

## Vitae

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**Oscar Timmermans**

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**Academic positions**

London School of Economics Assistant Professor of Accounting	09/2021–
The Wharton School, University of Pennsylvania Visiting Assistant Professor of Accounting	08/2024–06/2025
The Wharton School, University of Pennsylvania Visiting Ph.D. Student	08/2019–06/2020

**Education**

Ph.D. in Accounting, Maastricht University Promotor: Professor Frank Moers Co-supervisors: Professors Isabella Grabner and Christoph Feichter	2021
M.Sc. in Business Research, Maastricht University Specialization in Accounting, <i>cum laude</i>	2017
B.ASc. in Business Economics, Zuyd University of Applied Sciences	2014

**Publications***Academic*

- “[Relative Performance Evaluation and Competitive Aggressiveness.](#)” With Christoph Feichter and Frank Moers  
 —*Journal of Accounting Research*, 60(5), 2022: 1859–1913
- “[Relative Performance Evaluation and Strategic Peer-Harming Disclosures.](#)” With Matt Bloomfield and Mirko Heinle  
 —*Journal of Accounting Research*, 62(3), 2024: 877–933
- “[Cash versus Share Payouts in Relative Performance Plans.](#)”  
 —*The Accounting Review*, 99(6), 2024: 451–489
- “[Disclosure Costs of Relative Performance Evaluation.](#)” With Melissa Martin  
 —*Management Science*, forthcoming
- “[The Assignment of Intellectual Property Rights and Innovation.](#)” With Chris Armstrong, Stephen Glaeser, and Stella Park  
 —*Journal of Accounting Research*, forthcoming

### *Practitioner-oriented*

“[The Effect of Relative Performance Evaluations.](#)” With Christoph Feichter and Frank Moers  
—*Strategic Finance*, 2022 (December): 17–18

### **Working papers**

“[An Algorithmic Approach to Understanding Firms’ Use of Relative Performance Evaluation.](#)”

With Matt Bloomfield and Wayne Guay

—*Third-round revise and resubmit at Journal of Accounting and Economics*

“[Internal Information Quality and Performance Metric Selection.](#)” With Wayne Guay and Chongho Kim

—*Under third-round review at Journal of Accounting and Economics*

“[Exit through the Glassdoor: Employee-Generated Disclosures and Worker Flows.](#)” With Jeroen Koenraadt

—*Reject and resubmit at Journal of Accounting and Economics*

“[Executive Compensation Contracts in the Presence of Adverse Selection.](#)” With Chris Armstrong, Luzi Hail, and Rachel Zhang

—*Under review at Management Science*

“Managers’ Risk-Return Trade-offs and Corporate Decisions” With Chris Armstrong

“Priming Say on Pay.” With Mary Ellen Carter, Melissa Martin, and Jon Underwood

“Advances in Information Technology and Costing.” With Oli Binz and Eva Labro

—*Accepted for an Academic Grant of up to \$9,000*

### **Work in progresss**

“Frictions and Learning in Manager-Firm Matching.s” With David Bedford and Frank Moers

“Revenue-Based Pay and Voluntary Disclosure.” With Matt Bloomfield

“How Do U.S. Firms Combat Import Competition?”

### **Professional activities**

#### Editorial board

*European Accounting Review*

01/2024–12/2028

#### Ad hoc reviewer

*Contemporary Accounting Research; European Accounting Review; Journal of Accounting and Economics; Journal of Accounting Research; Journal of Management Accounting Research; Management Science; Review of Accounting Studies; The Accounting Review*

*American Accounting Association Annual Meeting; Financial Accounting and Reporting Section Midyear Meeting; Hawaii Accounting Research Conference; Management Accounting Section Midyear Meeting*

### **Grants**

Research Grant, *Institute of Management Accountants*

2024

Awarded \$9,000 for research on advances in information technology and costing

International Scholarship Program, <i>Limperg Institute</i>	2019
Received €6,185 to support international research visit during Ph.D.	

### Workshops and conferences (including scheduled)

University of Mannheim	2026
AAA Management Accounting Section Midyear Meeting; Barcelona Accounting Summer Workshop <sup>†</sup> ; Columbia Junior Accounting Conference; LSE Economics of Accounting Conference; Stanford Accounting Summer Camp; Wharton Spring Accounting Conference; Yale Accounting Conference <sup>*</sup> ; MIT; The Wharton School	2025
Columbia Junior Accounting Conference; Erasmus Accounting Workshop; ESMT Accounting Junior Conference <sup>*</sup> ; London Business School Accounting Symposium <sup>*</sup> ; INSEAD; London School of Economics	2024
AAA Management Accounting Section Midyear Meeting <sup>*†</sup> ; Columbia Junior Accounting Conference; Erasmus Accounting Workshop; Corporate Governance and Executive Compensation Research; INSEAD Accounting Symposium; <i>Journal of Management Accounting Research</i> Workshop Series <sup>*</sup> ; <i>Journal of Accounting Research</i> Conference; London Business School Accounting Symposium; London Business School-London School of Economics Junior Accounting Faculty Conference <sup>*</sup> ; Universidad Carlos III de Madrid	2023
Corporate Governance and Executive Compensation Research; Erasmus Accounting Workshop; Erasmus School of Economics; Rotterdam School of Management	2022
AAA Management Accounting Section Midyear Meeting <sup>*</sup> ; Corporate Governance and Executive Compensation Research; Dutch Junior Accounting Meetings <sup>†</sup> ; Bocconi University; Copenhagen Business School; Frankfurt School of Finance & Management; KU Leuven; London School of Economics; University of Rochester	2021
AAA Management Accounting Section Midyear Meeting <sup>*</sup> ; Amsterdam Business School; The Wharton School	2020
AAA Management Accounting Section Midyear Meeting; Annual Congress of the European Accounting Association <sup>*</sup> ; Annual Conference for Management Accounting Research <sup>*</sup> ; Maastricht University; The Wharton School	2019
<i>Accounting, Organizations and Society</i> Conference; Conference on New Directions in Management Accounting <sup>*†</sup> ; Dutch Accounting Research Conference; International Symposium on Audit Research; Maastricht University	2018

### Teaching experience

#### *London School of Economics*

AC311 “Results Accountability and Management Control” –Third-year B.Sc. course (lead faculty and instructor)	2021–now
AC101 “Managerial Accounting and Financial Control” –Third-year B.Sc. course for LSE Summer School (lead faculty)	2023–now
AC490 “Management Accounting, Decisions and Control” –M.Sc. course (lead faculty and instructor)	2025

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<sup>\*</sup> and <sup>†</sup> indicate, respectively, presentation and discussion at conference.

AC501 “Topics in Accounting Research” (module on incentive-compensation) –Ph.D. course (instructor)	2023
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AC3193 “Accounting: Markets and Organisations” –Online course for University of London (lead faculty for Organisations)	2022
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*The Wharton School, University of Pennsylvania*

ACCT1020 “Strategic Cost Analysis” –First-year B.Sc. course (lead faculty and instructor)	2024
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*Maastricht University*

EBC4154 “Performance Management and Strategy Execution” –M.Sc. course (lead faculty and instructor)	2021
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EBC2059 “Management Accounting” –Third-year B.Sc. course (lead faculty and instructor)	2020–2021
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EBS2025 “Accounting and Controlling in Practice” –Second-year B.Sc. course (lead faculty and instructor)	2019–2021
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EBC1038 “Accounting and Financial Reporting” –First-year B.Sc. course (instructor)	2019
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M.Sc. Thesis Supervision	2017–2021
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