

NICOLE L. CADE

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ACADEMIC APPOINTMENTS

University of Pittsburgh

Pittsburgh, PA

Joseph M. Katz Graduate School of Business & College of Business Administration

Associate Professor of Business Administration (Accounting), 2022 – *present*

Robert W. Murphy, Jr. Faculty Fellow, 2021 – *present*

Assistant Professor of Business Administration (Accounting), 2016 – 2022

EDUCATION

University of Washington

Seattle, WA

Ph.D. in Business Administration (Accounting), 2016

Master of Science in Business Administration (Accounting), 2015

Ithaca College

Ithaca, NY

Bachelor of Science in Business Administration (Accounting), *summa cum laude*, 2008

Minor in Mathematics

RESEARCH

Research Interests:

- Individual judgment and decision-making in corporate disclosure and investing.

Publications:

Cade, N. L., S. E. Kaplan, and S. Loftus. 2021. Changing the blame game: Does the presence of a pay ratio disclosure impact nonprofessional investors' reactions to CEOs' internal attributions for poor firm performance? *Journal of Management Accounting Research* 34(2): 71-95.

Cade, N. L., L. Koonce, and K. I. Mendoza. 2020. Using video to disclose forward-looking information: The effect of nonverbal cues on investors' judgments. *Review of Accounting Studies* 25(4): 1444-1474.

Cade, N. L., and S. E. McVay. 2019. Understanding the relations among internal controls, trust, and cooperation within an organization. Discussion of 'Controls and cooperation in interactive and non-interactive settings.' *Contemporary Accounting Research* 36(4): 2515-2520.

Cade, N. L., L. Koonce, and K. I. Mendoza. 2019. Assets and liabilities: When do they exist? *Contemporary Accounting Research* 36(2): 553-587.

Bernard, D., N. L. Cade, and F. Hodge. 2018. Investor behavior and the benefits of direct stock ownership. *Journal of Accounting Research* 56(2): 431-466.

Cade, N. L. 2018. Corporate social media: How two-way disclosure channels influence investors. *Accounting, Organizations and Society* 68-69: 63-79.

Proposals Accepted In-Principle:

“Measuring the prevalence of earnings manipulations: A novel approach” (with Joshua Gunn and Alex Vandenberg)

- Registered report proposal accepted in-principle at the *Journal of Accounting Research*
- Proposal presented at the *Journal of Accounting Research* Second Registered Reports Conference

Working Papers:

“Hedonic motivations and learning: Evidence from managers’ information acquisition in the cannabis industry” (with Darren Bernard and Elizabeth Connors)

- Presented at the 2021 AAA FARS Midyear Meeting

“Why some investors avoid accounting information: Identifying a psychological cost of information acquisition using the securities-based crowdfunding setting” (with Shannon Garavaglia and Vicky Hoffman)

- Presented at the 2021 AAA FARS Midyear Meeting

“When and how do advertisements affect investors’ processing of online financial information?” (with Molly Mercer and Amanda Winn)

- Presented at the 2021 AAA FARS Midyear Meeting
- Accepted for presentation at the 2023 Hawai’i Accounting Research Conference

“The effect of news-trade integration on investors’ perceptions of news” (with Joe Croom and Brad Kamrath)

“The effects of celebrities’ investment activities and disclosure readability on investor judgments” (with Alex Vandenberg and Shannon Garavaglia)

Invited Workshop and Conference Presentations:

2023	The University of Texas at Austin (<i>scheduled</i>) Nanyang Technological University (<i>scheduled, virtual</i>) University of Bern (<i>scheduled</i>)
2022	University of Washington Dartmouth College (<i>virtual</i>) University of Central Florida (<i>virtual</i>) University of Maryland
2021	<i>Journal of Accounting Research</i> 2 nd Registered Reports Conference (presenter, <i>virtual</i>) AAA FARS Midyear Meeting (presenter, <i>virtual</i>)
2020	Kent State University (<i>virtual</i>) University of Iowa (<i>virtual</i>) University of Kansas (<i>virtual</i>) East Coast Behavioral Accounting Workshop series (<i>virtual</i>) Arizona State University (<i>virtual</i>)
2019	AAA ABO Research Conference Doctoral Consortium AAA ABO Research Conference (presenter and discussant) AAA FARS Midyear Meeting (discussant)
2018	Georgia Institute of Technology
2017	<i>Accounting, Organizations & Society</i> Conference (presenter) <i>Journal of Accounting Research</i> Conference (presenter) Cornell University

