CV

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Academic Positions

Since 2023	Associate Professor, Institute for Strategy and Managerial Accounting, WU Vienna
	Deputy Head of the Institute for Strategy and Managerial Accounting, WU Vienna
2019 - 2023	Assistant Professor, Institute for Strategy and Managerial Accounting, WU Vienna
2016 - 2019	Assistant Professor, Department of Accounting and Information Management, Maastricht University
	Research fellow at the Graduate School of Business and Economics at Maastricht University

Research Visits

- University of Illinois at Urbana-Champaign, USA, September – November 2018
- University of Waterloo, Canada, March – June 2015
- University of Texas at Austin, USA, August -December 2013
- Maastricht University, The Netherlands, September – October 2011

Education

2016	PhD in Accounting at Maastricht University "Performance Targets from Supervisors' and Employees' Perspectives" Supervisors: Frank Moers and Alexander Brüggen
2010	Master in Business Administration (German: Magister) at WU Vienna

Research and Teaching Interests

- Research: Management Accounting, Performance Management, Budgeting and Target Setting, Performance Evaluation, and Creativity and Management Control; Experimental-, survey-, and archival methods
- Teaching: Management Control, Management Accounting, Strategic Performance Analysis, General Business Administration

Academic Publications

- Autenrieth, P., Feichter, C., Seiter, M., and Wabnegg, M. (2026) The Impact of Relative Performance Information on Employees' Persistence in Voluntary Training. *Management Science.* Forthcoming

- Feichter, C. & Wiernsperger, M. (2026). Voluntary Managerial Pay Cuts and Employee Effort. *Accounting, Organization, and Society.* Forthcoming
  Media coverage:
  - Forbes, Article by Corinne Post, 2023
  - Business.com, Article by Mike Berner, 2023
  - Salzburger Nachrichten, January 2024
  - Die Wirtschaft Online, January 2024

- Brüggen, A., Feichter, C., & Haesebrouck, K. (2024). Home office: Evidence on location and selection effects of telecommuting. *Journal of Management Accounting Research*, *36*(3), 95-113.

- Feichter, C. (2023). The effect of supervisors' prior task performance on employees' targets. *The Accounting Review,* 98(1), 191–214.
  Media coverage:
  - Business Insider, August 3, 2022: https://www.businessinsider.com/high-performing-managers-set-harsher-targets-for-workers-study-2022-8?r=US&IR=T
  - Wirtschaftswoche, October 2023 (Issue 44)
  - Trend., October 2023
  - OÖ Nachrichten, October 15, 2023
  - Die Presse, WU Magazin, December 2023

- Feichter, C., Moers, F., & Timmermans, O. (2022). Relative Performance Evaluation and Competitive Aggressiveness. *Journal of Accounting Research,* 60(5), 1859-1913.

- Cardinaels, E., & Feichter, C. (2021). Forced rating systems from employee and supervisor perspectives. *Journal of Accounting Research*, 59(5), 1573-1607.
  Media coverage:
  - The Economist, January 2024, "When your colleagues are also your rivals"

- Feichter, C., & Grabner, I. (2020). Empirical Management Control Research—An Overview and Future Directions. *Schmalenbachs Zeitschrift für betriebswirtschaftliche Forschung*, 72(2), 149-181. (published in German Language)

- Feichter, C., Grabner, I., & Moers, F. (2018) Target Setting in Multi-divisional Firms: State of the Art and Avenues for Future Research. *Journal of Management Accounting Research*, 30(3), 29-54.

- Brüggen, A., Feichter, C., & Williamson, M. (2018). The Effect of Input and Output Targets for Routine Tasks on Creative Task Performance. *The Accounting Review*, 93(1), 29-43.

Working Paper

- Time Budget Uncertainty and Creativity – with Isabella Grabner and Florian Loizl
- Strategic Importance and Target Difficulty – with Isabella Grabner and Konstantin Grün
- Employees' Strategic Advice Seeking: The Role of Performance Evaluation and Performance Measurement System Precision – with Kai Bauch and Florian Behrend

- Accountability and Profit Focus in the Selection of New Product Ideas – with Gerhard Speckbacher
- Slowing the Rat Race: The Effects of Competitive Incentive Systems and Work-life Balance Communication on Unproductive Overwork– with Eddy Cardinaels and Eric Chan
- Whistleblower Programs: Design Choices and Effects on Whistleblowing and Misconduct– with Aiyesha Dey and Jonas Heese
- The Effects of Mandatory and Voluntary Relative Performance Information on Employee Performance in Skill Development – A Field Experiment - with Philip Autenrieth, Jonas Haas, Mischa Seiter, Markus Wabnegg

Work in Progress

- The impact of self-assessments on supervisor performance evaluations – with Marte Abts and Svenja Marsula
- Incentives and creative idea assessment - with Florian Loizl and Michael Williamson

