

Pavlo Kalyta

Assistant Professor, Smith School of Business, Queen's University
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Academic experience*

Assistant Professor	Queen's University	2016–now
	McGill University	2009–16
	University of Ottawa	2007–09
Lecturer	University of Ottawa	2006–07
	Concordia University	2005–06

* *with career interruptions*

Education

PhD in Administration (Accounting)	Concordia University	2003–07
MBA	Concordia University	2001–03
BCom / Professional Accountancy	KNUTE, Ukraine	1995–00

Research

Expertise

Governance; accountability; CSR reporting; Indigenous issues

Federal funding

SSHRC Insight Grant, “Inside tax havens and the making of offshore accounting in Canada” (with B. Malsch and M.-S. Tremblay), \$151,375	2018–22
SSHRC Insight Grant, “The role of intellectual capital in corporate governance and organizational performance” (individual), \$107,000	2012–16

Select research

Study: “Ethnographic accounting research: Field notes from the frontier” (with B. Malsch)
Journal: *Accounting Perspectives*
Abstract: Ethnographic fieldwork in accounting is scarce and remains a “frontier” methodology, unfamiliar to most accounting researchers. Building on our field research project on corporate accountability and stakeholder engagement, set in the Canadian Arctic, we illustrate in this paper the use and explanatory power of ethnographic methods for studying social groups and individual actors in the broader accounting universe. We share our fieldwork strategies and provide a few practical tips for conducting ethnographic research in both corporate and community environments. We then argue that ethnographies provide accounting researchers with untapped opportunities to discover vast reservoirs of knowledge inaccessible to other research methods, and offer a path to humanize accounting research.

Study: “Accounting discretion, horizon problem, and CEO retirement benefits”
Journal: *Accounting Review*
Abstract: Empirical research on the impact of managerial retirement on discretionary accounting choices is inconclusive, with most studies finding no evidence of earnings management in the pre-retirement period. I argue that income-increasing accounting choices in final pre-retirement years are particularly appealing to managers whose pension depends on

firm performance in these years. Using primary data on retired CEOs of Fortune 1000 firms, I investigate the impact of CEO pension plans on discretionary accruals. Consistent with the prediction, I find evidence of income-increasing earnings management in the pre-retirement period only when CEO pension is based on firm performance. I also report evidence of negative abnormal market reaction to CEO retirement in firms with performance-contingent CEO pensions.

Study: “Compensation transparency and managerial opportunism: A study of supplemental retirement plans”

Journal: *Strategic Management Journal*

Abstract: Existing research on managerial compensation is based primarily on optimal contracting and managerial hegemony theories. Under the optimal contracting theory, observed compensation contracts are optimally determined, aligning the interests of managers and shareholders. Under the managerial hegemony theory, observed compensation contracts deviate from the optimum because top managers with power over boards are able to influence their own pay. I argue that the impact of managerial power over boards on managerial pay, and hence the deviation of compensation contracts from the optimum, is contingent on the transparency of managerial compensation. Within this framework, I investigate the impact of supplemental executive retirement plans (SERPs) - historically the least transparent compensation component - on opportunistic decision making. An empirical analysis based on a time series sample of CEOs of S&P/TSX60 firms provides support of the compensation transparency theory. I find that SERP benefits are primarily driven by variables proxying for CEO power over the board, whereas more transparent compensation components are primarily driven by economic factors. The results also suggest that CEOs whose SERPs are contingent on firm performance appear to reduce firm R&D expenditures as they approach retirement. Both findings provide important contributions to existing research on the impact of managerial compensation on opportunistic decisions.

