

## **Heidi A. Packard**

University of Michigan Ross School of Business  
701 Tappan Street, R3368  
Ann Arbor, MI 48109-1234  
(734) 764-9896  
[hpackard@umich.edu](mailto:hpackard@umich.edu)

### **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

### **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), 1-32.

### **Working Papers**

“Long-term Performance Targets and Firms’ Private Information,” revising for resubmission, *The Accounting Review*  
  
“The Cyclicalities of CEO Turnover” (with C. Jack Liebersohn), under review  
  
“Cross-sector Female Representation and Firm Decisions” (with Lindsey Gallo and Madeline Thompson), under review

### **Invited Presentations**

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**

LBS Accounting Symposium	2022, 2023 (scheduled)
LBS-Stanford Global Tax Conference	2023 (scheduled)
Colorado Summer Accounting Research Conference	2019, 2023
Kapnick Accounting Spring Conference	2018-2019, 2023
MIT Sloan Accounting Spring Conference	2022, 2023
University of Chicago Corporate Governance Conference	2023
Labor and Accounting Group Conference	2021-2023
Utah Winter Accounting Conference	2019-2020, 2022-2023
Financial Accounting and Reporting Section Midyear Meeting	2017, 2020-2023
Journal of Accounting and Economics Conference	2013, 2016-2022
University of Notre Dame Accounting Research Conference	2022
Columbia Junior Accounting Faculty Conference	2019-2020, 2022
Review of Accounting Studies Conference	2020-2021
American Accounting Association Annual Meeting	2014-2016, 2018-2019, 2021
McGill Accounting Research Conference	2021
Annual Accounting Research Conference in honor of Nicholas Dopuch	2016, 2018, 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**

### 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 Accounting, Auditing, and Finance*

*Journal of Business Finance and Accounting*

*Journal of Management Accounting Research*

*Quarterly Review of Economics and Finance*

Financial Accounting Reporting Section Midyear Meeting, 2019, 2021-2023

Hawaii Accounting Research Conference, 2019-2020, 2022-2023

MIT Asia Conference in Accounting, 2015-2019

American Accounting Association Annual Meeting, 2016, 2018-2019

### Dissertation Committees:

John Aland (initial placement – Fairfield University, 2021)

### Other Service:

Human Capital Accounting Conference co-organizer, 2023

Labor and Accounting Group founding member, conference co-organizer, 2020 – present

Kapnick Seminar Series co-organizer, 2019-2022

American Accounting Association Annual Meeting, track chair, 2022

Financial Accounting and Reporting Section Lifetime Achievement Award and PhD

Mentoring Award, committee member, 2021

## **Teaching**

University of Michigan Ross School of Business

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

Financial Accounting (Global MBA core), 2023

Financial Accounting (full-time MBA core), 2021

Financial Accounting (undergraduate core), 2018-2020

## **Honors and Awards**

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, *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)