

## CHAD A. PROELL

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Mailing Address:  
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Fort Worth, Texas 76129

Texas Christian University  
Neeley School of Business  
Department of Accounting

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### FACULTY AND PROFESSIONAL EXPERIENCE

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<i>Associate Professor of Accounting, TCU</i>	<i>2020 – present</i>
<i>Assistant Professor of Accounting, TCU</i>	<i>2015 – 2020</i>
<i>Clinical Associate Professor of Professional Practice, TCU</i>	<i>2011 – 2015</i>
<i>Assistant Professor of Accounting, San Diego State University</i>	<i>2009 – 2011</i>
<i>Visiting Assistant Professor, University of Wisconsin – Madison</i>	<i>2007 – 2009</i>
<i>Research Assistant/Lecturer/Post Doctoral Associate, Cornell University</i>	<i>2001 – 2007</i>
<i>Finance Manager/Practice Controller, Integrated Orthopedics, Inc.</i>	<i>1998 – 1999</i>
<i>Internal Auditor, Cooper Industries, Inc.</i>	<i>1996 – 1998</i>
<i>Intern/Staff/Senior Auditor, KPMG L.L.P.</i>	<i>1994 – 1996</i>

### ACADEMIC BACKGROUND

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#### **Cornell University**

Doctorate of Philosophy  
Master of Science  
Master of Business Administration

#### **University of St. Thomas**

Bachelor of Arts in Business Administration  
Majors: Accounting, International Business  
Minors: Economics, French

### PEER REVIEWED PUBLICATIONS

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- Kadous, K., C.A. Proell, J. Rich, and D. Zhou. 2019. It goes without saying: The effects of intrinsic motivational orientation, leadership emphasis of intrinsic goals, and audit issue ambiguity on speaking up. *Contemporary Accounting Research*, 36(4): 2113-2141.
- Libby, T.M., C.A. Proell, and S. Smith. 2019. Difficult cost goals and conflicting honesty incentives: The influence of decision responsibility. *Journal of Management Accounting Research*, 31(3):185-200.  
\*Selected for “Excellence in Ethics Best Paper Award” at the Excellence in Ethics Research Conference at Notre Dame University
- Nelson, M. W. and C. A. Proell. 2018. Is silence golden? Audit team leader reactions to auditor voice “in the moment” and at performance appraisal. *The Accounting Review*, 93(6): 281-300.
- Nelson, M. W., C. A. Proell, and A. Randel. 2016. Team-Oriented leadership and auditors’ willingness to raise audit issues. *The Accounting Review*, 91(6): 1781-1805.
- Proell, C.A., S.J. Sauer, and M. Rodgers. 2016. Credit where credit is due: A field survey of the interactive effects of credit expectations and leaders credit allocations on employee turnover. *Human Resource Management*, 55(2): 341-355.

- Clor-Proell, S.M., S. Kaplan, C.A. Proell. 2015. The impact of budget goal difficulty and promotion availability on employee fraud. *Journal of Business Ethics*, 131(4): 773-790.
- Clor-Proell, S.M., C.A. Proell, and T. Warfield. 2014. The effects of presentation salience and measurement subjectivity on nonprofessional investors' fair value judgments. *Contemporary Accounting Research*, 31(1): 45-66.
- Rodgers, M., S.J. Sauer, and C.A. Proell 2013. The lion's share: The impact of credit expectations and credit allocations on commitment to leaders. *The Leadership Quarterly*, 24(1): 80-93.
- Proell, C.A., and S.J. Sauer. 2011. "Stock" options: The debilitating effects of autonomy and choice on self-perceptions of power. *Journal of Business and Behavioral Sciences*, 23(3): 82-102.
- Sheldon, O.J., M.C. Thomas-Hunt, and C.A. Proell. 2006. When timeliness matters: The effect of status on reactions to perceived time delay within distributed collaboration. *Journal of Applied Psychology*, 9: 1385-1395.

## OTHER PUBLICATIONS

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- Doran, M., S. Lightner, and C.A. Proell. 2011. Walk this way: Pathways commission considers accounting education's future. *California CPA* May/June: 10-11.
- Lawler, E.J., and C.A. Proell. 2009. The power process and emotion. In Dean Tjosvold and Barbara van Kippenberg (Eds.) *Power and Interdependence in Organizations*.

## RESEARCH PAPERS

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- Say it isn't so: A framework, theory, and empirical evidence of audit team silence (with Shana Clor-Proell and Kathryn Kadous).
  - Friends in low places: How peer advice and prior voice experiences affect auditor's willingness to speak up (with Emily Griffith and Kathryn Kadous).
  - It's not what you say: How voice style affects audit issue follow-up and auditor performance evaluations in more or less autonomous team cultures (with Mark Nelson and Dan Zhou).
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## SCHOLARLY PRESENTATIONS AND CONFERENCE PAPER ACCEPTANCES

