

MJ KIM

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Academic Appointments

Assistant Professor *University of Wisconsin-Madison*

July 2021 - Present

Education

Ph.D., Accountancy *University of Illinois Urbana Champaign* 2021

M.S., Accounting *Yonsei University* 2016

B.B.A. *Yonsei University* 2014

Publication

Chen, C. X., M. J. Kim, L. Y. Li, and W. Zhu. 2022. "Accounting Performance Goals in CEO Compensation Contracts and Corporate Risk Taking." *Management Science*, 68(8), pp.6039-6058.

Invited Publication

Chen, C. X. and M. J. Kim, 2021. "Management Control Systems and Innovation." *China Management Accounting Review*, 18(4): 109-118.

Working Papers

'Word on the Street: Field Evidence of Artificial Intelligence Use in Sell-Side Equity Research', with Margaret Christ and Michael A. Yip *Revise & Resubmit at The Accounting Review*

- *Presentations: U.S. Securities & Exchange Commission*, Qualitative Accounting Research Forum*, Dairyland Research Symposium*

'CEO-CFO Personality Differences and Compensation Contract Design', with Clara Xiaoling Chen and Jason Yao *3rd round R&R Journal of Management Accounting Research*

- *Presentations: 2023 GMARS*, 2023 MAS Midyear Meeting, University of Melbourne*, Fudan University**

'Determinants and Consequences of ESG Target Difficulty in CEO Compensation Contracts', with Clara Xiaoling Chen, Victoria Fung, and Wei Zhu *Under Review at Contemporary Accounting Research*

- *Presentations: JMAR Brownbag Series*, McGill University*, Barcelona Accounting Summer Workshop**

'The Strategic and Incentive Role of Sales Target Difficulty in CEO Compensation Plans', with Dave (Young Il) Baik and Hari Ramasubramanian *Preparing for Submission*

- *Presentations: JMAR Brownbag Series, Yonsei University, Tri-University Conference* (NUS, NTU, SMU), The Hong Kong Polytechnic University*, City University of Hong*

Kong (CityU), University of Illinois Lillian and Morrie Moss Emerging Management Accounting Scholars Symposium (scheduled)*

‘Strategic AI Disclosures: Determinants and Consequences of Obfuscated AI Investments’, with Dain C. Donelson, Sydney Kim and Michael A. Yip *Preparing for Submission*

- *Presentations: U.S. Securities & Exchange Commission*, University of Wisconsin-Madison workshop, California State University Channel Islands*, Wolfe Research 9th Annual Global Quantitative and Macro Investment Conference**

‘Nonfinancial Performance Measures and Corporate Risk Taking: Evidence from the U.S. Oil and Gas Industry’, solo-authored paper (Dissertation) *Preparing for Submission*

- *Presentations: BI Norwegian Business School, Bocconi University, China Europe International Business School, Chinese University of Hong Kong, National University of Singapore, NHH Norwegian School of Economics, University of Amsterdam, University of Colorado Boulder, University of Southern Denmark, University of Wisconsin-Madison*

** Coauthor presentations*

Invited Workshops and Conferences

2026:

Emerging Management Accounting Scholars Symposium (UIUC)
2nd HKU Summer Accounting Conference
Seoul National University

2023:

Yonsei University
Journal of Management Accounting Research Brownbag

2020:

BI Norwegian Business School
Bocconi University
China Europe International Business School
Chinese University of Hong Kong
National University of Singapore
NHH Norwegian School of Economics
University of Amsterdam
University of Colorado Boulder
University of Southern Denmark
University of Wisconsin-Madison

Conferences

(* = Presenter, ^R = Reviewer Service, ^C = Co-Author Presentation, ^D = Discussant, [#] = Cancelled Due to Covid-19, ^P=Panel Speaker)

2026:

Emerging Management Accounting Scholars Symposium (UIUC)^P

2nd HKU Summer Accounting Conference^P

2025:

2025 CSPM and Beyer Center Field Research Symposium

6th Dairyland Research Symposium

Wolfe Research 9th Annual Global Quantitative and Macro Investment Conference^P

2024:

