

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

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

“Cross-sector Female Representation and Firms’ Social Policies” (with Lindsey Gallo and Madeline Thompson), revising for resubmission to *Journal of Accounting and Economics*
- Winner of the 2024 Ross DEI Faculty Research Award
- SSRN Top Ten download:
 Demographics, Gender & Diversity in Accounting eJournal
 CGN: Equity & Diversity (Topic)
 WGSRN: Women in Promotion & Leadership (Sub-Topic)
 WGSRN: Gender Difference in Corporate Governance & Finance (Topic)

“Pension Incentives and the Cyclicity of CEO Turnover” (with C. Jack Liebersohn), revising for resubmission 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”)

“Ex Ante Disclosure of Long-term Performance Targets”

“Employee Ownership and Private Firm Returns” (with John Aland and Douglas Stockbridge)
- Presented at the 4th Annual Labor and Accounting Group Conference

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*

“Union Financial Information and Firm Negotiations” (with Sofia Martinez)

Invited Presentations

- 2024 Arizona State University (scheduled), Fox and Haskayne Accounting Conference (scheduled), 4th Annual Labor and Accounting Group Conference, 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

Fox and Haskayne Accounting Conference	2024 (scheduled)
LBS Accounting Symposium	2022-2023, 2024 (scheduled)
Colorado Summer Accounting Research Conference	2019, 2023, 2024 (scheduled)
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
Review of Accounting Studies Conference	2020-2021, 2023
Annual Accounting Research Conf. in memory of Nicholas Dopuch	2016, 2018, 2021, 2023
Journal of Accounting and Economics Conference	2013, 2016-2023
Kellogg Accounting Conference	2023
University of Notre Dame Accounting Research Conference	2022-2023
NYU Big Apple Conference	2023
American Accounting Association Annual Meeting	2014-2016, 2018-2019, 2021, 2023
LBS-Stanford Global Tax Conference	2023
Kapnick Accounting Spring Conference	2018-2019, 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

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

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, 2024

Dissertation Committees:

John Aland (2021 – initial placement at Fairfield University)

Other Service:

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

Financial Accounting and Reporting Section Midyear Meeting, track chair, 2024

Human Capital Accounting Conference co-organizer, 2023

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
Financial Accounting (full-time MBA core), 2021, 2023
Multi-disciplinary Action Projects (full-time MBA), 2023
Financial Accounting (Global MBA core), 2023
Financial Accounting (BBA core), 2018-2020

Honors and Awards

2024 Ross DEI Faculty Research Award
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)