

## ANDREA PAWLICZEK

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### Professional Experience

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University of Colorado, Leeds School of Business, Boulder, CO  
*Assistant Professor* (August 2021 - Present)

University of Missouri, Robert J. Trulaske, Sr. College of Business, Columbia, MO  
*Assistant Professor* (August 2017 – May 2021)  
*BKD Faculty Scholar* (August 2018 – May 2021)

University of Colorado, Leeds School of Business, Boulder, CO  
*Research Assistant* (August 2013 – May 2017)

Manhattan Prep  
*GMAT Instructor and Curriculum Developer* (2009 to 2017)

SIMON-KUCHER & PARTNERS-Life Science Division, Cambridge, MA  
*Senior Consultant* (2002-2006)

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### Education

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University of Colorado, Leeds School of Business, Boulder, CO  
*Ph.D. in Business Administration, 2017.*  
*Dissertation: The Effect of Performance Shares on Executive Incentives*

Duke University, The Fuqua School of Business, Durham, NC  
*Master of Business Administration, 2008.*

Emory University, Atlanta, GA  
*Bachelor of Arts summa cum laude, Economics and Chemistry, 2002.*

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### Teaching Interests

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Financial Accounting. Managerial Accounting.

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### Research

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Interests: Executive Compensation. Corporate Governance. Market Dynamics. Institutional Ownership.  
Financial Reporting and Disclosure.

### Published Papers:

“Performance-Vesting Share Award Outcomes and CEO Incentives” (2021)

*The Accounting Review* (<https://doi.org/10.2308/TAR-2017-0382>)

- Winner of the 2017 AAA Annual Meeting Best Management Accounting Paper Award
- Based on dissertation

“A New Take on Voice: The Influence of BlackRock’s ‘Dear CEO’ Letters” (2021) with Nikki Skinner and Laura Wellman

*Review of Accounting Studies* (<https://doi.org/10.1007/s11142-021-09603-x>)

- Co-Winner of the Best Paper Award at the 2020 *Review of Accounting Studies* Conference
- Presented at the 2020 *Review of Accounting Studies* Conference
- Presented at the 2021 FARS Section Meeting\*

“Facilitating Tacit Collusion through Voluntary Disclosure: Evidence from Common Ownership” (2022) with Nikki Skinner and Sarah Zechman (formerly “Common Ownership and Voluntary Disclosure”)

*Journal of Accounting Research* (<https://doi.org/10.1111/1475-679X.12452>)

- Featured on the *Columbia Law School Blue Sky Blog* (April 2019)
- Featured on *Oxford Business Law Blog* (February 2018)
- Featured on *ProMarket.org, The blog of the Stigler Center at the University of Chicago Booth School of Business* (March 2018)
- Presented at the 2018 AAA Annual Meeting

- “Voluntary Performance Disclosures in the CD&A” with Heidi Packard and Nikki Skinner
- *Forthcoming* at *The Accounting Review* (<https://doi.org/10.2308/TAR-2021-0181>)
  - Accepted for presentation at the 2020 Colorado Summer Accounting Research Conference (conference cancelled due to COVID-19)
  - Presented at the 2021 FARS Section Meeting
  - Presented at the 2020 AAA Annual Meeting

### **Working Papers:**

“Signing blank checks: The roles of reputation and disclosure in the face of limited information” with Nikki Skinner and Sarah Zechman

- Conditionally Accepted at *The Accounting Review*
- Featured on the *Columbia Law School Blue Sky Blog* (October 2021)
- Presented at the 2021 AAA Annual Meeting\*

“Say on ESG: The Adoption of Say-on-Pay Laws and Firm ESG Performance” with Mary Ellen Carter and Rong Zhong

- Revise and Resubmit at *The Accounting Review* (Preparing for 2<sup>nd</sup> round submission)
- Featured on the *Columbia Law School Blue Sky Blog* (July 2022)

“What Information Does Compensation Actually Paid (CAP) Provide?” with Mary Ellen Carter

- Preparing for submission

“Human and Intellectual Capital Spending Efficiency and ESG Efficacy” with Chris Armstrong, Alan Jagolinzer, and Sarah Kroechert

- Preparing for submission

“Inside Debt and Recoveries in Bankruptcy”

- Featured on the *Harvard Bankruptcy Roundtable Blog* (June 2016)

\*presented by co-author

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## **Presentations and Conferences**

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### **Selected Conferences**

