out: How Remote Work Influences Employees' Performance Evaluation Outcomes Through Network Formation.

Grabner, Lampe, Schaeffer, Schaupp. Discretion Reduced, Happiness Increased? How Contemporary Evaluation Practices Shape Supervisor Satisfaction and Retention.

Lampe, Schaeffer, Schaupp. From Words to Actions: The Impact of Specificity and Causality in Narrative Feedback on Employee Performance Improvement.

Margolin, Schaupp, Shin. Non-Wage Benefits and Employee Sorting.

Schaupp. When Multi-Raters Compete: Investigating Gender Differences in Mutual Rating Relationships and Strategic Behavior in Multi-Rater Performance Evaluation.

Unger, Schaupp, Holderried. The Effects of Group Relative Performance Information in Complex Work Environments.

## **INVITED PRESENTATIONS & CONFERENCES**

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AAA Annual Meeting	2018, 2021
AAA MAS Midyear Meeting	2019 – 2026
ACMAR	2019 – 2026
BAFA Annual Conference	2017
BAFA Special Interest Group	2018
Barcelona Accounting Seminar (BAS)	2023
EAA Annual Congress	2016 – 2024
EIASM New Directions in Management Accounting	2020, 2022, 2024
EIASM Performance Measurement and Management Control	2019, 2021, 2025
EAISM Workshop Corporate Governance	2016
ERMAC	2021, 2023, 2025
GMARS	2021
MONFORMA	2020 – 2022
Research Seminar University of Melbourne	2017
Research Seminar RSM	2023
Research Seminar Tilburg University	2024
Research Seminar Tulane University	2020
Research Seminar WHU	2019, 2023, 2024
Research Seminar WU Vienna	2020, 2024

## **TEACHING**

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### ***Vienna University of Economics and Business (WU)***

Impact Communities (BSc)	2024
Business Analysis & Business Forecasting (BSc)	2025 –
Fundamentals of Management Control (MSc)	2024 –
Seminar Management Accounting Research (PhD)	2025 –
Supervision Theses (BSc & MSc)	2024 –

### ***WHU – Otto Beisheim School of Management***

Management and Cost Accounting (BSc)	2018 – 2024
Psychological Research Methods (BSc)	2023 – 2024
Management Abroad Course Pearl River Delta (BSc)	2019
Seminar Quantitative Research Methods (PhD)	2022 – 2024
Supervision Theses (BSc & MSc)	2018 – 2024

***Julius-Maximilians-University Wuerzburg***

Management Accounting (Part-time MBA)	2016 – 2017
Financial Accounting and Capital Markets (MSc)	2015 – 2018
Seminar Management Accounting Research (BSc & MSc)	2015 – 2017
Seminar Internships in Management Accounting (BSc)	2015 – 2017
Supervision Theses (BSc & MSc)	2015 – 2018

**SERVICE AND MISCELLANEOUS*****Ad-Hoc Reviewer***

The Accounting Review, European Accounting Review, Management Accounting Research, Journal of Management Accounting Research, Journal of Management Control, AAA Annual Meeting, AAA MAS Midyear Meeting, EAA Annual Congress, EIASM NICE Conference, EIASM New Directions, Hawaiian Accounting Research Conference

***Awards & Grants***

AAA MAS Midyear Meeting Best Reviewer 2023  
AAA JMAR Outstanding Reviewer 2026  
Academic Research Grant (Institute of Management Accountants, USA): 14,000 \$  
Nomination & Stipend 7<sup>th</sup> Lindau Nobel Laureate Economics Meeting 2021

***Organizer***

WHU Research Seminar in Management Accounting (2019 – 2024), WU Accounting Research Seminar (2024 – )

***Discussant***

AAA MAS Midyear Meeting, EIASM NICE Conference, EIASM New Directions, ACMAR, BAS

***Membership***

American Accounting Association, European Accounting Association, German Association for Business Research (VHB)

***Co-Organizer and Scientific Committee***

Annual Conference on Management Accounting Research (ACMAR) 2019 – 2024, ERMAC Young Scholars Conference 2025

***Award Selection Committee***

Management Accounting Section of the American Accounting Association – Best Dissertation Award 2021 – 2022

***Others***

PhD Co-Supervisor Jan Lampe (WHU, graduation summer 2023, placed assistant professor (tenure track) at ESSEC Business School)  
PhD Co-Supervisor Alisa Bach (WHU, graduation spring 2025, placed assistant professor at WU Vienna)