

## Jake Andrassy

Indiana University ▪ Kelley School of Business ▪ Department of Accounting

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Updated April 2025

### **EDUCATION**

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Indiana University – Kelley School of Business	Bloomington, IN
<i>PhD in Accounting (Expected Graduation Date May 2026)</i>	2021 – Present

University of Pittsburgh – College of Business Administration	Pittsburgh, PA
<i>BSBA in Accounting and Finance</i>	2012 – 2017

### **RESEARCH INTERESTS**

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Managerial accounting, incentives, group dynamics, experimental economics, reporting, controls

### **PUBLICATIONS**

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Andrassy, J., J. Burke, and M. Stern. *Not Walking The Talk: The Effect Of Prioritizing Profit Or ESG Impact On Employee Behavior Across ESG-Impact And Shareholder-Value Focused Mission Statements*. Forthcoming at Journal of Management Accounting Research.

### **WORKING PAPERS**

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*Productivity versus Efficiency: The Effect of Incentive Focus on Target Setting in Participative Budgets* (with Jason Brown, Tim Mallon, and Ashley Sauciuc). Under Review at Contemporary Accounting Research.

### **WORKS IN PROCESS**

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*The Effects of Group Size and Peer Recognition Systems on Information Sharing*. Dissertation. Data collection stage.

*Reducing Free-Riding: The Effect of Incentive Focus on Employee Performance Within Groups* (with Jason Brown, Tim Mallon, and Ashley Sauciuc). Theory development and design stage.

*Keep Your Friends Close? The Effects of Social Bond Strength and Promotion Placement on Post-Promotion Behavior* (With Joe Burke and Geoff Sprinkle). Data Analysis. Based on 1<sup>st</sup> Year Summer Paper.

### **CONFERENCE PARTICIPATION**

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AAA, MAS Midyear Meeting (Reviewer)	2025
AAA, ABO Research Conference	2024
Indiana University Kelley Accounting Research Symposium	2024
Midwest Accounting Research Conference	2024
AAA, MAS Midyear Meeting (Reviewer, Discussant)	2024
Indiana University Kelley Accounting Research Symposium	2023
AAA, ABO Research Conference (Reviewer, Discussant)	2023
Palmetto Symposium on Experimental Accounting Research	2023
AAA, MAS Midyear Meeting	2023

AAA, ABO Research Conference	2022
Midwest Accounting Research Conference	2022
AAA, MAS Midyear Meeting	2022
Conference on Financial Economics and Accounting	2021

### **TEACHING EXPERIENCE**

Indiana University	Bloomington, IN
<i>Associate Instructor – Management Accounting &amp; Analysis (Avg. Rating 6.8/7)</i>	Spring 2024

<i>Associate Instructor – Management Accounting &amp; Analysis (Avg. Rating 6.7/7)</i>	Fall 2022
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University of Pittsburgh	Pittsburgh, PA
<i>Teaching Assistant – Managerial Accounting*</i>	2015 – 2017
<i>*Evaluations Not Collected for This Position</i>	

### **ACADEMIC SERVICE**

Reviewer, AAA Annual Meeting	2025
Reviewer, MAS Midyear Meeting	2025
Reviewer and Discussant, MAS Midyear Meeting	2024
Reviewer and Discussant, ABO Research Conference	2023

Internal Service – Indiana University Kelley School of Business	Bloomington, IN
<i>Doctoral Student Association, Board Member</i>	2022 – Present
<i>Doctoral Student Association, Vice President</i>	2022 – 2023

### **HONORS AND AWARDS**

Robert James Weller Doctoral Fellowship	2024 – 2025
DSA Leadership Award – Indiana University	2024
Panschar Teaching Award for Associate Instructors (Finalist)	2024
Gerald Salamon Accounting Fellowship	2021 – 2025
Robert and Jane Parry Accounting Doctoral Student Fellowship	2021 – 2025
Dean's Fellowship	2021 – 2022

### **PROFESSIONAL EXPERIENCE**

Comcast	Pittsburgh, PA
<i>Finance and Accounting Analyst</i>	2020 – 2021

PwC	Pittsburgh, PA
<i>Senior Associate – International Tax Services</i>	2017 – 2020

### **PROFESSIONAL AFFILIATIONS**

Certified Public Accountant – Pennsylvania (Active)
AAA Membership – Sections: Management Accounting, Accounting Behavior and Organizations