

Dhinu Srinivasan
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Address:

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Education:

- Ph.D. 1997, University of Minnesota. Major Area: *Accounting*
Supporting Fields: *Economics & Operations Management*
- M.S. 1992, University of Rochester. Major Area: *Operations Management*.
- M.B.A. 1988, Indian Institute of Management. Major Areas: *Accounting & MIS*.
- B.Tech. 1985, Indian Institute of Technology. Major Area: *Naval Architecture*.

Academic Positions:

Associate Professor of Business Administration	University of Pittsburgh	2005 –
Accounting Area Director	University of Pittsburgh	2011 – 2014
Visiting Assoc. Professor of Business Admn.	Indian School of Business	2006 -
Visiting Asst. Professor of Business Administration	Purdue University	2003 (Fall)
Asst. Professor of Business Administration	University of Pittsburgh	1997 - 2005
Lecturer in Business Administration	University of Pittsburgh	1996 - 97

Awards and Honors:

- Excellence in Teaching Award, 2010-11, MBA Program.
- Winner of the *Best Article Award* in *Cornell Hotel and Restaurant Administration Quarterly*, 2006.

- Winner of the *Best Management Accounting Paper at the AAA Annual Meeting Award*, 2005.
- Winner of the American Accounting Association - Management Accounting Section *Notable Contribution to Management Accounting Literature Award*, 2002.
- Co-authored paper won the First place in the Faculty Research Awards, School of Hotel Administration, Cornell University, 2001.
- First place in the *American Accounting Association - Management Accounting Outstanding Doctoral Dissertation Award*, 1998.
- Arthur Andersen & Co. SC Foundation Doctoral Dissertation Fellowship, 1995-96.
- Carl Nelson Scholarship, Accounting Department, University of Minnesota, 1995.
- University of Minnesota representative to the Big 10 Doctoral Consortium 1994.
- E.A. Heilman Scholarship for Excellence in Teaching, Accounting Department, University of Minnesota, 1994.
- Merit Scholarship at the Indian Institute of Technology, 1980-85.

Research Grants

- Travel grant from Radisson Corporation
- Research grant from Dayton Hudson Corporation
- Katz Business School, University of Pittsburgh

Research Interests:

My primary research interest lies in empirical issues in management accounting. In my recent research, I examine the role of non-financial measures in organizations. Other research interests include cost behavior, design of cost systems, executive compensation, strategic cost management, effectiveness of performance-based incentive plans and corporate governance.

Academic Articles in Refereed Publications:

Published Journal Articles (Total Google Scholar Citations – 2232)

1. “Contextual Analysis of Performance Impacts of Incentive-Based Compensation.” Rajiv D. Banker, S. Lee, Gordon Potter, and Dhinu Srinivasan. *Academy of Management Journal*, Vol. 39, No. 4, August 1996. **Google Scholar Citations – 315.**
2. “An Empirical Investigation of an Incentive Plan That Includes Nonfinancial Performance Measures.” Rajiv D. Banker and Gordon Potter, and Dhinu Srinivasan. *The Accounting Review*, Vol. 75, No.1, January 2000. **Google Scholar Citations – 1227.**

3. "An Empirical Analysis of Continuing Improvements Following the Implementation of a Performance-Based Compensation Plan." Rajiv D. Banker, S. Lee, Gordon Potter, and Dhinu Srinivasan. *Journal of Accounting and Economics*, Volume 30, No.3, December 2000. **Google Scholar Citations – 156.**
4. "Association of Non-financial Performance Measures with the Financial Performance of a Lodging Chain." Rajiv Banker, Gordon Potter and Dhinu Srinivasan. *Cornell Hotel and Restaurant Administration Quarterly*. 2005. Vol. 46 (4). 394-412. **Google Scholar Citations – 99.**
5. "Does CEO charisma matter? An empirical analysis of the relationships among organizational performance, environmental uncertainty and top management team attributions of CEO charisma." Brad Agle, Nandu Nagarajan , Jeffrey Sonnenfeld and Dhinu Srinivasan. *Academy of Management Journal*. 2006. Vol. 49. **Google Scholar Citations – 365.**
6. "The Impact of Supervisory Monitoring on High-End Retail Sales Productivity." Rajiv Banker, Seok-Young Lee, Gordon Potter and Dhinu Srinivasan. *Annals of Operations Research*. 2010. Volume 173, Issue 1. 25-37. **Google Scholar Citations – 18.**
7. "A Re-Examination of Diversification and Firm Productivity." Hsihui Chang, Guy Fernando, Arindam Tripathy. *Journal of Management Accounting Research*. 2013. Volume 1. 99-118. **Google Scholar Citations – 8.**
8. "The Role of Non-financial Measures in Controlling Myopic Activities: The Case of Hard Selling." Dhinu Srinivasan and Alex Thevaranjan. *International Journal of Accounting, Auditing and Performance Evaluation*, 2016. Volume 12, Issue 2. 103-130. **Google Scholar Citations – 9.**
9. "Pricing and Capacity Planning for Product-Line Expansion and Reduction." Birendra K. Mishra, Ashutosh Prasad, Dhinu Srinivasan and Mohsen ElHafsi. *International Journal of Production Research*, 2017. Volume 55, Issue 18. 5502-5519. **Google Scholar Citations – 1.**

