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Academic Positions

University of Michigan Stephen M. Ross School of Business, Ann Arbor, MI
2020 – present Coopers and Lybrand, Norman E. Auerbach Assistant Professor of
Accounting
[Extensions: COVID-19 (2020-2021) & medical (2022-2023)]
2018 – 2020 Assistant Professor of Accounting

Education

MIT Sloan School of Management, Cambridge, MA
Ph.D., Accounting, 2018
S.M., Management Research, 2016

The Fletcher School of Law and Diplomacy, Tufts University, Medford, MA
Master of International Business, 2013

Colby College, Waterville, ME
B.A., Economics and Government, *magna cum laude*, 2003

Publications

Core, J.E., and Packard, H.A., 2022. Non-Price and Price Performance Vesting Provisions and CEO Incentives. *The Accounting Review*, 97(7), 109-134.

Packard, H.A., Pawliczek, A., and Skinner, A.N., 2023. Voluntary Performance Disclosures in the CD&A. *The Accounting Review*, 98(6), 435-466.

Working Papers

“Cross-sector Female Representation and Firms’ Social Policies” (with Lindsey Gallo and Madeline Thompson), revising for resubmission (3rd round) to *Journal of Accounting and Economics*
- Winner of the 2024 Ross Faculty DEI Research Award
- SSRN Top Ten download

“Pension Incentives and the Cyclicity of CEO Turnover” (with C. Jack Liebersohn), revising for resubmission (2nd round) to *Journal of Accounting Research*
- Presented at the 2019 Colorado Summer Accounting Research Conference
- Featured in December 2019 *Bloomberg.com* op-ed (“What CEO Departures Say About the Economy”)

“Return Bias in Employee-owned Firms” (with John Aland and DJ Stockbridge), under review at *Journal of Accounting Research*
- Presented at the 4th Annual Labor and Accounting Group Conference

“Ex Ante Disclosure of Long-term Performance Targets” (solo-authored), under review at *Journal of Management Accounting Research*

Work-in-Progress

“The Interplay between Corporate Financial Information and Labor” (with John Barrios, Jung Ho Choi, Carolyn Deller, and Joseph Pacelli), survey proposal, revising for resubmission to *Journal of Accounting Research*

“Are Unions Strategic with their Financial Disclosures?” (with Sofia Martinez)

Invited Presentations

- 2025 Wharton (scheduled), Southern Methodist University (scheduled)
- 2024 Michigan State University, Arizona State University, Fox and Haskayne Accounting Conference (presenter & discussant), Bretton Woods Accounting and Finance Ski Conference (discussant)
- 2023 University of Michigan Kapnick Accounting Spring Conference, MIT Spring Accounting Conference, Financial Reporting Section Midyear Meeting (discussant)
- 2022 University of Michigan
- 2021 Corporate Governance and Executive Compensation Research Series, American Accounting Association Annual Meeting (discussant)
- 2020 Harvard Business School, MIT, Columbia Junior Accounting Faculty Conference, Utah Winter Accounting Conference (discussant), University of Michigan Hosmer Lecture Series, Financial Reporting Section Midyear Meeting
- 2019 Fall Yale Accounting Conference, CMU Summer Symposium, American Accounting Association Annual Meeting (presenter & discussant), MIT Asia Conference (discussant), Colorado Summer Accounting Research Conference, University of Michigan Research Lunch
- 2018 American Accounting Association Annual Meeting (presenter & discussant), MIT Sloan Doctoral Research Forum, Dartmouth College, University of Michigan, The Ohio State University, London Business School, University of California, Los Angeles, Stanford University, University of Colorado, Boulder, University of Illinois, Chicago, Rice University
- 2017 Accounting PhD Rookie Recruiting and Research Camp, MIT Sloan Accounting Seminar, MIT Sloan Finance Lunch
- 2016 American Accounting Association Annual Meeting, Annual Accounting Research Conference in honor of Nicholas Dopuch (poster presentation), MIT Sloan Finance Lunch
- 2015 American Accounting Association Annual Meeting, MIT Sloan Accounting Seminar, MIT Sloan Finance Lunch
- 2014 American Accounting Association Annual Meeting

