ANDREA PAWLICZEK
Leeds School of Business • University of Colorado Boulder • 995 Regent Dr.
Boulder, CO 80309 • Andrea.Pawliczek@colorado.edu

Professional Experience

University of Colorado, Leeds School of Business, Boulder, CO
Associate Professor (August 2026 – Present)
KPMG Accounting Faculty Fellowship (July 2025 – Present)
Assistant Professor (August 2021 – August 2026)
Stone Family Faculty Scholar (August 2024 – June 2025)

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)

Education

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.

Teaching Interests

Financial Accounting. Managerial Accounting.

Research

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)
- Cited in the SEC final rule "Listing Standards for Recovery of Erroneously Awarded Compensation"
- Winner of the AAA Annual Meeting Best Management Accounting Paper Award (2017)
- 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 *Review of Accounting Studies* Conference (2020)
- Winner of the CESR Best Paper Award (2022)

"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)
- Winner of the Kahle Faculty Research Award (2023)

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

"Voluntary Performance Disclosures in the CD&A" (2023) with Heidi Packard and Nikki Skinner
The Accounting Review (https://doi.org/10.2308/TAR-2021-0181)

"Signing blank checks: The roles of reputation and disclosure in the face of limited information" (2024) with Nikki Skinner and Sarah Zechman
The Accounting Review (https://doi.org/10.2308/TAR-2021-0631)
- Cited in the SEC final rule "Special Purpose Acquisition Companies, Shell Companies, and Projections"
- Featured on the *Columbia Law School Blue Sky Blog* (October 2021)

"Human and Intellectual Capital Spending Efficiency and Efficacy: Evidence from U.S. Universities" (2025) with Chris Armstrong, Alan Jagolinzer, and Sarah Kroechert
Journal of Business Finance & Accounting (https://doi.org/10.1111/jbfa.70044)
- Presented at the *Journal of Business Finance & Accounting Conference** (May 2025)

"Extracting Information from Compensation Actually Paid: Stock Price Effects vs. Other Signals" (2026) with Mary Ellen Carter
Journal of Management Accounting Research (https://doi.org/10.2308/JMAR-2025-005)
- Presented at the JMAR Special Forum at MAS Midyear Meeting (2026)

Working Papers:
"Firm Responses to Proxy Advisor Recommendations: Evidence from Supplemental Proxy Filings" with Yonca Ertimur and Jenny Kim
- Revise and Resubmit at *The Accounting Review*
- Presented at the AAA Annual Meeting* (2025), MAS Midyear Meeting* (2026)

"From Restatement to Reporting Rigor: Evidence from the SEC's Clawback Mandate" with Michael Dambra and Bryce Schonberger
- Revise and Resubmit at *The Accounting Review*
- Presented at CFEA (2025), MAS Midyear Meeting (2026), HARC* (2026), FARS Midyear Meeting* (2026)

"Tacit Coordination: The Role of Voting Pre-Disclosure and Direct Engagement" with Mary Ellen Carter, Irem Tuna, and Jon Underwood

"Don't get tripped up: Hurdles and limits to bonus contract payouts" with Melissa Martin

"Does Corporate Governance Disclosure Provide Context for Investors' Trading Decisions?" with Nikki Skinner and Jacqueline Wegner

"Algorithmic Advocacy: Unpacking Distortion in the ISS Say-on-Pay Process" with Yonca Ertimur and Melissa Martin
- Presented at the Utah Winter Accounting Conference* (2026)

"Vanishing Acts: Implications of Silent Director Exits" with Yonca Ertimur, Henry Laurion, and Paige Patrick

*Presented by coauthor

Presentations and Conferences

Invited Seminars
University of Illinois Chicago, September 2026
University of Houston, April 2026
University of Iowa, September 2025
University of Chicago, May 2025
Indiana Kelley Research Symposium, September 2024
Erasmus Rotterdam University, November 2023
Dartmouth College, September 2022
London School of Economics, March 2022
The Corporate Governance and Executive Compensation Research Series, 2020, 2021, 2022

