

# THOMAS SIMON

London School of Economics and Political Science  
Marshall Building MAR 3.25 — 44 Lincoln's Inn Fields — London WC2A 3LY  
t.simon@lse.ac.uk

## EMPLOYMENT

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**London School of Economics and Political Science, UK** 09/2026 — present  
Assistant Professor of Accounting

## EDUCATION

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**University of Mannheim, Germany** 09/2019 — 08/2026  
Doctoral Studies in Accounting

**University of Miami, Florida, U.S.** 08/2024 — 12/2024  
Visiting Research Scholar

**University of Mannheim, Germany** 09/2017 — 08/2019  
M.Sc. in Management (*with distinction*)

**University of Mannheim, Germany** 09/2013 — 08/2016  
B.Sc. in Business Administration (*with distinction*)

**Bentley University, Massachusetts, U.S.** 09/2015 — 12/2015  
Exchange Semester

## RESEARCH

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### SCHOLARLY PUBLICATIONS

- [1] Invitation Messages for Business Surveys: A Multi-Armed Bandit Experiment, with J.J. Gaul, F. Keusch, and D. Rostam-Afschar, *Survey Research Methods*, 19(4), 409–429, 2025.  
(2024 Center for Doctoral Studies in Business (CDSB) Best Interdisciplinary Paper Award)

### WORKING PAPERS

- [2] Hips Don't Lie: Physician Incentive Contracting and Surgery Outcomes (solo-authored).  
[3] Police Officer Identification and Misconduct, with F. Vetter and G. von Zedlitz.  
[4] Operating Leverage and Corporate Responses to the COVID-19 Crisis, with J. Bischof, C. Karlsson, D. Rostam-Afschar, and D. Simons.

### WORK IN PROGRESS

- [5] (Real) Effects of Anti-Terrorism Disclosure Requirements, with E. Floyd and L. Vollon.  
[6] In Good Times and in Bad? Information Acquisition in SMEs, with P. Schrader.

### PROFESSIONAL PUBLICATIONS

- [7] Application of the ESRS by German Companies—Implementation Status and Challenges (originally: “Anwendung der ESRS durch deutsche Unternehmen—Umsetzungsstand und Herausforderungen”), with J. Bischof and Y. Liu, *Betriebs-Berater*, 79(23), 2024.  
[8] The Impact of War on Businesses: Energy Dependence and Price Increases (originally: “Kriegsauswirkungen auf Unternehmen: Energieabhängigkeit und Preiserhöhungen”), with J. Bischof, P. Dörrenberg, D. Rostam-Afschar, and J. Voget, *Wirtschaftsdienst*, 102(9), 2022.  
[9] Cost Structure and Business Flexibility During the COVID-19 Crisis (originally: “Kostenstruktur und Unternehmensflexibilität in der COVID-19 Krise”), with J. Bischof, C. Karlsson, D. Rostam-Afschar, and D. Simons, *Controlling & Management Review*, 66(7), 2022.  
[10] The Relevance of Cost Structure for the Effectiveness of Governmental Aid Programs (originally: “Die Bedeutung der Kostenstruktur für die Effektivität von Staatshilfen”), with J. Bischof, C. Karlsson, and D. Rostam-Afschar, *Wirtschaftsdienst*, 101(7), 2021.

## TEACHING EXPERIENCE

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### Bachelor, Seminar, and Master Theses

Fall 2020 — Spring 2026

Independent Supervisor at the University of Mannheim (UM)

### Financial Accounting, Controlling and Taxation Talent Program (Executive Program)

Spring 2025

Lecturer in Controlling at Mannheim Business School

Evaluation: 4.6 (scale 1-5, 5 being the best)

### Disclosure Theory (Master)

Spring 2022, 2023, 2024

Teaching Assistant to Dirk Simons and Exercise Instructor at UM

Evaluation: 1.0 (scale 1-5, 1 being the best)

### Audit Theory (Master)

Fall 2021, 2022, 2023

Teaching Assistant to Dirk Simons and Exercise Instructor at UM

Evaluation: 1.0 (scale 1-5, 1 being the best)

### Advanced Financial Accounting (Bachelor)

Fall 2020, 2021, 2022, 2023

Lecturer at Baden-Wuerttemberg Cooperative State University

### International Financial Accounting (Bachelor)

Spring 2021

Teaching Assistant to Dirk Simons and Exercise Instructor at UM

Evaluation: 1.1 (scale 1-5, 1 being the best)

### Group Accounting (Master)

Fall 2020

Teaching Assistant to Dirk Simons and Exercise Instructor at UM

Evaluation: 1.4 (scale 1-5, 1 being the best)