Conference Participation

Review of Accounting Studies Conference	2020-2021, 2023, 2024 (scheduled)
Columbia Burton Accounting Conference	2024 (scheduled)
Michigan Ross Centennial Research Conference	2024 (scheduled)
Journal of Accounting and Economics Conference	2013, 2016-2023, 2024 (scheduled)
University of Notre Dame Accounting Research Conference	2022-2024
Fox and Haskayne Accounting Conference	2024
LBS Accounting Symposium	2022-2024
Colorado Summer Accounting Research Conference	2019, 2023-2024
Kapnick Accounting Spring Conference	2018-2019, 2023-2024

INSEAD Accounting Symposium	2024
Labor and Accounting Group Conference	2021-2024
Bretton Woods Accounting and Finance Ski Conference	2024
Columbia Junior Accounting Faculty Conference	2019-2020, 2022, 2024
Utah Winter Accounting Conference	2019-2020, 2022-2024
Financial Accounting and Reporting Section Midyear Meeting	2017, 2020-2024
Annual Accounting Research Conf. in memory of Nicholas Dopuch	2016, 2018, 2021, 2023
Kellogg Accounting Conference	2023
NYU Big Apple Conference	2023
American Accounting Association Annual Meeting	2014-2016, 2018-2019, 2021, 2023
LBS-Stanford Global Tax Conference	2023
MIT Sloan Accounting Spring Conference	2022-2023
University of Chicago Corporate Governance Conference	2023
McGill Accounting Research Conference	2021
Fall Yale Accounting Conference	2019
University of British Columbia, Oregon and Washington Conference	2019
CMU Accounting Mini Conference	2019
MIT Asia Conference	2019
AAA New Faculty Consortium	2019
HBS Information, Markets, and Organizations Conference	2017
Wharton Spring Accounting Conference	2017
Financial Accounting and Reporting Section Midyear Meeting Doctoral Consortium	2017
UNC Tax Doctoral Seminar	2015

Academic Service

Labor and Accounting Group founding member, conference co-organizer, 2020 – present
Kapnick Seminar Series co-organizer, 2019-2022, 2024
Financial Accounting and Reporting Section Midyear Meeting, track chair, 2024
Human Capital Accounting Conference co-organizer, 2023
American Accounting Association Annual Meeting, track chair, 2022
Financial Accounting and Reporting Section Lifetime Achievement Award and PhD
Mentoring Award, committee member, 2021

Ad hoc Reviewer:

The Accounting Review
Journal of Accounting and Economics
Journal of Accounting Research
Review of Accounting Studies
Management Science
Contemporary Accounting Research
Journal of Management Accounting Research
Journal of Accounting, Auditing, and Finance
Journal of Business Finance and Accounting
American Accounting Association Annual Meeting, 2016, 2018-2019, 2024
Financial Accounting Reporting Section Midyear Meeting, 2019, 2021-2023
Hawaii Accounting Research Conference, 2019-2020, 2022-2023
MIT Asia Conference in Accounting, 2015-2019

Dissertation Committees:

John Aland (2021 – initial placement at Fairfield University)

Teaching

University of Michigan Ross School of Business

Accounting Principles, Fall 2024

Financial Accounting (full-time MBA core), Fall 2021, Fall 2023

Multi-disciplinary Action Projects (full-time MBA), Winter 2023

Financial Accounting (Global MBA core), Winter 2023

Financial Accounting (BBA core), Fall 2018-2020

Honors and Awards

Ross Faculty DEI Research Award, 2024

Financial Accounting and Reporting Section Excellence in Reviewing Award, 2022

Henning (1933) Memorial Scholarship, 2015-2018

Deloitte Foundation Doctoral Fellow, 2016-2017

MIT Sloan Fellow, 2013-2016

MIT Presidential Graduate Fellow, 2013-2014

Schmidheiny Master of International Business Scholarship, 2011-2013

Professional Experience

Governance Metrics International (GMI) Ratings, Portland, ME, 2010-2011

The Beacon Group, Portland, ME, 2008-2009

Wellington Management Company, LLP, Boston, MA, 2005-2008

Pen School, Maharashtra, India, 2003-2004