Publications—all

- Kalyta, P., Malsch, B. “Ethnographic accounting research: Field notes from the frontier”. *Accounting Perspectives*, vol. 17, no. 2, 2018, pp. 241-252.
- Malsch, B., Kalyta, P. “Accounting may be key to corporate compliance on climate goals”. *The Globe and Mail*, 10 December 2015.
- Kalyta, P. “Earnings management after CEO death”. *ASAC Conference Proceedings, Accounting Division*, vol. 34, 2013, pp. 5-39.
- Kalyta, P. “Directors of philosophy: The impact of intellectual governance on firm performance”. *ASAC Conference Proceedings, Finance Division*, vol. 32, 2011, pp. 24-40.
- Kalyta, P. “Social networking and firm performance: Empirical investigation of the corporate use of Twitter”. *ASAC Conference Proceedings, Accounting Division*, vol. 32, 2011, pp. 63-81.
- Kalyta, P. “Accounting discretion, horizon problem, and CEO retirement benefits”. *The Accounting Review*, vol. 84, no. 5, 2009, pp. 1553-1574.
- Kalyta, P. “Compensation transparency and managerial opportunism: A study of supplemental retirement plans”. *Strategic Management Journal*, vol. 30, no. 4, 2009, pp. 405-423.
- Kalyta, P. “Making it personal: The impact of CEO retirement plan on firm risk”. *ASAC Conference Proceedings, Finance Division*, vol. 29, 2008, pp. 195-210.
- Kalyta, P., Magnan, M. “Executive pensions, disclosure quality, and rent extraction”. *Journal of Accounting and Public Policy*, vol. 27, no. 2, 2008, pp. 133-166.
- Kalyta, P. “CEO retirement benefits and accounting discretion: Canadian evidence”. *ASAC Conference Proceedings, Accounting Division*, vol. 28, 2007, pp. 1-12.

Applied projects

Kalyta, P. “Mapping Sustainability”, Part 1: Walking map of Montreal metro system, Part 2: Walking map of Toronto subway system, Part 3: Walking map of Vancouver transit system, 2016, *Reproduced in various media and integrated into mobile mapping applications.*

Cases

Kalyta, P., Magnan, M., Perrotta, N., Thouin, B. “Repap Enterprises Inc. A: A study in governance”, 2004.

Kalyta, P., Magnan, M., Perrotta, N., Thouin, B. “Repap Enterprises Inc. A: A study in executive compensation”, 2004.

Grants and distinctions—all

SSHRC Insight Grant (with B. Malsch; M.-S. Tremblay)	2018–22
Smith School of Business General Research Grant (with B. Malsch; T. Dacin)	2016–17
Marcel Desautels Institute for Integrated Management Fellowship (with D. Etzion)	2013–14
SSHRC Insight Grant	2012–16
McGill University Internal Research Grant	2010–16
Best Paper Award, ASAC Conference	2013
Honorable Mention Award, ASAC Conference	2011
Best Paper Award, ASAC Conference	2008
Best Paper Award, ASAC Conference	2007
Doctoral Consortium Fellow, AAA	2006
FRQSC (Fonds de recherche du Québec – Société et culture) Doctoral Scholarship	2005–07
J.W. McConnell Memorial Fellowship	2005–07
Concordia University Doctoral Scholarship	2005–07

Conference Presentations

American Accounting Association (×7); Administrative Sciences Association of Canada (×5); Canadian Academic Accounting Association (×6); European Accounting Association (×2); British Accounting Association; Money, Economy, and Management Conference; HEC Montreal Winter Workshop; Alternative Perspectives in Accounting Research; European Financial Management Association; Telfer Accounting & Finance Conference

Workshops

McGill University (×2); IE Business School; University of Cagliari; Université Laval; University of Ottawa (×2); Humboldt University; University of Padova; Queen’s University (×2); Lancaster University

Research Coverage in Media

Forbes; Reuters; The Globe and Mail; Business Week; Calgary Herald; Pension & Benefits Daily; Montreal Gazette; Toronto Sun; Les Affaires; Metro Montreal; Ottawa Business Journal; Huffington Post Quebec; MetroNews Canada; blog TO; MTL Blog; Harvard Law School Forum on Corporate Governance and Financial Regulations

