

# PABLO CASAS-ARCE

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## CURRENT AND PAST POSITIONS

### **W.P. Carey School of Business, Arizona State University**

Associate Professor (with tenure) of Accounting. 2018 to Present.  
Assistant Professor of Accounting. 2012 to 2018.

### **Universitat Pompeu Fabra**

Associate Professor (with tenure), Department of Economics and Business. 2012.  
Assistant Professor, Department of Economics and Business. 2006 to 2012.  
Barcelona GSE affiliated professor. 2006 to 2012.  
Ramon y Cajal Fellow. 2009 to 2012.

### **IESE Business School – SPSP Research Center**

Research Fellow. 2008 to 2012.

### **University of Oxford**

Leverhulme Postdoctoral Research Fellow, Department of Economics and Nuffield College. 2003 to 2006.

## EDUCATION

### **Harvard University**

PhD in Economics. June 2003.  
Thesis Title: Essays on the Economics of Organizations

### **Universitat Pompeu Fabra**

B.A. in Economics. June 1998.

## PUBLICATIONS

- [1] Casas-Arce, Pablo and Asís Martínez-Jerez. 2009. “Relative Performance Compensation, Contests and Dynamic Incentives,” *Management Science*, Vol. 55, no. 8, pp. 1306-1320.
- [2] Casas-Arce, Pablo and Albert Saiz. 2010. “Owning versus Renting: Do Courts Matter?” *Journal of Law and Economics*, Vol. 53, no. 1, pp. 137-165.
- [3] Casas-Arce, Pablo. 2010. “Dismissals and Quits in Repeated Games,” *Economic Theory*, Vol. 43, no. 1, pp. 67-80.
- [4] Casas-Arce, Pablo. 2010. “Career Tournaments,” *Journal of Economics and Management Strategy*, Vol. 19, no. 3, pp. 667-698.
- [5] Casas-Arce, Pablo and Santhi Hejeebu. 2012. “Job Design in the Presence of Career Concerns,” *Journal of Economics and Management Strategy*, Vol. 21, no. 4, pp. 1081-1108.
- [6] Casas-Arce, Pablo and Albert Saiz. 2015. “Women and Power: Unpopular, Unwilling, or Held Back?” *Journal of Political Economy*, Vol. 123, no. 3, pp. 641-669.

- [7] Casas-Arce, Pablo, Asís Martínez-Jerez and V.G. Narayanan. 2017. “The Impact of Forward-Looking Metrics on Employee Decision Making: The Case of Customer Lifetime Value,” *The Accounting Review*, Vol. 92, no. 3, pp. 31-56.
- [8] Casas-Arce, Pablo, Sofia Lourenço, and Asís Martínez-Jerez. 2017. “The Performance Effect of Feedback Frequency and Detail: Evidence from a Field Experiment in Customer Satisfaction,” *Journal of Accounting Research*, Vol. 55, no. 5, pp. 1051-1088.  
Winner of the *Notable Contribution to Management Accounting Literature Award* in 2019.
- [9] Casas-Arce, Pablo, Martin Holzhaecker, Matthias D. Mahlendorf, and Michal Matejka. 2018. “Relative Performance Evaluation and the Ratchet Effect,” *Contemporary Accounting Research*, Vol. 35, no. 4, pp. 1702-1731.
- [10] Casas-Arce, Pablo, and Benito Arruñada. 2018. “Mortgage Loans and Interest Rate Floors and Ceilings,” in Juan José Ganuza and Fernando Gómez Pomar (eds.), *Presente y Futuro del Mercado Hipotecario Español: Un Análisis Económico y Jurídico*, Thompson Reuters Aranzadi, Cizur Menor, 285-314.
- [11] Casas-Arce, Pablo, Thomas Kittsteiner, and Asís Martínez-Jerez. 2019. “Contracting with Opportunistic Partners: Theory and Application to Technology Development and Innovation,” *Management Science*, Vol. 65, no. 2, pp. 842-858.
- [12] Casas-Arce, Pablo, Raffi Indjejikian, and Michal Matejka. 2020. “Bonus Plan Choices During an Economic Downturn,” *Journal of Management Accounting Research*, Vol. 32, no. 2, pp. 85-105.
- [13] Casas-Arce, Pablo and Asís Martínez-Jerez. 2022. “Leader Effects in Competition Among Teams: Evidence from a Field Intervention,” *The Accounting Review*, Vol. 97, no. 1, pp. 99-122.
- [14] Casas-Arce, Pablo, Mandy M. Cheng, Isabella Grabner, and Sven Modell. 2022. “Managerial Accounting for Decision-Making and Planning,” *Journal of Management Accounting Research*, Vol. 34, no. 1, pp. 1-7.
- [15] Casas-Arce, Pablo, Carolyn Deller, Asís Martínez-Jerez, and José Manuel Narciso. 2023. “Knowing That You Know: Incentive Effects of Relative Performance Disclosure,” *Review of Accounting Studies*, Vol. 28, no. 1, pp. 91-125.
- [16] Casas-Arce, Pablo, Asís Martínez-Jerez, and Joseph Moran. 2025 “Motivating from the Heights: A Field Experiment on Top Managers Visiting the Front-line,” *Review of Accounting Studies*, Vol. 30, no. 2, pp. 1099-1135.
- [17] Brown, Jennifer, Pablo Casas-Arce, David Kenchington, and Roger White. “Real Effects of Non-Streamlined Sales Tax Administration: Evidence from the Florida Hotel Industry.” Forthcoming at the *Journal of Accounting Research*.