- Review of Accounting Studies – December 2020, 2021, 2022 – *Presenter* (2020)
- Contemporary Accounting Research – November 2020, 2021, 2022 – *Attendee*
- Utah Winter Accounting Conference – February 2023 - *Attendee*
- UIC Accounting Research Conference – September 2022 – *Attendee*
- Dopuch Accounting Research Conference – 2019, 2021 – *Discussant* (2019)
- Music City Accounting Research Conference (Vanderbilt) - 2023
- Deloitte Trueblood Seminar – February 2018 - *Attendee*
- American Accounting Association New Faculty Consortium – February 2018 - *Attendee*
- American Accounting Association Annual Meeting – August 2017, 2018, 2019, 2020, 2021
- Colorado Accounting Research Conference – June 2013-June 2023, *Discussant* (2016)
- American Accounting Association Financial Reporting Section Meeting – 2016, 2020- 2023

### **Invited Presentations**

- University of Missouri, January 2017, *Presenter*
- Boston College, February 2017, *Presenter*
- Baruch College, February 2017, *Presenter*
- The University of Colorado Brownbag, April 2017, *Presenter*
- The University of Illinois Urbana-Champaign Brownbag, March 2020, *Presenter*
- The Corporate Governance and Executive Compensation Research Series, 2020, 2021, 2022 *Presenter*
- Lancaster University (UK), September 2020, *Presenter*
- The University of Colorado Boulder, February 2021, *Presenter*
- Boston University, March 2021, *Presenter*
- University of Miami, September 2021, *Presenter*
- Dartmouth College, October 2021, *Presenter*
- London School of Economics, March 2022, *Presenter*
- Dartmouth College, September 2022, *Presenter*

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## Selected Honors and Nominations

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Kahle Faculty Research Award (2023)  
*The Accounting Review* Outstanding Reviewer Award (2023)  
University of Missouri Winemiller Research Excellence Award (2020)  
FARS Outstanding Discussion Award (Winter 2020, 2022)  
University of Missouri School of Accountancy Advisory Board Teaching Excellence Award (2019)  
Leeds PhD Teaching Award (Spring 2015)  
Gerald Hart Doctoral Fellowship (Summer 2014)

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### Service

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#### **University of Missouri**

Peer Teaching Evaluation and Overall Performance Evaluation Committee (2018)

Dissertation Committee Member -Nargess Golshan (2020)  
Business Week 2019 – Presenter -Provided presentation to over 50 students about careers in academia

#### **University of Colorado**

Recruiting Committee, Primary Unit Evaluation Committee (for 1 NTT faculty member)

#### **Editorial Board**

*The Accounting Review* (Jun 2023 – present)  
*Contemporary Accounting Research* (Jan 2023 – present)  
*Journal of Financial Reporting* (Jan 2023 – present)

#### **Ad Hoc Reviewer**

*The Accounting Review*, *Journal of Accounting Research*, *Journal of Accounting and Economics*,  
*Contemporary Accounting Research*, *Management Science*, *Review of Accounting Studies*, *Journal of Financial Reporting*, *Journal of Management Accounting Research*, *European Accounting Review*, *Journal of Accounting and Public Policy*, *Managerial Finance*

#### **American Accounting Association**

Track Chair: Executive Compensation – FARS Section, AAA Annual Meeting (2021)  
Track Chair: Corporate Governance – FARS Section, AAA Annual Meeting (2023)  
FARS Doctoral Consortium – Faculty Participant (2022)  
Best Paper Committee: AAA Financial Reporting Section Midyear Meeting (2021, 2022) (Chair 2023)  
Discussant: AAA Financial Reporting Section (2020, 2022)  
Moderator: AAA Financial Reporting Section (2020, 2023)  
Reviewer: AAA Financial Reporting Section (2015, 2016, 2017, 2018, 2019, 2021, 2023)  
Discussant: AAA Annual Meeting (2017, 2019)  
Reviewer: AAA Annual Meeting (2017, 2019, 2020)  
Moderator: AAA Annual Meeting (2019)  
Reviewer: AAA Western Regions (2015)

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### Teaching Experience

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Principles of Accounting II, University of Colorado Boulder  
*Instructor* (Spring 2022 and 2023)

Financial Accounting Theory & Practice 1, University of Missouri  
*Instructor* (Fall 2017, 2018, 2019, 2020)  
Average Teaching Effectiveness Score: 4.6/5

PhD Seminar (1 session), University of Missouri  
*Guest Instructor* (Spring 2019)  
Topic: Equity Compensation and Earnings Management

Corporate Financial Reporting 1, University of Colorado Boulder  
*Instructor* (Spring 2015, Summer 2014)  
FCQ: 5.3/6.0, FCQ: 5.6/6.0

Pre-Term Accounting Review for MBA students, University of Colorado Boulder  
*Instructor* (Summer 2013, 2014, 2015, 2016)