

# ANDREA PAWLICZEK

School of Accountancy  
Robert J. Trulaske, Sr. College of Business  
University of Missouri  
303 Cornell Hall  
Columbia, MO 65211

[pawliczeka@missouri.edu](mailto:pawliczeka@missouri.edu)

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## Professional Experience

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

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

Manhattan GMAT, Boulder/Denver, CO  
*Instructor* (2009-2013)

Deloitte Consulting LLP, Boston, MA  
*Summer Associate* (Summer 2007)

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, 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.*  
Certificate in Health Sector Management. Concentrations in Decision Science and Financial Analysis.

Emory University, Atlanta, GA  
*Bachelor of Arts summa cum laude, Economics and Chemistry, May 2002.*  
3.99 GPA. Phi Beta Kappa.

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## Research Interests

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

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## Teaching Interests

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Financial Accounting.

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## Working Papers

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“Performance-Vesting Share Award Outcomes and CEO Incentives”

- Revising for 3<sup>rd</sup> round resubmission to *The Accounting Review*
- Presented at the 2017 AAA Annual Meeting

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

- formerly titled “Common Ownership and Voluntary Disclosure”
- Revising for 3<sup>rd</sup> round resubmission to *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

“Consequences of the Tax Cut and Jobs Act: Evidence from pension funding” with Mary Ellen Carter and Gil Manzon

- Presented at the 2019 AAA Annual Meeting
- Preparing for submission

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

- Presented at the 2019 AAA Annual Meeting\*
- Presented at the 2019 International Symposium on Audit Research Meeting\*
- Accepted for presentation at the 2019 EARNet Symposium\*
- Preparing for submission

University Governance and Executive Compensation with Chris Armstrong, Alan Jagolinzer, and Sarah Kroechert

- Workshop stage

“Say-on-Pay Voting and CEO Compensation Structure”

- Featured on the *Columbia Law School Blue Sky Blog* (September 2018)

“Inside Debt and Recoveries in Bankruptcy”

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

\*presented by co-author

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### Selected Research in Progress

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“Measuring the Threat of Exit” with Will Demeré

- Recipient of 2019 University of Missouri Research Board Grant

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### Presentations and Conferences

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#### Conferences

Deloitte Trueblood Seminar – February 2018 - *Attendee*

American Accounting Association New Faculty Consortium – February 2018 - *Attendee*

American Accounting Association Annual Meeting – August 2017, 2018, 2019

Paper Accepted (*Presenter 2017,2018,2019*), *Discussant (2017, 2019)*

American Accounting Association Doctoral Consortium – June 2016 - *Attendee*

American Accounting Association Western Region Meeting and Doctoral Consortium – April 2015

Paper Accepted (*Presenter*)

Colorado Accounting Research Symposium – August 2017

Paper Accepted (Presented by co-author)

Colorado Accounting Research Conference – June 2013-June 2018

*Discussant (2016)*

American Accounting Association Financial Reporting Section Meeting - January 2016 - *Attendee*

#### 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*

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### Selected Honors and Nominations

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University of Missouri School of Accountancy Advisory Board Teaching Excellence Award (2019)

2017 AAA Annual Meeting Best Management Accounting Paper Award (Summer 2017)

Leeds PhD Teaching Award (Spring 2015)

Gerald Hart Doctoral Fellowship (Summer 2014)

University Fellowship (Spring 2013, Spring 2014, Spring 2015, Fall 2016)

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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 (expected graduation 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*  
*European Accounting Review*

**American Accounting Association**

Reviewer: AAA Financial Reporting Section (2015, 2016, 2017, 2018, 2019)  
Discussant: AAA Annual Meeting (2017, 2019)  
Reviewer: AAA Annual Meeting (2017, 2019)  
Moderator: AAA Annual Meeting (2019)  
Reviewer: AAA Western Regions (2015)

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**Teaching Experience**

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Financial Accounting Theory & Practice 1, University of Missouri  
*Instructor*, 3 sections (Fall 2018)  
Average Teaching Effectiveness Score: 4.7/5

*Instructor*, 3 sections (Fall 2017)  
Average Teaching Effectiveness Score: 4.4/5

PhD Seminar (1 session), University of Missouri  
*Guest Instructor*  
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)