Dartmouth College, October 2021
University of Miami, September 2021
Boston University, March 2021
University of Colorado Boulder, February 2021
Review of Accounting Studies Conference 2020
Lancaster University (UK), September 2020
The University of Illinois Urbana-Champaign Brownbag, March 2020
University of Missouri, January 2017
Boston College, February 2017
Baruch College, February 2017

Invited Conference Discussions

Rotman Corporate Governance Academic Forum 2026
LSE Economics of Accounting Conference 2026
Utah Winter Accounting Conference 2025
Dopuch Accounting Research Conference 2019
Colorado Accounting Research Conference 2016

Invited Conference Attendance

Review of Accounting Studies Conference 2020, 2021, 2022, 2023, 2024
Journal of Accounting Research Conference 2024
Contemporary Accounting Research Conference 2020, 2021, 2022, 2023, 2025
Utah Winter Accounting Conference 2023, 2025, 2026
UIC Accounting Research Conference 2022, 2023, 2024, 2026
Music City Accounting Research Conference (Vanderbilt) 2023
Deloitte Trueblood Seminar 2018
American Accounting Association New Faculty Consortium 2018
Colorado Accounting Research Conference 2013-2024

Selected Honors and Nominations

CESR Climate Curriculum Award (2024)
Kahle Faculty Research Award (2023)
The Accounting Review Outstanding Reviewer Award (2023)
CESR Best Paper Award (2022)
Best Paper Award at the *Review of Accounting Studies* Conference (2020)
University of Missouri Winemiller Research Excellence Award (2020)
FARS Outstanding Discussion Award (Winter 2020, 2022, 2025)
University of Missouri School of Accountancy Advisory Board Teaching Excellence Award (2019)
AAA Annual Meeting Best Management Accounting Paper Award (2017)
Leeds PhD Teaching Award (Spring 2015)
Gerald Hart Doctoral Fellowship (Summer 2014)

Service

University of Colorado

Dissertation Committee Member – Scott Robinson (2024)
Dissertation Committee Co-Chair – Jenny Kim (2026)
Accounting Division Faculty Recruiting Committee
Accounting Division Database Committee
Colorado Summer Accounting Research Conference Paper Selection Committee
Primary Unit Evaluation Committee (4 NTT faculty member, 1 Scholar-in-Residence, 1 reappointment)
Leeds Undergraduate Curriculum and Policy Committee (UCPC) (2025)
Leeds PhD Teaching Award Chair (2025/26 Academic Year)
Leeds WRDS Representative (Spring 2026 – present)

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

Editorial Boards

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, Corporate Governance: An International Review, Applied Economics Letters

American Accounting Association
Track Co-Chair: Archival Track – MAS Section Meeting (2026)
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, 2024, 2025)
Discussant: AAA Management Accounting Section (2025, 2026)
Moderator: AAA Financial Reporting Section (2020, 2023)
Reviewer: AAA Financial Reporting Section (2015, 2016, 2017, 2018, 2019, 2021, 2023, 2025, 2026)
Discussant: AAA Annual Meeting (2017, 2019)
Reviewer: AAA Annual Meeting (2017, 2019, 2020)
Moderator: AAA Annual Meeting (2019)
Reviewer: AAA Western Regions (2015)

Teaching Experience

Principles of Accounting II (BCOR 2303), University of Colorado Boulder
Instructor (Spring 2022, 2023, 2024, 2025, 2026)

Doctoral Seminar (ACCT 7320), University of Colorado Boulder
Instructor (Spring 2024)
Topic: Corporate Governance

Financial Accounting Theory & Practice 1, University of Missouri
Instructor (Fall 2017, 2018, 2019, 2020)

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

Corporate Financial Reporting 1 (ACCT 3220), University of Colorado Boulder
Instructor (Spring 2015, Summer 2014)

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