

Miranda Hugie

Accounting Doctoral Candidate
University of Georgia
J. M. Tull School of Accounting, Terry College of Business
Athens, Georgia

Email: Miranda.Hugie@uga.edu
Website: MirandaHugie.com

EDUCATION

University of Georgia, Athens, Georgia
Ph.D., Accounting; Minor: Psychology

Expected: 2026

Brigham Young University, Provo, Utah
Master of Accountancy
Bachelor of Accountancy

2019

2019

RESEARCH STATEMENT

I use experiments to study how managers control, measure, report, and communicate employee performance—and how these practices affect employee motivation and job performance.

WORKING PAPERS

Job Market Paper: “A Case for Curiosity: Can Control Systems Cultivate Curiosity and Improve Creative and Routine Performance?”

Committee Members: Margaret Christ (chair), Shane Dikolli, Jackie Hammersley, Jessica Rodell, and Kristy Towry.

“Stay In Your Own Lane: Navigating the Challenges of Upward Knowledge Sharing in Hierarchical Audit Teams” (with Tina Carpenter and Margaret Christ)

Revising for second round submission to The Accounting Review

“The Dynamics of Upward Knowledge Sharing: An Experimental Examination” (with Tina Carpenter, Margaret Christ, and Emily Deng)

“Feedback, Fast and Slow: The Performance Effects of ‘Cooling off’ After Receipt of Relative Performance Information” (with Henry Eyring and Patrick J. Ferguson)

WORKS IN PROGRESS

“Hyperbolic Discounting” (with Henry Eyring)

“Reporting in Non-level Playing Fields” (with Jasmijn Bol, Margaret Christ, and Kaitlin Hudspeth)

“Echo Chambers and Beliefs” (with Margaret Christ, Tamara Lambert, and Marcy Shepardson)

TEACHING EXPERIENCE

University of Georgia

Instructor, Accounting Information Systems and Data Analytics (Rating: 4.83/5) 2024

Brigham Young University

Head Teaching Assistant, Intro to Accounting 2017 - 2019

Teaching Assistant, Corporate Taxation 2019

PROFESSIONAL EXPERIENCE AND CERTIFICATIONS

Deloitte, Dallas, Texas 2019 - 2021

Consultant, Technology Management Consulting, Tax

Utah Community Credit Union, Provo, Utah 2014 - 2015

Assistant Vault Manager

Certifications

Certified Public Accountant, Texas (Inactive)

RESEARCH PRESENTATIONS

AAA Annual Meeting (*Scheduled*) 2025

GRACE at Emory University (*Scheduled*) 2025

AAA Managerial Midyear Meeting 2025

14th EIASM Conference on Management Accounting 2024

Junior Accounting Scholars Organization 2024

CTS Seminar at Georgia State University 2024

The University of Georgia 2024

BYU Accounting Research Symposium 2024

AAA ABO Midyear Meeting 2024

AAA Annual Meeting 2024

AAA Auditing Midyear Meeting 2024

Deloitte/KU Auditing Symposium 2024

The University of Georgia 2024

GRACE at Emory University 2023

BYU Accounting Research Symposium 2023

AAA ABO Midyear Meeting 2023

The University of Georgia 2023

RESEARCH DISCUSSIONS

AAA Annual Meeting (*Scheduled*) 2025

14th EIASM Conference on Management Accounting 2024

AAA Annual Meeting	2024
AAA Managerial Midyear Meeting	2024
GRACE at Emory University	2023

CONFERENCE PARTICIPATION

Indiana University Kelley Accounting Research Symposium (<i>Scheduled</i>)	2025
AAA Annual Meeting, <i>Chicago, IL (Scheduled)</i>	2025
Grace at Emory University (<i>Scheduled</i>)	2025
Southeastern States Accounting Research Conference (<i>Scheduled</i>)	2025
Palmetto Symposium, University of South Carolina, <i>Columbia, SC</i>	2025
Management Accounting Section Meeting, <i>Austin, TX</i>	2025
Auditing Section Meeting, <i>Charlotte, NC</i>	2025
Management Accounting Section Meeting, <i>Orlando, FL</i>	2024
Management Accounting Doctoral Consortium, <i>Orlando, FL</i>	2024
Auditing Section Meeting, <i>New Orleans, LA</i>	2024
Deloitte/KU Auditing Symposium, <i>Lawrence, KS</i>	2024
International Symposium of Audit Research, <i>Boston, MA</i>	2024
AAA Annual Meeting, <i>Washington D.C.</i>	2024
Accounting, Behavior, and Organizations Section Meeting, <i>Montreal, Canada</i>	2024
Accounting, Behavior, and Organizations Doctoral Consortium, <i>Montreal, Canada</i>	2024
Brigham Young University Accounting Research Symposium, <i>Provo, UT</i>	2024
14 th EIASM Conference on New Directions in Management Accounting, <i>Milan, Italy</i>	2024
EIASM EDEN Seminar on Management Accounting, <i>Milan, Italy</i>	2024
Management Accounting Section Meeting, <i>Atlanta, GA</i>	2023
Management Accounting Doctoral Consortium, <i>Atlanta, GA</i>	2023
Accounting, Behavior, and Organizations Section Meeting, <i>Pittsburgh, PA</i>	2023
Accounting, Behavior, and Organizations Doctoral Consortium, <i>Pittsburgh, PA</i>	2023
Brigham Young University Accounting Research Symposium, <i>Provo, UT</i>	2023
Palmetto Symposium, University of South Carolina, <i>Columbia, SC</i>	2023
Southeastern States Accounting Research Conference, <i>Atlanta, GA</i>	2023
Graduate Research in Accounting Conference at Emory, <i>Atlanta, GA</i>	2023
AAA Annual Meeting, <i>Boulder, CO</i>	2023
Management Accounting Section Meeting, Zoom	2022
Management Accounting Doctoral Consortium, Zoom	2022
East Coast Behavioral Research Workshop, Zoom	2022
Accounting, Behavior, and Organizations Section Meeting, <i>Phoenix, AZ</i>	2022
Accounting, Behavior, and Organizations Doctoral Consortium, <i>Phoenix, AZ</i>	2022
Brigham Young University Accounting Research Symposium, <i>Provo, UT</i>	2022

SERVICE

Department Service:

<i>Co-founder and Co-organizer, UGA Accounting Brown Bag Series (with Ben Whipple)</i>	2024~
<i>Member, Tull Committee on Inclusive Excellence</i>	2024~

Academic Service:

Reviewer, MAS Mid-year Meeting

Reviewer, ABO Mid-year Meeting

Reviewer, Auditing Mid-year Meeting

Reviewer, Annual Meeting

Reviewer, Brigham Young University Research Symposium

SELECTED HONORS AND AWARDS

Brigham Young University

The Outstanding Graduate Student (Tax), School of Accountancy 2019

BYU Woman of Courage Award Finalist, University-wide 2016

University of Georgia

\$15,000 Grant, Association of Certified Fraud Examiners 2022

\$10,000 Grant, Terry College Seed Funding for Business 2021