## OTHER PUBLICATIONS

- [1] Casas-Arce, Pablo, Sofia Lourenço, and Asís Martínez-Jerez. “Managing Employee Learning and Motivation,” *WorkSpan*, February 2018.
- [2] Casas-Arce, Pablo, Sofia Lourenço, and Asís Martínez-Jerez. “When Less (Frequent) Is More,” *Strategic Finance*, February 2020.

## WORKING PAPERS

- [1] Casas-Arce, Pablo, Asís Martínez-Jerez, and Joseph Moran. “Bout of Sales: Impact of Alignment between Leadership Style and Incentive Systems.”
- [2] Casas-Arce, Pablo, and Asís Martínez-Jerez. “On the Choice of Level or Ratio Targets in a Bonus Plan: Theory and Empirical Evidence from a Field Experiment.”
- [3] Casas-Arce, Pablo, Asís Martínez-Jerez, and Maximiliano Stock. “Accounting, Legal Institutions, and the Adoption of Good Management Practices.”
- [4] Casas-Arce, Pablo, Stephen Hansen, Miguel Angel Martínez-Carrasco, and Asís Martínez-Jerez. “Initial Match and Career Outcomes: Evidence from the NFL Draft.”
- [5] Casas-Arce, Pablo, Luís Gómez-Mejía, Asís Martínez-Jerez, and Kristen Raney. “For the Long Haul: Family Firm Influence on Buyer-Supplier Relationships.”
- [6] Casas-Arce, Pablo, Asís Martínez-Jerez, and Helena Perrone. “Demand Steering Through the Smokescreen of Stockouts: Evidence from Cigarette Vending Machines.”

## TEACHING MATERIAL

- “Atento: Managing the Employee Lifecycle in Brazil,” (with Asís Martínez-Jerez, Christopher D. Ittner, and Joshua Petersel) Harvard Business School case 9-114-012. August 27, 2013.
- “Atento: Managing the Employee Lifecycle in Brazil (Teaching Note),” (with Asís Martínez-Jerez and Christopher D. Ittner) Harvard Business School teaching note 5-114-013. August 23, 2013.
- “Turning an Airline into a “JETS” Company,” (with Asís Martínez-Jerez) Cornell University case. January 22, 2024.

## TEACHING EXPERIENCE

Management Accounting (Graduate, ProFlex MBA), Arizona State University, Fall 2019 to present  
Performance Measurement and Advanced Managerial Accounting (Graduate, MACC), Arizona State University, Spring 2014 to present  
Management Accounting for Corporate Accountants II (Undergraduate, online), Arizona State University, Spring 2019 to present  
Fundamentals of Managerial Accounting (Undergraduate), Arizona State University, Spring 2019  
Internal Reporting (Undergraduate), Arizona State University, Spring 2013  
Human Resource Management (Undergraduate), Universitat Pompeu Fabra. Winter 2009 to 2011  
Human Resource Management (Undergraduate), Universitat Pompeu Fabra. Fall 2006 & 2007  
Theory of the Firm (M.Phil.), University of Oxford. Spring 2006  
Industrial Organization (M.Phil.), University of Oxford. Fall 2005  
Class teacher for Microeconomic Theory (M.Phil.), University of Oxford. Fall 2005  
Industrial Organization (M.Phil.), University of Oxford. Spring 2005  
Class teacher for Microeconomic Theory (M.Phil.), University of Oxford. Spring 2005  
Class teacher for Microeconomic Theory (M.Phil.), University of Oxford. 2003-2004  
Bargaining and Contracts (M.Phil.), University of Oxford. Fall 2003  
Teaching fellow for Econ2010a, Microeconomic Theory (PhD), Harvard University. Fall 2000 & 2001