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- 2021: Cornell University (scheduled)  
2018: Queen's University; Georgia Tech  
2017: Texas Tech University, International Symposium on Audit Research (Sydney, Australia)  
2015: AAA Management Accounting Section Mid-Year Meeting  
2014: 9<sup>th</sup> Conference on New Directions in Management Accounting (Brussels, Belgium), AAA Western Regional Meeting (Salt Lake City, UT), Ethics Research Conference (Notre Dame, IN), Global Management Accounting Symposium (Sydney, Australia), AAA Management Accounting Section Mid-Year Meeting (Orlando, FL), Texas Christian University  
2012: INGroup Conference (Chicago, IL)  
2011: International Academy of Management and Business (San Francisco, CA); Texas Christian University  
2010: AOM Annual Meeting (Montreal, Canada)  
2009: Indiana University, Georgia State University, Case Western Reserve University, San Diego State University  
2008: Cornell University  
2006: AOM Annual Meeting (Atlanta, GA)  
2005: AOM Annual Meeting (Honolulu, HI)  
2003: AOM Annual Meeting (Seattle, WA)  
2001: International Association of Conflict Management (Cergy, France)

## TEACHING EXPERIENCE

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### *Texas Christian University*

- Introductory Accounting (Blend of Financial and Managerial – Undergraduate)
- Communication, Analysis, and Persuasion in Accounting (Masters of Accounting)
- Principles of Financial Accounting (Undergraduate)
- Principles of Managerial Accounting (Undergraduate)
- Cost Accounting (Undergraduate)
- Intermediate Accounting I (Undergraduate)
- Negotiations for Accountants (Masters of Accounting)
- Negotiations (Undergraduate, MBA)

### *San Diego State University*

- Intermediate Accounting II (Undergraduate)
- Cost Accounting (Undergraduate)

### *University of California- San Diego*

- Intermediate Accounting II (Undergraduate)
- Leading Teams and Organizations (MBA)

### *University of Wisconsin-Madison*

- Cost Accounting (Undergraduate)
- Contemporary Topics in Accounting (MBA)
- Negotiations (Exec MBA- Kohls)
- Groups and Teams (Undergraduate)

### *Cornell University*

- Negotiations (Exec, MBA, Undergraduate)
- Leading Teams and Organizations (Undergraduate)
- Core OB (MBA)

## STUDENT SERVICE

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### Undergraduate Honors Thesis Committee Member

- Jake Lansford – TCU (2019 – 2020)
- Nick Warren – TCU (2016 – 2017)
- Kirby Schultz – TCU (2014 – 2015)

### Undergraduate Honors Thesis Committee Chair

- Sarah James – TCU (2015 – 2016)
- Sean Shahkarami – TCU (2012 – 2013)

### Accounting PPA Program

- PPA Mentor, Department of Accounting, TCU (2014 – 2016)

## GENERAL SERVICE

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### Journal Reviewer

- The Accounting Review (ad hoc)
- Journal of Accounting Research (ad hoc)
- Contemporary Accounting Research (ad hoc)
- Auditing: A Journal of Practice and Theory (ad hoc)
- Behavioral Research in Accounting (ad hoc)
- Current Issues in Auditing (ad hoc)

### Conference Reviewer

- AAA, Management Accounting Section
- AAA, Accounting, Behavior, and Organizations Section
- AAA, Auditing Section

### Committee Memberships/School and Professional Service

#### External

- AAA – Auditing Section Research Committee (2018 – present)

#### University-level

- Honors College Working Group Liaison, TCU (2015 – 2017)

- Library Liaison, Accounting Department, TCU (2016 – 2017)

#### School-level

- Neeley Admissions Committee, Neeley School, TCU (2015 – present)

#### Department-level

- Introductory Accounting Coordinator, Accounting Department, TCU (2014 – present)
- Introductory Accounting Committee, Chair, Accounting Department, TCU (2018 –present)
- AOL Professional Skills Committee, Accounting Department, TCU (2018 – present)
- Financial Sequence Committee, Accounting Department, TCU (2015 – 2016)
- Assurance of Learning Committee, Accounting Department, TCU (2014 – 2016)
- Assurance of Learning Committee Review, Audit/Data Analytics, TCU (2015 –2016)
- Assurance of Learning Committee Review, Cost Committee, TCU (2015 – 2016 Spring)
- Workshop Organizer, Accounting Department, TCU (2015 – 2016)
- Chair, PPP Recruiting Committee, Accounting Department, TCU (Spring, 2015)
- CPE Director, Accounting Department, TCU (2014 – 2015)
- Instructor Recruiting Committee, Accounting Department, TCU (2012)
- PPP Recruiting Committee, Accounting Department, TCU (2011 – 2012)
- Curriculum Committee, Accounting Department, SDSU (2010 – 2011)
- Incentive and Compensation Committee, Accounting Department, SDSU (2010 – 2011)

### SELECTED HONORS AND AWARDS

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- Mary Rose Short Teaching Award, TCU (2020)
- Management Accounting Section Midyear Meeting Outstanding Reviewer Award, (2019)
- Bob Vigeland Excellence in Accounting Research Award, TCU (2018)
- John V. Roach Honors College - Honors Professor of the Year Finalist, TCU (2017, 2018)
- Neeley Fellows Outstanding Faculty Member, TCU (2018)
- Neeley School of Business Undergraduate Teaching Award – Core Courses, TCU (2016)
- Neeley School of Business Summer Research Grant, TCU (2014, 2018, 2019, 2020)
- Teaching Honor Roll Recognition for Excellence, Cornell University (2004-2008)
- AOM Doctoral Consortium (2005)
- Park Leader Fellowship, Cornell University (1999-2001)
- Norwest Bank Scholarship, University of St. Thomas (1991)

### PROFESSIONAL MEMBERSHIPS AND CERTIFICATIONS

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- American Accounting Association: Accounting, Behavior and Organizations Section; Auditing Section
- Certified Public Accountant: Minnesota (License Inactive)