

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
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)

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, August 2017.
Dissertation: The Effect of Performance Shares on Executive Incentives

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

Emory University, Atlanta, GA
Bachelor of Arts summa cum laude, Economics and Chemistry, May 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” (2020)

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

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

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

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

- 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*

Working Papers:

“Facilitating Tacit Collusion: A New Perspective on Common Ownership and Voluntary Disclosure” with Nikki Skinner and Sarah Zechman (formerly “Common Ownership and Voluntary Disclosure”)

- Revising for 3rd round re-submission at *The Journal of Accounting Research*

- 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

- Revising for Resubmission to *The Accounting Review*
- 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

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

- Presented at the 2021 AAA Annual Meeting*

“Multimarket Competition: Evidence from Audit Markets” with Will Deméré, Jere Francis, and Nargess Golshan

- Presented at the 2019 AAA Annual Meeting*
- Presented at the 2019 International Symposium on Audit Research Meeting*
- Presented at the 2019 EARNet Symposium*

“University President Compensation and Implied Incentives” with Chris Armstrong, Alan Jagolinzer, and Sarah Kroechert

- Workshop stage

“Inside Debt and Recoveries in Bankruptcy”

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

Selected Research in Progress:

“Measuring the Threat of Exit” with Will Deméré

- Recipient of 2019 University of Missouri Research Board Grant

*presented by co-author

Presentations and Conferences

Selected Conferences

Review of Accounting Studies – December 2020 - *Presenter*
Contemporary Accounting Research – November 2020 – *Attendee*
Dopuch Accounting Research Conference – 2019, 2021 – *Discussant* (2019)
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 2019, *Discussant* (2016)
American Accounting Association Financial Reporting Section Meeting – 2016, 2020, 2021

Invited Presentations

University of Missouri Workshop, January 2017, *Presenter*
Boston College Workshop, February 2017, *Presenter*
Baruch College Workshop, February 2017, *Presenter*
The University of Colorado Brownbag, April 2017, *Presenter*
The University of Illinois Urbana-Champaign Brownbag, March 2020, *Presenter*
Lancaster University (UK) Workshop, September 2020, *Presenter*
The University of Colorado, February 2021, *Presenter*
Boston University, March 2021, *Presenter*

Selected Honors and Nominations

University of Missouri Winemiller Research Excellence Award (2020)
FARS Outstanding Discussion Award (Winter 2020)
University of Missouri School of Accountancy Advisory Board Teaching Excellence Award (2019)
Leeds PhD Teaching Award (Spring 2015)
Gerald Hart Doctoral Fellowship (Summer 2014)
University Fellowship (Spring 2013, Spring 2014, Spring 2015, Fall 2016)

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

Ad Hoc Reviewer

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

American Accounting Association

Track Chair: Executive Compensation – FARS Section, AAA Annual Meeting (2021)

Best Paper Committee: AAA Financial Reporting Section Meeting (2021)

Discussant: AAA Financial Reporting Section (2020)

Moderator: AAA Financial Reporting Section (2020)

Reviewer: AAA Financial Reporting Section (2015, 2016, 2017, 2018, 2019)

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

Financial Accounting Theory & Practice 1, University of Missouri

Instructor, 3 sections (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)

FCQ: 5.3/6.0

Corporate Financial Reporting 1, University of Colorado Boulder

Instructor (Summer 2014)

FCQ: 5.6/6.0

Pre-Term Accounting Review for MBA students, University of Colorado Boulder

Instructor (Summer 2013, 2014, 2015, 2016)

Introductory Accounting, University of Colorado Boulder

Teaching Assistant (Fall 2012)