Other Publications (e.g., practitioner publications)

- Using RPI as Innovative Control Tool in Talentmanagement – with Markus Wabnegg, *HR Performance* (2025), Issue 3 (published in German Language)
- Avoiding Talent Burnout – *HR Performance* (2024), Issue 3 (published in German Language)
- Forced Rankings: Curse or Blessing (2023) – with Eddy Cardinaels, *Controlling and Management Review*, Issue 3 (published in German Language)
- The Effect of Relative Performance Evaluations (2022) – with Frank Moers and Oscar Timmermans, *Strategic Finance*, Issue December 2022
- Targets for routine tasks affect performance of creative tasks - How target setting can unleash/enhance creativity (2018) - with Alexander Brüggen and Michael G. Williamson, *CIMA Research Executive Summary* Vol. 13 Issue 5

Conference and Workshop Presentations

2026 – University of Amsterdam, Emerging Scholars conference at University of Illinois at Urbana-Champaign (scheduled), Michael J. Cook Doctoral Consortium American Accounting Association (panelist, scheduled) University of St. Gallen (scheduled), WHU – Otto Beisheim School of Management (scheduled)

2025 – Vrije Universiteit Amsterdam, INSEAD, ESSEC Business School, Michael J. Cook Doctoral Consortium American Accounting Association (panelist), ERMAC Young Scholars (plenary speaker)

2024 – KU Leuven, University of Bern, University of Gent, ENEAR Conference, AAA Annual Meeting, WU Vienna

2023 – Tilburg University, Journal of Management Accounting Research online workshop series, University of Texas at Austin

2022 – Erasmus Accounting Workshop, Rotterdam (plenary speaker); ENEAR Online Seminar Series (European Network for Experimental Accounting Research); KU Leuven; 13th Conference on New Directions in Management Accounting Research

2021 – Plenary discussion MAS Doctoral Colloquium, virtual conference; Annual Conference of the EAA, virtual Conference; Panel Discussion ERMAC Summer School and Research Conference, Vienna;

2020 – University of Bern; WU Vienna; 12th Conference on New Directions in Management Accounting Research, virtual conference; AAA Management Accounting Section Midyear Meeting, Houston

2019 – University of Amsterdam; Creativity, Innovation, and Entrepreneurship Symposium, Vienna; Asian-Pacific Management Accounting Research Symposium, Shanghai (invited keynote speaker/panelist); ERMAC Summer School and Research Conference, Vienna (presenter + coach for proposals)

2018 – University of Illinois at Urbana-Champaign (Brownbag Seminar Series); Maastricht University; Swiss Winter Accounting Conference; 11th Conference on New Directions in Management Accounting Research; Asian-Pacific Management Accounting Research Symposium, Kobe (invited keynote speaker/panelist)

2017 – WU Vienna; AAA Management Accounting Section Midyear Meeting, Puerto Rico

2016 – Tilburg University; Maastricht University; 10th Conference on New Directions in Management Accounting, Brussels; AAA Management Accounting Section Midyear Meeting, Dallas

2015 –University of Bern; Erasmus University Rotterdam; University of Waterloo (Brownbag Seminar Series); American Accounting Association (AAA) Annual Meeting, Chicago; Global Management Accounting Research Symposium, GMARS, Copenhagen;

2014 – Maastricht University; 9th Conference on New Directions in Management Accounting, Brussels; AAA Management Accounting Section Midyear Meeting, Orlando

2013 – Maastricht University

2011 – 27. EAA Doctoral Colloquium, Rome/Siena

Reviewing activities

(Ad-Hoc) Reviewer:

The Accounting Review, Journal of Accounting Research, Management Science, Production and Operations Management, Accounting, Organization and Society, Contemporary Accounting Research, European Accounting Review, Journal of Management Accounting Research, Management Accounting Research, Business Research, Journal of Management Control, Journal of Economic Psychology, Midyear Meeting Management Accounting Section, Annual Meeting of American Accounting Association

Editorial Board Membership

- Accounting, Organization, and Society 2024-
- Behavioral Research in Accounting 2023-
- Journal of Management Accounting Research 2025-
- Accounting Open 2025 –
- Guest-Editor for Special Issue on "Experimental Research in Management Accounting and Control: Winning the War for Talent in HR" at the Journal of Management Control

Grants

- IMA Research Foundation Grant (USD 3,600)
- Culture, Ethics, and Leadership grant for Primary Data Collection (EUR 2,000)
- SWOL Scientific Project Grant (EUR 5,000)
- Maastricht University Small Scale Research grant (EUR 4,000)

- CIMA ad hoc Grant for the project: "The Effect of Input and Output Targets for Routine Tasks on Creative Task Performance" (GBP 12,660)
- Limperg Scholarship for research visit at University of Waterloo (EUR 7,000)
- International Travel Grant, Maastricht University for research visit at University of Texas at Austin (EUR 3,000)