Teaching

Expertise

Management accounting; sustainability accounting; research methods

Courses taught—all

PhD

Research design in accounting (McGill)

Accountability and sustainability (McGill)

EMBA

Sustainability accounting (McGill/HEC Montreal)

MBA

Management accounting (McGill)

BCom

Intermediate management accounting (Queen's)

Management accounting (McGill)

Sustainability and environmental accounting (McGill)

Cost accounting (Ottawa)

Financial accounting (Ottawa)

Managerial accounting (Concordia)

Introductory financial accounting (Concordia)

Distinctions

McGill Management Undergraduate Professor of the Year, Nominee (3% of the faculty) 2014

McGill Management Undergraduate Professor of the Year, Nominee (3% of the faculty) 2015

Marcel Desautels Institute for Integrated Management Teaching Fellowship 2013

New courses created

Sustainability and Environmental Accounting (McGill, BCom)

Accountability and Sustainability (McGill, PhD)

Research Design in Accounting (McGill, PhD)

Case Competitions Coaching

Coach of the Queen's University Case Competition Union Team 2016–now

Coach of the McGill University Financial Open Case Competition Team 2012–14

Coaching Record

1st place, Belgrade International Case Competition 2018

5th place, University of Navarra International Case Competition 2017

1st place, Financial Open—Management Accounting 2014

PhD supervision

Laurence Daoust (Queen's); thesis committee 2017–18

Russell Evans (Queen's); thesis committee 2016–17

Leon Bea (McGill); supervisor 2013–16

Rojin Mansouri (McGill); supervisor 2012–16

Leanne Keddie (Concordia); external committee member 2013–16

Hugues Langlois (McGill); external member on the defense committee 2014

Hai Ta (McGill); external member on the defense committee 2011

Service

External Contributions

Accounting Perspectives, Editorial Board	2016–now
SSHRC Insight Grant Assessment Committee	2013–14
CAAA Annual Conference, Scientific Committee	2011–15
CAAA, Board of Directors	2010–12
CAAA, Chair of the Research Committee	2010–12
Contemporary Accounting Research, Editorial Board	2009–11

Internal Contributions

Queen's University

Aboriginal Council; Indigenous Knowledge, Curriculum and Research Working Group	2017–now
Development of Institute for Sustainable Finance	2017–now
Library Advisory Committee	2016–now
Major Admission Award Reader	2017–18
Judge, Queen's Case Competition	2016–17

McGill University

Research Council	2013–15
Judge, Desautels Preparatory Case Competition	2012–13
CMA Order Representative at McGill University	2010–13
PhD Program Committee	2010–13
Course Coordinator, Management Accounting	2009–14
CA Program Admissions Subcommittee	2011–12
Ernst & Young Speaker Series Organizer	2010–12
Pro-Dean, PhD Thesis Defense Committees (×3)	2010–12

University of Ottawa

Available upon request

Ad-Hoc Reviewer

Journals	The Accounting Review (×4), Accounting Perspectives (×3), Australian Accounting Review, Canadian Journal of Administrative Sciences (×2), Comptabilité – Contrôle – Audit, Contemporary Accounting Research (×7), Eurasian Business Review, Journal of Accounting and Public Policy (×2), Journal of Accounting and Taxation, Human Resource Management Journal, Accounting and Business Research
Conferences	ASAC (×10), AAA (×8), CAAA (×11)
Grants	SSHRC Insight grants (×98), CAAA grants (×32), FQRSC grants (×2)
Internal	Student PhD/MSc applications; student grant/fellowship applications

Conference Discussions

ASAC (×3), AAA (×3), CAAA (×2)

Training

Trained and supervised 26 Teaching and Research Assistants since 2008

Professional experience: Consulting, 8 years; Management accounting, 3 years; Journalism, 2 years
Languages: English, French, Ukrainian, Russian
Citizenship: Canada