Best Papers Proceedings

10. "Does CEO charisma matter? An empirical analysis of the relationships among CEO charisma, organizational performance, and environmental uncertainty." Brad Agle, Nandu Nagarajan, Jeffrey Sonnenfeld and Dhinu Srinivasan. Best Papers Proceedings of the Annual Meeting of the Academy of Management. 2004. **Google Scholar Citations – 1.**

Articles under review:

11. "Cost Hierarchy: Evidence and Implications." Rajiv D. Banker, Gordon Potter and Dhinu Srinivasan. First revision in progress at *Journal of Management Accounting Research*.
12. "An Empirical Examination of the Impact of Termination of a Performance-Based Incentive Plan." Rajiv Banker, Seok-Young Lee, Gordon Potter and Dhinu Srinivasan. Under review at *Review of Accounting Studies*.

Articles in progress:

13. "Impact of Gender Differences in Directors' Connections on Accounting Disclosure, Governance and Firm Performance." Duanping Hong, Yvonne Lee, Nandu Nagarajan and Dhinu Srinivasan.
14. "Pay dispersion and the Role of Communication in Mitigating Negative Perceptions of Fairness in Performance Evaluation." Hsihui Chang, Tony Chen, Dhinu Srinivasan and Todd Thornock.
15. "Executive Compensation and Non-financial Performance Measures: A Study of the Major U.S. Airlines." Nandu Nagarajan, Akin Sayrak, and Dhinu Srinivasan.
16. "Impact of performance feedback format on employee performance." Jeff Clark, Dhinu Srinivasan and Todd Thornock.

Work in Progress:

17. "Productivity Spillovers in Supply Chains." Hsihui Chang, Guy Fernando, Dhinu Srinivasan and Arindam Tripathy.
18. "The Role of Compensation and Nomination Committees in CEO Evaluation and Compensation Decisions." Duanping Hong, Akin Sayrak and Dhinu Srinivasan.
19. "The influence of charismatic leaders on corporate governance and executive compensation." Brad Agle and Dhinu Srinivasan.
20. "Properties of Overhead Cost Distortions in Single Cost Driver Systems." Rajiv D. Banker, Gordon Potter and Dhinu Srinivasan.
21. "The Relationship between Revenues, Quality Measures and Production Environment: An Empirical Analysis." Sarv Devaraj and Dhinu Srinivasan.
22. "An Empirical Examination of the Impact of Implementation of a Balanced Score Card." Dave Dittman, Gordon Potter and Dhinu Srinivasan.

Memberships:

American Accounting Association
Managerial Section of the American Accounting Association

Refereed Conference Presentations:

Annual Meeting of the American Accounting Association
Management Accounting Research Conference
Workshop on Performance Measurement and Management Control, Nice, France
Accounting Symposium, Hong Kong University of Science and Technology
Global Management Accounting Research Symposium
Second Conference on Advances in Management Accounting

Invited Research Seminars:

China Europe International Business School (CEIBS), Shanghai
Iowa State University
Baruch College, CUNY
Drexel University
Indian School of Business, Hyderabad, India
Indian Institute of Management, Bangalore, India.
Washington University at St. Louis
Invited speaker - *Management Accounting Section's Annual Doctoral Colloquium*
Purdue University
Georgetown University
Michigan State University
University of Colorado, Boulder
University of Texas at Austin
Invited workshop participant

Business Measurement and Assurance Services (BMAS) Academic Conference III on Empirical Management Measurement Research, University of Texas at Austin (could not accept invitation to be a speaker because of family reasons)

Invited workshop participant

Business Measurement and Assurance Services (BMAS) Academic Conference II on Analytical Measurement Research, University of Texas at Austin

Carnegie Mellon University
Syracuse University
University of Wisconsin-Madison
University of Pennsylvania
University of California-Davis
Stanford University
MIT
Yale University
University of Pittsburgh
University of California-Los Angeles
University of Southern California
University of Oregon
University of Oklahoma
University of Alberta

Teaching Experience:

University of Pittsburgh

- Managerial Accounting. Core undergraduate course.
- Strategic Cost Management. Required undergraduate accounting major course.
- Managerial Accounting. Elective MBA course.
- Strategic Cost Analysis. Elective MBA course.
- Strategic Cost Management. Core FLEX Executive MBA course.
- Strategic Cost Management. Core EMBA and International EMBA course (Prague and Sao Paulo).