Management Accounting Section Midyear Meeting^{R,D}

Emerging Management Accounting Scholars Symposium (UIUC)

5th Dairyland Research Symposium^P

2023:

2023 American Accounting Association Annual Meeting^{R, D}

Notre Dame Emerging Scholars Accounting Research

Performance Management Research Symposium

Management Accounting Section Midyear Meeting^{R,D}

2022:

Empirical Management Conference (invited)

Contemporary Accounting Research (CAR) Conference

2022 American Accounting Association Annual Meeting^{R, D}

Emerging Management Accounting Scholars Symposium (UIUC)

Management Accounting Section Doctoral Consortium & Midyear Meeting^{P,R,D}

2021:

KAAPA PhD Research Conference^D

Contemporary Accounting Research (CAR) Conference^P

Management Accounting Section Doctoral Consortium & Midyear Meeting^{*, R, D}

Financial Accounting and Reporting Section Midyear Meeting

2020:

Management Accounting Section Doctoral Consortium & Midyear Meeting^{R, D}

Financial Accounting and Reporting Section Doctoral Consortium

Emerging Management Accounting Scholars Symposium (UIUC)[#]

Performance Management Research Symposium[#]

AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium^{*}

2020 American Accounting Association Annual Meeting^{R, D}

Illinois Audit Doctoral Consortium (UIUC)

Contemporary Accounting Research (CAR) Doctoral Consortium & Conference

Accounting PhD Rookie Recruiting and Research Camp^{*}

2019:

Management Accounting Section Doctoral Consortium & Midyear Meeting^{*, R}

Global Management Accounting Research Symposium^{*}

Duke Accounting Theory Summer School

2018:

Management Accounting Section Doctoral Consortium & Midyear Meeting

Midwest Accounting Research Conference^c
Emerging Management Accounting Scholars Symposium (UIUC)
Illinois Audit Doctoral Consortium (UIUC)

2017:

Young Scholars Research Symposium (UIUC)

2016:

Emerging Management Accounting Scholars Symposium (UIUC)
Illinois Audit Doctoral Consortium (UIUC)

Teaching

Instructor, University of Wisconsin-Madison

ACCTIS 310, Cost Management Systems, Spring 2022 – Spring 2025

Average evaluation: 4.55/5.0

Teaching Assistant, University of Illinois Urbana-Champaign

ACCY 570, Data Analytics Foundations for Accountancy, Fall 2020 & Spring 2021

Instructor, University of Illinois Urbana-Champaign

ACCY 302, Decision Making for Accountancy, Summer 2018 (4.8/5.0 instructor rating)

ACCY 304, Accounting Control Systems, Summer 2017 (4.7/5.0 instructor rating)

Teaching Assistant, University of Illinois Urbana-Champaign

ACCY 304, Accounting Control Systems, Fall 2016 & Spring 2017

Honors and Scholarships

2022 AAA Annual Meeting Outstanding Reviewer Award	2022
The Gies College of Business Excellence-in-Teaching Award	2021
The Marvin and Nancy Dennis Doctoral Fellowship in Accountancy	2020-21
2020 AAA Annual Meeting Outstanding Reviewer Award	2020
Deloitte Annual Doctoral Consortium Fellow	2020
The Marvin and Nancy Dennis Doctoral Fellowship in Accountancy	2018-19
P. Christopher Lu Doctoral Excellence Award	2018-19
Joseph E. Zwisler and Ouida Wald Zwisler Summer Doctoral Fellowship	2018
Fred H. Figge Distinguished Teaching Award	2018

Service

Ad-Hoc Referee: The Accounting Review; Accounting, Organizations and Society; European Accounting Review; Journal of Management Accounting Review; Journal of Accounting and Public Policy; Production and Operations Management; American Accounting Association – Management Accounting Section; American Accounting Association – Annual Meeting; Hawaii Accounting Research Conference

Professional Membership

American Accounting Association – Management Accounting Section

Last Updated February 2026