## **INVITED PRESENTATIONS**

2024	Frankfurt School of Finance and Management
2023	National University of Singapore, Nanyang Technological University
2022	STACK webinar (discussant), Cornell University
2021	Carnegie Mellon University, Emory University, Tilburg University
2020	WHU Otto Beisheim School of Management
2019	Harvard Business School IMO Conference (discussion), CPMRE Performance Management Research Symposium in Toronto (invited presentation), Carnegie Mellon University Accounting mini conference (discussion), Universida de Vigo
2018	Harvard Business School, UC Irvine (discussion)
2017	Tuck School of Business at Dartmouth College, CEIBS (Shanghai, China)
2016	Carnegie Mellon University
2014	Queen's School of Business (Canada), Universitat Pompeu Fabra
2012	Universitat Autònoma de Barcelona (Applied Economics)
2011	Arizona State University, Carlos III (Business), Universitat de Barcelona, CUNEF
2010	Universitat Autònoma de Barcelona (Economics), IESE (twice)
2009	Universitat Autònoma de Barcelona (Business)
2008	University of St. Andrews, Université de Paris
2006	Universitat Pompeu Fabra, Universidad de Alicante, Queen Mary, Southampton, Brunel, Johnson Graduate School of Management at Cornell, IESE, UCL
2005	Tinbergen Institute Rotterdam, University of Essex
2003	Oxford, Universitat Autònoma de Barcelona, Universidad de Alicante, Bocconi
2002	University of Iowa

## **PANELIST PRESENTATIONS**

How to Produce Practice Relevant Management Accounting Research Using Any Methodology, Management Accounting Section Midyear Meeting (Austin), 2024  
Inter-Disciplinary Research on Management Accounting: What Does It Mean and How Can It Be Promoted?, Management Accounting Section Midyear Meeting (Houston), 2020

## **CONFERENCE PRESENTATIONS**

Management Accounting Section Conference (Orlando), 2024  
American Accounting Association Meeting (Denver), 2023  
Management Accounting Section Conference (Atlanta), 2023  
American Accounting Association Meeting (Washington DC), 2018  
EIASM Workshop on Accounting and Economics (Paris), 2018  
Management Accounting Section Conference (Puerto Rico), 2017  
American Accounting Association Meeting (New York City), 2016  
EIASM Workshop on Accounting and Economics (Tilburg), 2016  
Global Management Accounting Research Symposium (Copenhagen), 2015  
Management Accounting Section Conference (Newport Beach, CA), 2015  
American Accounting Association Meeting (Atlanta), 2014  
Management Accounting Section Conference (Orlando), 2014  
Cherry Blossom Conference at George Washington University (Washington, DC), 2013  
Econometric Society European Meeting (Malaga), 2012  
Management Accounting Section Conference (Houston), 2012  
American Accounting Association Meetings (Denver), 2011  
EARIE (Stockholm), 2011

Tournaments, Contests and Relative Performance Evaluation Conference, NC State University, 2011  
 Jornadas de Economía Industrial (Madrid), 2010  
 Asociación Española de Derecho y Economía (Madrid), 2010  
 Simposio de Análisis Económico (Valencia), 2009  
 Jornadas de Economía Industrial (Vigo), 2009  
 Econometric Society European Meeting (Milan), 2008  
 European Economic Association Meeting (Milan), 2008  
 European Summer Symposium in Economic Theory (Gerzensee, Switzerland), 2008  
 IESE Workshop, 2008  
 Tournaments, Contests and Relative Performance Evaluation Conference, NC State University, 2008  
 Simposio de Análisis Económico (Granada), 2007  
 Econometric Society European Meeting (Budapest), 2007  
 European Economic Association Meeting (Budapest), 2007  
 IESE Workshop, 2006 (Discussant)  
 Econometric Society World Congress (London), 2005  
 European Summer Symposium in Economic Theory (Gerzensee, Switzerland), 2005  
 American Economic Association Meeting (Philadelphia), 2005  
 Econometric Society European Meeting (Madrid), 2004  
 European Economic Association Meeting (Madrid), 2004