- Seminar on Empirical Managerial Accounting Research – Required Ph. D. course.
- MBA Essentials and Specialized Programs for Educators, Dentists and Exchange Students

Indian School of Business

- Strategic Performance Management. Elective MBA course.

Purdue University

- Advanced Managerial Accounting. Required undergraduate accounting major course.

University of Minnesota

- Introduction to Management Accounting. Core undergraduate course.
Instructor, Summer 1994.
Laboratory Instructor and Teaching Assistant.
- Intermediate Management Accounting. Elective undergraduate course. Teaching Assistant.
- Financial Statement Analysis. Elective graduate course. Teaching Assistant.
- **TOPDS** (*Teaching Opportunity Program for Doctoral Students*). Enrolled in a formal program at the University of Minnesota to develop teaching skills in Ph.D. students.

University of Rochester

- Management Science Models. Core MBA course.
Laboratory Instructor and Teaching Assistant, Summer, 1992. Developed and taught optimization and simulation modules to complement lecture sessions.
- Data Base Management Systems. Core MBA course. Teaching Assistant.
- Introduction to Operations Management. Core MBA course. Teaching Assistant.
- Applied Probability and Statistics. Core MBA course. Teaching Assistant.

Service:

Accounting Profession

- Editorial Board Member - *International Journal of Accounting, Auditing and Performance Evaluation* (2011- to date)
- Editorial Board Member - *Journal of Management Accounting Research* (2010-2012)
- Member, Executive Committee - *Management Accounting Section of the American Accounting Association* (2004- 2006)
- Working Paper Series Coordinator - *Management Accounting Section of the American Accounting Association* (2004- 2006)
- Member - *Notable Contributions to Management Accounting Literature Committee of the American Accounting Association* (1999)
- External letter writer for two accounting faculty members
- Reviewer
The Accounting Review
Management Science
Academy of Management Journal
Journal of Management Accounting Research

Journal of Accounting and Public Policy
Journal of Applied Corporate Finance
Accounting Horizons
International Journal of Accounting, Auditing and Performance Evaluation
Annals of Operations Research
The Service Industries Journal
Service Management Journal
Annual Meeting of the American Accounting Association
Management Accounting Research Conference
Globalization Conference of the American and British Accounting Associations
Regional Meeting of the American Accounting Association

- Discussant
Annual Meeting of the American Accounting Association
Management Accounting Research Conference

University of Pittsburgh

Conducted a study of the cost structure and made recommendations for cost recovery for the Office of International Services, University of Pittsburgh - with Karen Shastri and Sophia Brar (MBA student) - 2009.

Katz School

- Accounting Area Director (2011-2014)
- Course Coordinator – Management Accounting and Strategic Cost Management
- Chair
 - Tenure Stream Faculty Recruiting committee
 - Non-tenure Stream Faculty Recruiting committee
 - MAcc Governance committee
 - Fact finding committee of non-tenure stream faculty reappointment
 - Dissertation Committee of Sehan Kim
- Member
 - Dean Search Committee (2005-2006)
 - Tenure Stream Faculty Recruiting committee
 - Masters Policy committee
 - EMBA committee
 - Undergraduate Admissions committee
 - Undergraduate Policy committee
 - Assurance of Learning committee
 - Fact finding committee of tenure
 - Fact finding committee of tenure stream faculty reappointment
 - Fact finding committee of non-tenure stream faculty reappointment
 - Affirmative Action committee
 - Strategic Planning group
 - Advisory committee for Berg Center for ethics and leadership

- Member of Dissertation Committee

Eric Chan – University of Texas at Austin
Amy Yurko – Duquesne University
Sehan Kim – University of Houston, Clear Lake
Wei Luo – Peking University
Nicole Thibodeau - Outstanding Doctoral Dissertation Award
Shijun Cheng - University of Maryland, Outstanding Doctoral Dissertation Award
Lynn Hannan - Tulane University
Kyonghee Kim - University of Missouri
Syamali Viswanathan - Bharatidasan University, Tiruchirapalli, India.
Eric Chan – UT Austin
Duanping Hong – Kennesaw State University.
Brian Knox – Boise State University.
Melinda Ford – Expected to graduate in 2019.

Member of Comprehensive Examination Committee

Kristin Stack
Brian Knox
Duanping Hong
Sehan Kim
Shijun Cheng
Kyonghee Kim
Lorna Gall

Professional Experience:

1988-1990	Whirlpool (India) Corporation	Systems Executive. Responsible for the design and implementation of financial and management accounting systems, selection of hardware/software platform for information systems, and training of managers in the use of computer systems.
1985-1986	Hindustan Shipyard Limited, India	Naval Architect. Responsible for design changes, quality control, certification by surveyors and liaison between the design and production departments.