

VITA
THOMAS HEMMER

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PERSONAL:

Date of Birth: November 2, 1960
Place of Birth: Odense, Denmark
Married, 2 children

EDUCATION:

Bachelor of Arts (BA), Business Economics, Odense University, Denmark (July 1984).

Master of Business Administration, Accounting and Auditing, (Cand. Merc. Aud.)
Odense University, Denmark (December 1986).

Visiting Scholar at Department of Accounting, University of Washington
(1987/88 academic year).

Doctorate of Philosophy in Economics (Oecon), Odense University, Denmark
(March 1990).

Post Doctoral Scholar and Visiting Assistant Professor at Department of
Accounting, University of Washington (1989/90 and 1990/91 academic years).

APPOINTMENTS:

Assistant Professor at Department of Accounting, University of Washington (Fall 1991
to Summer 1995).

Visiting Assistant Professor at the Anderson Graduate School of Management,
University of California, Los Angeles (1994/95 academic year).

Assistant Professor, Graduate School of Business, The University of Chicago, Summer
1995 – Summer 1998.

Associate Professor, Graduate School of Business, The University of Chicago,
Summer 1998 – Summer 2003

Professor, Department of Accounting and Finance, London School of Economics
Summer 2003 – Summer 2005

Charles McMahan Professor of Accountancy, Bauer College of Business, University
of Houston, Summer 2005 –

RESEARCH INTEREST:

Information economics based modeling with a major focus on measurement and incentive problems in organizations. Also, problems pertaining to the use and valuation of employee stock options.

MAIN PUBLICATIONS:

Hemmer, T., 1993, Risk-Free Incentive Contracts: Eliminating Agency Cost using Option Based Compensation Schemes, *Journal of Accounting and Economics*, 16: 4.

Hemmer, T., C. Stinson, and I. Vaysman, 1994, Self-Audits and Taxpayer Compliance, *Journal of the American Taxation Association*.

Hemmer, T., S. Matsunaga, and T. Shevlin, 1994, Estimating the Fair Value of Employee Stock Options with Expected Early Exercise, *Accounting Horizons*, December.

Hemmer, T., 1995, On the Interrelation between Production Technology, Job Design and Incentives, *Journal of Accounting and Economics*, 19: 2&3.

Hemmer, T., S. Matsunaga, and T. Shevlin, 1996, The Influence of Risk Diversification on the Early Exercise of Employee Stock Options. *Journal of Accounting and Economics*, 21: 1.

Hemmer, T., 1996, Discussion of Moral Hazard and Management Control in Just-in-Time Settings, *Journal of Accounting Research, Supplement*.

Hemmer, T., 1996, Allocations of Sunk Capacity Costs and Joint Costs in a Linear Principal-Agent Model, *The Accounting Review*, 71: 3.

Hemmer, T., 1996, On the Design and Choice of "Modern" Management Accounting Measures, *Journal of Management Accounting Research*, 8.

Hemmer, T., S. Matsunaga, and T. Shevlin, 1998, Optimal Exercise and the Cost of Granting Employee Stock Options With a Reload Provision, *Journal of Accounting Research*, Fall.

Hemmer, T., 1998, Performance Measurement Systems, Incentives, and the Optimal Allocation of Responsibilities, *Journal of Accounting and Economics*.

Gigler, F., and T. Hemmer, 1998, On the Frequency, Quality, and Informational Role of Mandatory Financial Reports, *Journal of Accounting Research*, Supplement.

Hemmer, T., S. Matsunaga, and T. Shevlin, 1999, A Guide to Valuing Employee Stock Options With a Reload Feature. *Journal of Applied Corporate Finance*, Summer.

Hemmer, T., O. Kim, and R. Verrecchia, 2000, Introducing Convexity into Optimal Compensation Contracts. *Journal of Accounting and Economics*, 28.

Hemmer, T., S. Matsunaga, and T. Shevlin, 2000, Reload Employee Stock Option Plans: Incentive Alignment or Rent Extraction. *Journal of Accounting, Auditing, and Finance*, Fall.

Gigler, F., and T. Hemmer, 2001, Conservatism, Optimal Disclosure Policy, and the Timeliness of Financial Reports. *The Accounting Review*, October.

Gietzman, M., and T. Hemmer, 2002, On the Relation Between the Optimal Incentive Structure and the Cost and Benefits of Bottlenecks. *Journal of Labor Economics*, April.

Gigler, F., and T. Hemmer, 2002, Informational Costs and Benefits of Equity Carveouts. *Journal of Accounting and Economics*, February.

Hemmer, T., 2004, Lessons Lost in Linearity: A Critical Assessment of the General Usefulness of LEN Models in Compensation Research, *Journal of Management Accounting Research*.

Gigler, F., and T. Hemmer, 2004, On the Value of Transparency in Agencies With Renegotiation, *Journal of Accounting Research*.

Hemmer, T., 2005, On the Subtleties of the Principal-Agent Model. In Antle, Gjesdal, and Liang (editors), *Essays on Accounting Theory in Honour of Joel S. Demski*, Springer.

Christensen, J., and T. Hemmer, Analytical Modeling of Cost in Management Accounting Research. *Handbook of Management Accounting Research*, Forthcoming.

WORKING PAPERS:

Gigler, F., and T. Hemmer, Unlimited Renegotiation, Moral Hazard, and the Value of Limiting Commitment.

SOME OTHER WORK IN PROGRESS:

Hemmer, T., Optimal Contracts with Exogenous Risk.

