

**Heidi A. Packard**

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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

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

**Working Papers**

“Non-Price and Price Performance Vesting Provisions and Executive Incentives” (with John Core)

- under 2<sup>nd</sup> round review at the *The Accounting Review*

“Long-term Performance Targets and Directors’ Private Information”

- job market paper, previously titled “Are Long-term Earnings Targets Forecasts?”

- revising for resubmission to the *Journal of Accounting and Economics*

“Voluntary Performance Disclosures in the CD&A” (with Andrea Pawliczek and Nikki Skinner)

- revising for resubmission to *The Accounting Review*

“The Cyclicity of CEO Turnover” (with C. Jack Liebersohn)

**Work-in-Progress**

“Personal Characteristics and Corporate Decision Making: Evidence from the COVID-19 Pandemic” (with Lindsey Gallo and Madeline Thompson)

**Invited Presentations**

2020    Harvard Business School, MIT Virtual Accounting Seminar, 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

McGill Accounting Research Conference	2021
Labor and Accounting Group Conference	2021
Annual Accounting Research Conference in honor of Nicholas Dopuch	2016, 2018, 2021
Financial Accounting and Reporting Section Midyear Meeting	2017, 2020, 2021
Review of Accounting Studies Conference	2020
Journal of Accounting and Economics Conference	2013, 2016-2020
Columbia Junior Accounting Faculty Conference	2019, 2020
Utah Winter Accounting Conference	2019, 2020
Fall Yale Accounting Conference	2019
University of British Columbia, Oregon and Washington Conference	2019
CMU Accounting Mini Conference	2019
American Accounting Association Annual Meeting	2014-2016, 2018, 2019
MIT Asia Conference	2019
Colorado Summer Accounting Research Conference	2019
Kapnick Accounting Spring Conference	2018, 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

Ad hoc Reviewer:

- The Accounting Review*
- Journal of Accounting and Economics*
- Management Science*
- Contemporary Accounting Research*

*Journal of Business Finance and Accounting*  
*Journal of Accounting, Auditing, and Finance*  
MIT Asia Conference in Accounting, 2015-2019  
American Accounting Association Annual Meeting, 2016, 2018, 2019  
Financial Accounting Reporting Section Midyear Meeting, 2019  
Hawaii Accounting Research Conference, 2019, 2020

**Dissertation Committees:**

John Aland (initial placement – Fairfield University, 2021)

**Other Service:**

Kapnick Seminar Series co-organizer, 2019 – present  
Labor and Accounting Group founding member, conference organizer, 2020 – present  
Financial Accounting and Reporting Section Lifetime Achievement Award and PhD  
Mentoring Award, screening committee member, 2021

**Teaching**

University of Michigan Ross School of Business  
Financial Accounting (undergraduate core), 2018 – 2020

**Honors and Awards**

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, *Analyst*, 2010-2011  
The Beacon Group, Portland, ME, *Consultant*, 2008-2009  
Wellington Management Company, LLP, Boston, MA, *Investment Administration*,  
2005-2008  
Pen School, Maharashtra, India, *Teaching Intern*, 2003-2004

**Other**

Proficiency in spoken and written French (ILR3)  
PSIA Level I Alpine Ski Instructor (inactive)