- 2016 *Contemporary Accounting Research* Conference (presenter)
 University of Illinois Urbana-Champaign
 Indiana University
 Pennsylvania State University
 University of Southern California
 University of Pittsburgh
 Emory University
- 2015 Accounting PhD Rookie Recruiting and Research Camp (presenter)
 University of San Diego
 AAA ABO Research Conference (presenter)
 AAA Annual Meeting (presenter and discussant)
 University of Washington
- 2014 AAA ABO Research Conference (presenter)

Media Mentions:

- “IR papers: CEO pay ratio builds credibility.” Jeff Cossette. *IR Magazine*. June 16, 2021.
 “Criticism on Twitter? Address or redirect, says study.” Jeff Cossette. *IR Magazine*. Aug 12, 2016.

Conference Participation:

- 2023 AAA FARS Midyear Meeting
- 2022 AAA FARS Midyear Meeting (*virtual*)
- 2021 *Journal of Accounting Research* 2nd Registered Reports Conference (*virtual*)
Contemporary Accounting Research Conference (*virtual*)
 Center for Accounting Research & Education Conference (*virtual*)
 Palmetto Symposium at the University of South Carolina (*virtual*)
 AAA FARS Midyear Meeting (*virtual*)
- 2020 *Review of Accounting Studies* Conference (*virtual*)
Contemporary Accounting Research Conference (*virtual*)
- 2019 Accounting PhD Rookie Recruiting and Research Camp (recruiter)
 AAA ABO Research Conference
 AAA Annual Meeting
 European Network for Experimental Accounting Research (ENEAR) conference
 Financial Reporting Mini-Camp at Cornell University
 AAA FARS Midyear Meeting
- 2018 Accounting PhD Rookie Recruiting and Research Camp (recruiter)
 AAA Annual Meeting
 Deloitte/AAA Trueblood Seminar
 AAA FARS Midyear Meeting
- 2017 *Accounting, Organizations & Society* Conference
Journal of Accounting Research Conference
 New Faculty Consortium
- 2016 *Contemporary Accounting Research* Conference
 AAA Annual Meeting
- 2015 Accounting PhD Rookie Recruiting and Research Camp (participant)
Contemporary Accounting Research Conference
 AAA ABO Research Conference

	Universities of British Columbia, Oregon, and Washington Conference AAA Annual Meeting
2014	University of Texas at Austin Experimental Research in Accounting Conference AAA ABO Research Conference
2013	Universities of British Columbia, Oregon, and Washington Conference AAA ABO Research Conference and Doctoral Student Consortium
2012	Universities of British Columbia, Oregon, and Washington Conference AAA FARS Midyear Meeting and Doctoral Student Consortium
2011	Universities of British Columbia, Oregon, and Washington Conference

TEACHING

Teaching Experience:

2016, 2018, 2019, 2021, 2022	University of Pittsburgh , Instructor Undergraduate Program (College of Business Administration) Course: Financial Accounting
2022	University of Pittsburgh , Co-Instructor Doctoral Program Course: Experimental Research in Accounting
2018 - 2019, 2019 - 2020, 2020 - 2021	University of Pittsburgh , Co-Instructor Doctoral Program Course: Critical Thinking in Accounting
2015	University of Washington , Instructor Business Certificate Program: Yakima Valley (<i>spring</i>) and the Tri-Cities (<i>fall</i>) Two 3-hour Sessions: “Financial Management: Understanding Cost Behavior” and “Understanding Financial Health: Budget Variances & Capital Budgeting”

Teaching Workshops:

2021	Preventing and Responding to Sexual Misconduct Equity, Diversity, and Inclusion Workshop - A Capstone Conversation Anti-Blackness, Anti-Racism, and Pedagogy Developing Diversity Consciousness: Examining Ourselves and Our Worlds The Value of Diversity in Business: A Panel Discussion Supporting Survivors of Sexual Misconduct Baby Boomers to Generation Z: Generational Diversity in the Workplace
2020	Fostering Inclusive Environments in Higher Education Developing Diversity Consciousness to Foster Antiracist Practices, Cultures, and Communities Juneteenth: A Prelude to True Social Justice and Equity at Pitt
2019	Mental Health Resource Training Civilian Active Killer Response Training