### Introduction to Financial Accounting (Bachelor)

Fall 2014; Spring 2015, 2016, 2018, 2019

Student Teaching Assistant and Tutorial Instructor at UM

Evaluation: 1.2 (scale 1-5, 1 being the best)

## PRESENTATIONS & CONFERENCE PARTICIPATION

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**2026:** Pompeu Fabra University, Barcelona, Spain (*P*); London School of Economics and Political Science, United Kingdom (*P*); Vienna University of Economics and Business, Austria (*P*); Bocconi University, Milan, Italy (*P*); Disclosure, Information Sharing, and Secrecy (DISS) Workshop (*P*) [online]

**2025:** Utrecht University, Netherlands (*P*); Doctoral Program in Accounting, Reporting, and Taxation Workshop, University of Graz, Austria (*P*); Annual Congress of the European Accounting Association (EAA), Rome, Italy (*P*); Bonn-Cologne-Frankfurt-Mannheim PhD Conference, Goethe University Frankfurt, Germany (*P, D*); Analytical Research in Accounting Workshop, University of Paderborn, Germany (*P*); EAA Talent Workshop, IE University, Madrid, Spain (*P*); Annual Symposium of the German Economic Association of Business Administration (GEABA), WHU Vallendar, Germany (*D*); Miami Winter Warm-Up Conference, University of Miami, U.S. (*A*); 5U Accounting & Tax Conference, University of Mannheim, Germany (*A*); Emerging Scholars in Accounting Conference, Frankfurt School, Germany (*A*)

**2024:** Humboldt University, Berlin, Germany (*P*); University of Miami, U.S. (*P*); Analytical Research in Accounting Workshop, University of Würzburg, Germany (*P*); Doctoral Program in Accounting, Reporting, and Taxation Workshop, University of Graz, Austria (*D*)

**2023:** Annual Congress of the European Accounting Association (EAA), Helsinki, Finland (*P*); Annual Congress of the European Survey Research Association (ESRA), Milan, Italy (*P*); TRR 266 Accounting for Transparency Annual Conference, University of Mannheim, Germany (*P*); Doctoral Program in Accounting, Reporting, and Taxation Workshop, University of Graz, Austria (*A*); Analytical Research in Accounting Workshop, University of Bielefeld, Germany (*A*)

**2022:** Annual Congress of the European Accounting Association (EAA), Bergen, Norway (*P*); Annual Congress of the German Academic Association for Business Research (VHB) (*P*) [online]; Analytical Research in Accounting Workshop (*A*) [online]; TRR 266 Accounting for Transparency Annual Conference, Ludwig Maximilian University of Munich, Germany (*A*)

**2021:** Analytical Research in Accounting Workshop (*P*) [online]; TRR 266 Accounting for Transparency Annual Conference, University of Paderborn, Germany (*A*)

**2020:** TRR 266 Accounting for Transparency Annual Conference (*A*) [online]

*Presentation (P), Discussion (D), Attendance (A)*

## MEMBERSHIPS & SERVICE

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### Memberships

German Business Panel (GBP), German Economic Association of Business Administration (GEABA), European Accounting Association (EAA), TRR 266 Accounting for Transparency

### Refereeing

MAS-Midyear Meeting, AAA Annual Conference

## AWARDS & SCHOLARSHIPS

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### Awards

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|---------------------------------------------------------------------------------------|------|
| Center for Doctoral Studies in Business (CDSB) Best Interdisciplinary Paper Award     | 2024 |
| MAS-Midyear Meeting (AAA) Outstanding Reviewer Award                                  | 2022 |
| Mannheim Forum Accounting & Taxation Award: Outstanding Master Thesis                 | 2019 |
| Mannheim Forum Accounting & Taxation Award: Outstanding Bachelor Thesis               | 2016 |
| Ministry of Education, Rhineland-Palatinate: Best Graduating Student Award (A-Levels) | 2013 |

### Scholarships

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|-------------------------------------------------------------------------|-------------|
| Julius-Paul-Stiegler Memorial Foundation Scholarship                    | 2023, 2024  |
| IDEUM Scholarship for Internationalization of Doctoral Education        | 2024        |
| Graduate School of Economics and Social Sciences (GESS) PhD Scholarship | 2019        |
| German National Scholarship (Deutschlandstipendium)                     | 2013 — 2019 |
| PROMOS Exchange Scholarship (DAAD)                                      | 2015        |

## WORK EXPERIENCE (NON-ACADEMIC)

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### PricewaterhouseCoopers LLP

Intern, Audit Private-Company-Services

11/2016 — 05/2017  
Washington D.C., U.S.

### KPMG AG Wirtschaftsprüfungsgesellschaft

Intern, Audit Financial Services

06/2015 — 07/2015  
Frankfurt, Germany