

# JOSEPH D. MORAN

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## ACADEMIC APPOINTMENTS

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**MIT Sloan School of Management**  
Assistant Professor of Accounting

July 2025 –

## EDUCATION

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**The Wharton School, University of Pennsylvania**  
Ph.D., Accounting

2025

**Mendoza College of Business, University of Notre Dame**  
Bachelors of Business Administration in Accountancy, *Summa cum Laude*

2017

## RESEARCH INTERESTS

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I am interested in the interplay between information, incentives, and decision-making, both inside and outside the firm. I use a wide set of research methods including field experiments, surveys, and archival analyses both within a firm and in broad-sample settings.

## PUBLICATIONS

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*Motivating from the Heights: A Field Experiment on Top Managers Visiting the Front Line*, with Pablo Casas-Arce and Asís Martínez-Jerez. *Review of Accounting Studies*, forthcoming.  
<https://doi.org/10.1007/s11142-024-09847-3>.

Media Coverage: [Forbes](#), [Cornell Chronicle](#)

## WORKING PAPERS

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*Drilldown Data Access Rates and Managerial Target Achievement*. Job Market Paper.

*Bout of Sales: Impact of Alignment between Leadership Style and Incentive Systems*, with Pablo Casas-Arce and Asís Martínez-Jerez.

*Emissions-Related Management Controls and Climate-Related Risks*, with Carolyn Deller and Shawn Kim.

## WORK IN PROGRESS

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*Moderators of Control System Cascade Effects*, with Pablo Casas-Arce, Christopher Ittner, and Asís Martínez-Jerez.

## RESEARCH PRESENTATIONS

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- 2025      AAA MAS Mid-Year Meeting  
University of Notre Dame  
Michigan State University  
Massachusetts Institute of Technology  
University of Chicago  
Emory University  
Arizona State University  
Harvard Business School  
London School of Economics and Political Science  
INSEAD  
Center for Operational Excellence in Retailing (COER) Conference (*Scheduled*)  
AAA Annual Meeting (*Scheduled*)
- 2024      AAA MAS Mid-Year Meeting  
The Wharton School, University of Pennsylvania  
Wharton-INSEAD Doctoral Consortium  
Management Accounting Workshop Series Rookie Camp
- 2023      AAA MAS Mid-Year Meeting  
The Wharton School, University of Pennsylvania
- 2022      The Wharton School, University of Pennsylvania
- 2021      The Wharton School, University of Pennsylvania

## INVITED CONFERENCE DISCUSSIONS

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Discussion of “Employer and Employee Responses to Generative AI: Early Evidence”, 2025 AAA MAS Mid-Year Meeting

Discussion of “Optimal Contracting or Managerial Power: Evidence from the Role of Independent Directors in Adjusting CEO Inside Debt”, 2024 AAA MAS Mid-Year Meeting

Discussion of “Upward Influencers in Teams”, 2023 AAA MAS Mid-Year Meeting

## CONFERENCE ATTENDANCE

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- 2025      Columbia Management Accounting Conference  
Wharton Spring Accounting Conference
- 2024      Four School Accounting Conference  
Wharton Spring Accounting Conference  
University of Notre Dame Fall Accounting Conference  
JAE Conference

2023	Four School Accounting Conference Wharton Spring Accounting Conference Center for Operational Excellence in Retailing (COER) Conference University of Notre Dame Fall Accounting Conference
2022	Wharton Empirical Operations Management Workshop
2021	JAE Conference
2020	JAE Conference RAST Conference
2018	University of Notre Dame Fall Accounting Conference

## TEACHING EXPERIENCE

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### **The Wharton School, University of Pennsylvania**

Instructor – Strategic Cost Analysis Summer 2022

*(Instructor Quality: Rated 3.2/4.0, School Mean 2.6/4.0*

*Course Quality: Rated 3.3/4.0, School Mean 2.1/4.0)*

Teaching Assistant – Strategic Cost Analysis Spring and Fall 2021  
*(for Professors Matthew Bloomfield, Carolyn Deller, Mirko Heinle, and Christopher Ittner)*

Teaching Assistant – Climate and Financial Markets Spring 2023 and 2024  
*(for Professors Mirko Heinle and Arthur van Benthem)*

Guest Instructor – Evaluating Evidence Spring 2023 and 2024  
*(for Professor Iwan Barankay)*

## PROFESSIONAL EXPERIENCE

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### **PricewaterhouseCoopers**

Senior Associate, Private Company Services Assurance

Chicago, IL  
September 2017 – June 2020

## HONORS AND AWARDS

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- Winkelman Fellowship, 2022 – 2025, The Wharton School
- The Wharton School Fellowship for Doctoral Studies, 2020 – 2025, The Wharton School
- Outstanding Reviewer Award, 2024 and 2025, MAS Mid-Year Meeting
- George James Fund Travel Grant, 2025, The Wharton School
- GE Research Scholars Fund Travel Grant, 2023 and 2024, The Wharton School
- George James Doctoral Fellowship, 2020, The Wharton School

- Elmer Layden Award for Excellence in Accounting Studies, 2017, University of Notre Dame
- Elijah Watt Sells Award, 2017, American Institute of CPAs
- ICPAS Silver Award, 2017, Illinois CPA Society

## **PROFESSIONAL MEMBERSHIPS AND CERTIFICATIONS**

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Member, American Accounting Association (Management Accounting Section) 2022 – *Present*

Member, American Institute of CPAs 2018 – 2021

Certified Public Accountant, Illinois (Inactive) 2018 – 2021

## **OTHER INFORMATION**

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### **External Service**

Ad hoc reviewer:

AAA Annual Meeting

AAA Mid-Year Meeting, Management Accounting Section

Hawai'i Accounting Research Conference

Wharton-INSEAD Doctoral Consortium

### **Programming Skills**

Stata, R, Python, LaTeX