

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.

Refereed Publications:

Cade, N. L., S. M. Garavaglia, and V. B. Hoffman. 2023. Why some investors avoid accounting information: Identifying a psychological cost of information acquisition using the securities-based crowdfunding setting. *The Accounting Review* 98(7): 97-120.

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., 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.

Non-Refereed Publications:

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.

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:

“Descriptive evidence on small business managers’ information choices” (with Darren Bernard, Elizabeth Connors, and Ties de Kok)

- 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
- Presented at the 2023 Hawai’i Accounting Research Conference

“News-trade integration: How the combining of news and trading functionality on a platform affects investors’ reactions to news” (with Joe Croom and Brad Kamrath)

- Presented at the 2023 AAA ABO Research Conference

“Let’s talk: The effects of virtual financial advisor communication mode and gender expression on investor judgments” (with Alex Vandenberg)

- Presented at the 2023 AAA ABO Research Conference
- Presented at the 2024 AAA FARS Midyear Meeting

“Investing under the influence? The effect of celebrities’ investment activities and disclosure readability on investor judgments” (with Shannon Garavaglia and Alex Vandenberg)

- Presented at the 2023 AAA Annual Meeting

“What (really) matters to equity crowdfunding investors? An examination of investors’ stated and revealed preferences” (with John Aland and John Donovan)

Invited Workshop and Conference Presentations:

2024	University of North Texas (<i>scheduled</i>) AAA FARS Midyear Meeting
2023	The University of Texas at Austin Nanyang Technological University (<i>virtual</i>) University of Bern AAA FARS Midyear Meeting Doctoral Consortium AAA FARS Midyear Meeting (discussant)
2022	University of Washington Dartmouth College (<i>virtual</i>) University of Central Florida (<i>virtual</i>)

- University of Maryland
- 2021 *Journal of Accounting Research* 2nd Registered Reports Conference (*virtual*)
AAA FARS Midyear Meeting (presenter, *virtual*)
- 2020 Kent State University (*virtual*)
University of Iowa (*virtual*)
University of Kansas (*virtual*)
East Coast Behavioral Accounting Workshop series (*virtual*)
Arizona State University (*virtual*)
- 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 *Accounting, Organizations & Society* Conference (presenter)
Journal of Accounting Research 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:

- 2024 AAA FARS Midyear Meeting
- 2023 *Contemporary Accounting Research* Conference
AAA ABO Research Conference
AAA Annual Meeting
University of Illinois Arthur R. Wyatt Young Scholars Research Symposium VI
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*)

- 2020 AAA FARS Midyear Meeting (*virtual*)
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
University of Texas at Austin Experimental Research in Accounting Conference
- 2014 AAA ABO Research Conference
Universities of British Columbia, Oregon, and Washington Conference
- 2013 AAA ABO Research Conference and Doctoral Student Consortium
Universities of British Columbia, Oregon, and Washington Conference
AAA FARS Midyear Meeting and Doctoral Student Consortium
- 2012 Universities of British Columbia, Oregon, and Washington Conference
- 2011 Universities of British Columbia, Oregon, and Washington Conference

TEACHING

Teaching Experience:

- 2016, 2018, **University of Pittsburgh**, Instructor
- 2019, 2021, Undergraduate Program (College of Business Administration)
- 2022, 2023 Course: Financial Accounting

- 2022, 2024 **University of Pittsburgh**, Instructor
- Doctoral Program
- Course: Experimental Research in Accounting

- 2018 - 2019, **University of Pittsburgh**, Co-Instructor
- 2019 - 2020, Doctoral Program
- 2020 - 2021 Course: Critical Thinking in Accounting

2015 **University of Washington**, Instructor
Business Certificate Program: Yakima Valley (*spring*) and the Tri-Cities (*fall*)
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, GRANTS, and FELLOWSHIPS

2021 - 2024 Robert W. Murphy, Jr. Faculty Fellowship
2023 University of Pittsburgh Momentum Fund Priming Grant
2022 - 2023 Katz Excellence in Teaching Award (CBA Program)
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 - Ad Hoc Reviewer:
present Accounting Horizons
Accounting, Organizations & Society
Behavioral Research in Accounting
Contemporary Accounting Research
Journal of Accounting and Public Policy
Journal of Behavioral and Experimental Finance
Journal of Financial Reporting
Management Science
The Accounting Review
 AAA Annual Meeting
 AAA ABO Research Conference
 AAA FARS Midyear Meeting
 AAA Western Region Meeting
 Hawai'i Accounting Research Conference
- 2014 - Member, American Accounting Association (AAA)
present Member, Financial Accounting and Reporting Section (FARS)
 Member, Accounting Behavior and Organizations (ABO)
- 2024 Mentor, AAA FARS Mentoring Program
 2024 Chair, Tenure Stream Accounting Faculty Search Committee
 2023 - 2024 Member, AAA Distinguished Contributions to Accounting Literature Award Selection Committee
- 2023 & 2024 AAA ABO Research Conference Co-Coordinator
 2023 - 2026 Member, *The Accounting Review* Editorial Board
 2023 - 2026 Associate Editor, *Journal of Financial Reporting*
 2023 - 2024 Member, *Behavioral Research in Accounting* Editorial Advisory & Review Board
 2022 - 2025 Member, *Accounting, Organizations, & Society* Editorial Board
 2022 - 2025 Member, Katz Graduate School of Business Promotion and Tenure Committee
 2022 - 2025 Member, Shady Lane School Board of Directors
 2022 - 2025 Member, Shady Lane School Finance Committee
 2023 Guest Editor, *Behavioral Research in Accounting*
 2023 Guest Editor, *Journal of Financial Reporting* Research Proposal Conference
 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