Teaching experience

WU Vienna:

- Business Administration and Digital Economy (1st year bachelor)- 2025
- Empirical Research in Management Accounting (PhD Course) – 2024, 2021, 2020, 2019
- Fundamentals in Management Control (Master Course) – 2025, 2023, 2022 ,2020, 2019
- Final Seminar of Specialization Strategy and Managerial Accounting (Bachelor Course) – 2025, 2024, 2023, 2022
- Experience Consulting Live (Master Course) – 2024, 2023, 2022
- Starting@WU: First steps and First year communities (Bachelor) – 2024, 2023, 2022, 2021, 2020
- Business Project (Master- and bachelor Course) – 2023
- Strategic Management and Management Control (3rd year bachelor) – 2011, 2010
- Strategic Management and Controlling Seminar (3rd year bachelor), 2010
- Center of Excellence (Master's honors program of WU Vienna), 2010-2012
- Supervision of Bachelor- and Master Thesis

Maastricht University:

- Management Control (Master Course) – 2019, 2018, 2017
- Accounting and Controlling in Practice (2nd year Bachelor) – 2018, 2017
- Management Accounting (3rd year Bachelor) – 2019, 2018, 2017, 2014, 2013
- Strategic Performance Analysis (Master Course) - 2014
- Reflections on Academic Discourse (1st year Bachelor), 2013
- Finance (1st year Bachelor), 2012
- Honours+ supervisor, 2017/18
- Supervision of Bachelor- and Master Thesis

Executive teaching:

- WU Executive Academy (scheduled for 2026-)
- Austrian Controllers Institute 2022-
- International Executive Master of Auditing. Maastricht University, VU Amsterdam and Florida State University: Module Management Accounting – 2019
- International Executive Master of Finance and Control. Maastricht University: master theses supervisor and assessor (2017-2019)

PhD Supervision

PhD student (co-)supervision:

- Oscar Timmermans (graduation at Maastricht University 2021, first placement: London School of Economics)
- Martin Wiernsperger (graduation at WU Vienna 2024, first placement: Cornell University, S.C. Johnson Graduate School of Management)

- Florian Loizl (at WU Vienna, 2023-)

PhD student committee member

- Liliana Dewaele (KU Leuven graduation 2022)
- Marte Abts (KU Leuven graduation 2024)
- Mariza Chávez Steinmann (University of Bern 2024)
- Hooman Habibnia (WU Vienna 2023-)
- Tanja Schiffner (WU Vienna 2024-)
- Gianluca Piucco (WU Vienna 2025-)
- Israt Jahan Oeeshi (WU Vienna 2026-)
- George Li (ESSEC, 2026-)

Service and miscellaneous

Awards:

- Outstanding Reviewer Award at Contemporary Accounting Research 2022
- American Accounting Association MAS 2019 Midyear Meeting Outstanding Reviewer Award
- American Accounting Association Annual Meeting 2020 MAS – Best Reviewer Award

- Award for Teaching Innovation at WU Vienna 2025
- Short-Listed for Excellence in Teaching Award at WU Vienna 2023, 2021
- List of excellent tutors at School of Business and Economics, Maastricht University 2017/18

Conference Organization:

- Co-Organizer of the Midyear Meeting of the Management Accounting Section of the American Accounting Association (2026-2027)
- Member of the AAA/Deloitte/J. Michael Cook Doctoral Consortium Committee 2025-2027
- Track Chair for Experimental Research at the Midyear Meeting of the Management Accounting Section of the American Accounting Association (2025)
- Co-Organizer for the 2019 conference of the Experimental Network for Experimental Accounting Research held at Maastricht University
- Co-Organizer of the 2018 Symposium on Creativity, Innovation, and Entrepreneurship at the School of Business and Economics, Maastricht
- Organizing team for the 2016 Annual Meeting of the European Accounting Association in Maastricht

Award selection committees:

- Annual Meeting of the American Accounting Association - Best Paper Award Management Accounting Section (2020)
- Management Accounting Section of the American Accounting Association - Notable contributions to the Management Accounting Literature (2019, 2023, 2024 chairing the committee)

Others:

- Doctoral Program coordinator at WU Vienna Department for Strategy & Innovation (2026-)
- ENEAR (European Network of Experimental Accounting Research): Scientific board member (since 2022)

- Initiator and organizer of the "Young Faculty Initiative" at the School of Business and Economics (Maastricht University) to foster cross-departmental interaction among young faculty
- Organizer of the accounting seminar series at WU Vienna (2019-2023) and at Maastricht University (2016-2019)
- University teacher qualification in the Netherlands (BKO)
- Languages: German (native), English (fluent), Dutch (fluent)