## **AWARDS AND SCHOLARSHIPS**

Grant from the Spanish Ministry of Science & Technology (PI: Juan José Ganuza), 2024-2027  
 Grant from the Spanish Ministry of Science & Technology (PI: Juan José Ganuza), 2021-2023  
 Notable Contribution to Management Accounting Literature Award, 2019.  
 Grant from the Spanish Ministry of Science & Technology (PI: Juan José Ganuza), 2018-2020  
 Grant from the Spanish Ministry of Science & Technology (PI: Juan José Ganuza), 2015-2017  
 Grant from the Spanish Ministry of Science & Technology (PI: Juan José Ganuza), 2012-2014  
 Ramon y Cajal Fellowship, 2009-2014  
 Grant from the Spanish Ministry of Science & Technology (PI: José García Montalvo), 2008-2012  
 Juan de la Cierva Fellowship, 2006-2009  
 Young Economist Award EEA2004  
 Harvard University Ph.D. Tuition Fellowship, 2002-2003  
 Danielian Fund (Harvard) for project: “Job Design and the Benefits of Private Trade,” 2002  
 Harvard University GIC Award for Excellence in Teaching (Ec2010a, Fall 2001)  
 Harvard University GIC Award for Excellence in Teaching (Ec2010a, Fall 2000)  
 Bank of Spain Fellowship, 1998-2002  
 Spanish Ministry of Education and Science Research Fellowship (José García Montalvo), 1997-1998  
 Caixa de Manresa Savings Bank Fellowship, 1997-1998

## **PROFESSIONAL EXPERIENCE**

### **Editorial Boards:**

Associate Editor of the Decision Sciences Journal. 2017 to present.  
 Editor of the Journal of Management Accounting Research. 2022 to present.  
 Ad-hoc Editor of Management Accounting Research. 2023 to present.  
 Co-editor of the special interest forum on Managerial accounting for decision-making and planning of the Journal of Management Accounting Research. 2019 to 2022.  
 Member of the editorial board of The Accounting Review. 2023 to present.  
 Member of the editorial board of Contemporary Accounting Research. 2020 to present.

Member of the editorial board of Accounting, Organizations and Society. 2019 to present.  
Member of the editorial board of Management Accounting Research. 2019 to present.

Member of the editorial board of the Journal of Management Accounting Research. 2019 to 2021.  
Member of the editorial board of the European Accounting Review. 2012 to 2015.

**Conference organization:**

Program committee member of the Econometric Society European Meeting. 2008, 2009, 2011, 2012, and 2013.

**Referee for:** The Accounting Review, The Journal of Accounting Research, Management Science, Review of Accounting Studies, Contemporary Accounting Research, Accounting Organizations and Society, Journal of Management Accounting Research, Management Accounting Research, Advances in Accounting, Production and Operations Management, Journal of Political Economy, Quarterly Journal of Economics, American Economic Review, Review of Economic Studies, American Economic Journal Micro, RAND Journal of Economics, Journal of Economics and Management Strategy, Journal of Economic Theory, Journal of the European Economic Association, Economic Journal, Journal of Banking and Finance, European Economic Review, International Economic Review, Journal of Industrial Economics, Journal of Economic Behavior and Organization, International Journal of Game Theory, Journal of Institutional Economics, Oxford Bulletin of Economics and Statistics, Oxford Economic Papers, Fiscal Studies, Bulletin of Economic Research, Spanish Economic Review, Revista de Economía Aplicada, InDret.

**Service:**

MAS PhD Student Mentorship Program Participant, 2024

Member of the SOA personnel advisory team, Arizona State University, 2022-present

Member of the SOA Director's advisory team, Arizona State University, 2020-22

Member of the recruiting committee, Arizona State University, 2016-17, 2020-21, and 2024-25

Organizer of the accounting seminar, Arizona State University, 2013 to 2018

Member of the Undergraduate committee, Arizona State University, 2013-14

Member of the recruiting committee, Universitat Pompeu Fabra, 2007-08 and 2008-09

Organizer of the microeconomics seminar, Universitat Pompeu Fabra, 2007-08 and 2008-09

Participant in Pompeu Fabra's promotional seminars for high school students, 2006-07 and 2007-08

Organizer of the "human resources week" at Universitat Pompeu Fabra, 2007

PhD thesis committee member: Nan Jiang (University of Amsterdam, 2020), Jeh-Hyun Cho (Arizona State University, 2020), Bing Chen (Arizona State University, 2017), Miguel Angel Martínez Carrasco (UPF, 2015), Vadim Sidorov (IESE, 2011), Yolanda Portilla (Carlos III, 2009), Giorgio Zanarone (UPF, 2008), Fabio Feriozzi (Carlos III, 2007).

Updated: May 2025