Hemmer, T., and E. Labro, A Theory of the Relation Between the Properties of Internal and External Reporting Systems.

TEACHING ASSIGNMENTS:

Teaching Assistant, Systems Analysis and Managerial Economics, undergraduate level (February 1985 through June 1986), Odense University.

Intermediate Financial Accounting, undergraduate level, Managerial Accounting and Information Economics, graduate level (1988/89), Odense University

Introductory Financial Accounting, Acctg. 210, (1989/90 and 1990/91), UW.

Cost Accounting, Acctg. 311, (1991/92 through 1993/94 academic year), UW.

Cost Accounting, Acctg. 505, (Summer quarter 1991, 1992, 1993 and 1994), UW.

Doctoral Seminar in Managerial Accounting Research, Acctg. 597, (Spring 1991), UW.

Doctoral Seminar in Managerial Accounting Research, Acctg. 581, (Spring 1991, 1992, 1993 and Winter 1994), UW.

Cost Accounting, Mgmt. 122, (Fall 1994 and Winter 1995), UCLA.

Cost Accounting, Mgmt. 222, (Fall 1994 and Winter 1995), UCLA.

Management Accounting, Business 311, (Fall 1995, Winter 1996, Winter/Spring 1997, Winter 1998 and 1999, Fall 2000, and Winter 2001), GSB, University of Chicago.

Doctoral Seminar, joint with Ray Ball and Peter Pope, (Fall 1997) European Institute for Advanced Studies in Management, Brussels, Belgium.

Advanced Management Accounting, Business 315, (Spring 1998,1999, Winter 2000), GSB, University of Chicago.

Doctoral Seminar in Theoretical Accounting Research, Business 516, (Spring 2000, Winter 2001, Spring 2002, Spring 2003), GSB, University of Chicago.

Doctoral Seminar in Repeated Principal-Agent Theory, Universitaet Tübingen, Germany (December 2000).

Doctoral Seminar in Theoretical Managerial Accounting Research, Universiteit Maastricht, The Netherlands (January 2001).

Doctoral Class in the foundation of the Linear Principal-Agent Model, University of Texas, Austin (April 2002).

Doctoral Seminar on Incentives for Non-disclosure, London School of Economics, (March 24-26, 2003).

Managerial Accounting, AC410, (Fall 2002 and 2003) London School of Economics.

Doctoral Seminar in Theoretical Accounting Research, AC500, (Winter 2004), London School of Economics.

Doctoral Seminar on Earnings Management, London School of Economics, (March 17-19, 2004).

ACADEMIC HONORS:

Research Fellow at Department of Management, Odense University (December 1986 through December 1989).

Danish Academy of Research Grant for Studies at the University of Washington (1987/88 academic year).

Touche Ross European Doctoral Colloquium in Accounting, Stuttgart, W. Germany (April 1989).

Danish Social Science Research Council research Grant for Post-Doctoral Studies at University of Washington (1989/90 academic year).

Department of Accounting Research Excellence Award, University of Washington, 1994.

Arthur Andersen Visiting Fellow in the Department of Accounting and Finance at London School of Economics, November 17-23, 1997.

William S. Fishman Research Scholar, Graduate School of Business, University of Chicago, 1997/98 and 1998/1999.

Co-chair, 2001 AAA Managerial Accounting Research Conference.

Co-organizer, 2001 AAA New Faculty Consortium

Organizing Committee, 2002 AAA Doctoral Consortium

Chair, 2002 AAA Notable Contribution to Management Accounting Research Award Committee

EDITORIAL BOARDS:

Journal of Management Accounting Research, 1996-

Journal of Accounting Research, 1998-

Journal of Accounting and Economics, 2000-2003

Management Accounting Research, 2000-

INVITED RESEARCH PRESENTATIONS:

Baruch College

Carnegie Mellon University

Copenhagen Business School (Finance)

Emory University

Hong Kong University of Science and Technology (Four times)

INSEAD, France (Finance)

London Business School (Twice)

London School of Economics (Four times)

New York University

Northwestern University

Odense University

Ohio State University

Otto-von-Guericke-University Magdeburg, Germany

Pennsylvania State University (Twice)

Purdue University (Twice)

Stanford University

Syracuse University

Universitaet Tübingen, Germany (Workshop + doctoral seminars)

Universiteit Maastricht, The Netherlands (doctoral seminars)
University of Arizona
University of California, Berkeley
University of California, Irvine (Twice)
University of California, LA (Accounting twice, Finance once)
University of Chicago
University of Gothenburg
University of Houston
University of Illinois, Chicago
University of Iowa
University of Memphis (Twice)
University of Michigan (Twice)
University of Minnesota (Three times)
University of North Carolina (Three times)
University of Oregon (Three times)
University of Pennsylvania
University of Rochester (Twice)
University of Southern California (Twice)
University of Texas, Austin (Three times)
University of Washington (Multiple)
Washington University, St. Louis (Twice)
1999 PAC-10 Doctoral Consortium - Tempe
1999 AAA Doctoral Consortium - Tahoe
2000 EIASM Accounting and Economics Conference, Copenhagen
2001 BIG-10 Doctoral Consortium - Ann Arbor
2001-02 Management Accounting Doctoral Consortium - Austin
Financial Accounting Standards Board (SFAS 123)
Hewitt Associates
American Compensation Association's Academic Conference
2004 APEC Policy Dialogue on Financial Disclosure

January 2006