AWARDS and FELLOWSHIPS

- 2021 - 2023 Robert W. Murphy, Jr. Faculty Fellowship
- 2021 - 2022 Katz Excellence in Teaching Award (CBA Program)
- 2021 - 2022 Edward W. Kay & Mary Margaret Kay Award for Teaching Excellence in Accounting
- 2019 - 2020 Katz Excellence in Teaching Award (CBA Program)
- 2018 - 2019 Katz Excellence in Teaching Award (CBA Program)
Two-time “Most Valuable Professor” (*selected by Pitt’s Gymnastics and Wrestling teams*)
- 2017 - 2018 Katz Excellence in Research Award
- 2015 AAA ABO Research Conference Outstanding Emerging Scholar Award
John and Dawn Matsumoto PhD Fellowship
Evert McCabe Endowed Fellowship
University of Washington Foster School PhD Program Teaching Award
- 2014 Deloitte Foundation Doctoral Fellowship
University of Washington Foster School Dean’s Achievement Award
- 2013 University of Washington Best Teacher’s Assistant (*awarded by the Panhellenic Association and the Interfraternal Council*)
- 2011 - 2015 PricewaterhouseCoopers PhD Fellowship
- 2008 Ithaca College School of Business Dean’s Achievement Award
NY State Society of CPAs Superior Scholarship Award
2nd Team CoSIDA Division III Academic All-American (*softball*)
Empire 8 Conference Senior Scholar-Athlete Award (*all sports*)
Ithaca College Phi Kappa Phi Presidential Scholar – “Shirley Hockett Award”
- 2007 1st Team NFCA NCAA Division III All-American (*softball*)
- 2005 - 2008 Various Undergraduate Honor Societies: Beta Gamma Sigma, Phi Kappa Phi, Beta Alpha Psi, Chi Alpha Sigma, Sigma Iota Epsilon, Oracle Society

PROFESSIONAL SERVICE and MEMBERSHIPS

- 2014 - *present* Ad Hoc Reviewer:
Accounting Horizons
Accounting, Organizations & Society
Behavioral Research in Accounting
Contemporary Accounting Research
Journal of Accounting and Public Policy
Journal of Financial Reporting
Management Science
The Accounting Review
- 2014 - *present* Member, American Accounting Association (AAA)
Member, Financial Accounting and Reporting Section (FARS)
Member, Accounting Behavior and Organizations (ABO)
- 2012 - *present* Ad Hoc Reviewer:
AAA Annual Meeting
AAA ABO Research Conference
AAA FARS Midyear Meeting
AAA Western Region Meeting
Hawai’i Accounting Research Conference

2022 - *present* Member, Shady Lane School Board of Directors
 2022 - *present* Member, Shady Lane School Finance Committee
 2022 - *present* Member, *Accounting, Organizations, & Society* Editorial Board
 2022 - 2025 Member, Katz Graduate School of Business Promotion and Tenure Committee
 2022 - 2023 Member, Katz Graduate School of Business Strategic Refresh Task Force
 2022 - 2023 Member, AAA ABO Nominations Committee
 2022 - 2023 Chair, AAA FARS Integrating Research and Practice Committee
 2021 - 2023 Member, *Journal of Financial Reporting* Editorial Board
 2021 - 2022 Faculty Representative, Pitt Business Dean Search Committee
 2021 - 2022 Member, AAA FARS Integrating Research and Practice Committee
 2019 - 2023 Member, AAA FARS Steering Board
 2019 - 2023 Member, Katz Graduate School of Business Sustainability Committee
 2020 Advisor, PhD Student Summer Paper (Alex Vandenberg)
 2017 - 2019 Member, University of Pittsburgh's 'Year of' Committee
 2012 - 2014 Member, University of Washington Doctoral Business Student Association Board

PROFESSIONAL EXPERIENCE and CERTIFICATIONS

2009 - 2011 International Fund Services, A State Street Company, *Net Asset Value Accountant* New York, NY
 2009 Treasury Partners, *Portfolio Reporting Associate* New York, NY
 2008 - 2009 Merrill Lynch and Co., Inc. – Municipal Capital Markets Sales and Trading, *Global Markets Analyst* New York, NY
 2008 - 2011 Series 7 and Series 63 Licenses, *General Securities Representative* New York State
 2008 Sciarabba Walker and Co., *Individual Tax Return Preparer (one season)* Ithaca, NY
 2007 Merrill Lynch and Co., Inc., *Global Markets Summer Intern* New York, NY
 2005, 2006 Western Pacific Building Materials, *Accounts Payable Clerk (summers)* Portland, OR