

PAVLO KALYTA
Assistant Professor
Smith School of Business
Queen's University

Academic employment

2016–now	Assistant Professor	Queen's University
2009–16	Assistant Professor	McGill University
2006–09	Lecturer/Assistant Professor	University of Ottawa

Career interruptions: two parental leaves, with progressive return to work

Education

2007	PhD in Administration (Accounting)	Concordia University
2003	MBA	Concordia University
2000	BCom	KNUTE, Ukraine

Research

Expertise

Topics	Accountability; sustainability; governance; Indigenous issues
Methods	Field research; archival

Federal funding

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

Select publications

Study:	<u>Ethnographic accounting research: Field notes from the frontier</u> (with B. Malsch)
Journal:	<i>Accounting Perspectives</i>
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:	<u>Accounting discretion, horizon problem, and CEO retirement benefits</u>
Journal:	<i>Accounting Review</i>
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. 2018. Ethnographic accounting research: Field notes from the frontier. *Accounting Perspectives* 17: 241-252.

Malsch, B., Kalyta, P. 2015. Accounting may be key to corporate compliance on climate goals. *The Globe and Mail*, December 10.

Kalyta, P. 2013. Earnings management after CEO death. *ASAC Conference Proceedings, Accounting Division* 34: 5-39 [Best Paper].

Kalyta, P. 2011. Directors of philosophy: The impact of intellectual governance on firm performance. *ASAC Conference Proceedings, Finance Division* 32: 24-40 [Honorable Mention].

Kalyta, P. 2011. Social networking and firm performance: Empirical investigation of the corporate use of Twitter. *ASAC Conference Proceedings, Accounting Division* 32: 63-81.

Kalyta, P. 2009. Accounting discretion, horizon problem, and CEO retirement benefits. *The Accounting Review* 84: 1553-1574.

Kalyta, P. 2009. Compensation transparency and managerial opportunism: A study of supplemental retirement plans. *Strategic Management Journal* 30: 405-423.

Kalyta, P. 2008. Making it personal: The impact of CEO retirement plan on firm risk. *ASAC Conference Proceedings, Finance Division* 29: 195-210 [Best Paper].

Kalyta, P., Magnan, M. 2008. Executive pensions, disclosure quality, and rent extraction. *Journal of Accounting and Public Policy* 27: 133-166.

Kalyta, P. 2007. CEO retirement benefits and accounting discretion: Canadian evidence. *ASAC Conference Proceedings, Accounting Division* 28: 1-12 [Best Paper].

Applied projects

Kalyta, P. 2016. 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. *Reproduced in multiple media and integrated into mobile mapping applications.*

Cases

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

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

Active research projects

Institutionalization of misunderstanding in stakeholder dialogue (with B. Malsch; T. Dacin)

Data alteration in archival and experimental accounting research (with H. Pesch)

Do knowledgeable boards add value? A contingency perspective

Inside tax havens and the making of offshore accounting in Canada (with B. Malsch; M.-S. Tremblay)

Grants and distinctions—all

2018–22 SSHRC Insight Grant (with B. Malsch; M.-S. Tremblay)

2016–17 Smith School of Business General Research Grant (with B. Malsch; T. Dacin)

2013–14 Marcel Desautels Institute for Integrated Management Fellowship (with D. Etzion)

2012–16 SSHRC Insight Grant

2010–16 McGill University Internal Research Grant

2013 Best Paper Award, ASAC Conference

2011 Honorable Mention Award, ASAC Conference

2008 Best Paper Award, ASAC Conference

2007 Best Paper Award, ASAC Conference

2006 Doctoral Consortium Fellow, AAA

2005–07 FRQSC (Fonds de recherche du Québec – Société et culture) Doctoral Scholarship

2005–07 J.W. McConnell Memorial Fellowship

2005–07 Concordia University Doctoral Scholarship

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 methodology

Distinctions

2014–15 McGill Management Undergraduate Professor of the Year, Nominee (3% of the faculty)
2013–14 McGill Management Undergraduate Professor of the Year, Nominee (3% of the faculty)
2013–14 Marcel Desautels Institute for Integrated Management Teaching Fellowship

Substantive course material development

Intermediate Management Accounting (Queen's, BCom)
Sustainability and Environmental Accounting (McGill, BCom)—new course
Accountability and Sustainability (McGill, PhD)—new course
Research Design in Accounting (McGill, PhD)—new course
Sustainability Accounting Module (McGill and HEC Montreal, EMBA)

Courses taught—all

Intermediate Management Accounting (Queen's, BCom)
Management Accounting (McGill, BCom/MBA)
Sustainability and Environmental Accounting (McGill, BCom)
Research Design in Accounting (McGill, PhD)
Accountability and Sustainability (McGill, PhD)
Sustainability Accounting Module (McGill and HEC Montreal, EMBA)
Cost Accounting (OttawaU, BCom)
Financial Accounting (OttawaU, BCom)
Managerial Accounting (Concordia, BCom)
Financial Accounting (Concordia, BCom)

Coaching

2016–now Coach of the Queen's University Case Competition Union Team
2012–14 Coach of the McGill University Financial Open Case Competition Team

Coaching Record

2018 1st place, Belgrade International Case Competition
2017 5th overall, University of Navarra International Case Competition
2014 1st place, Financial Open—Management Accounting

PhD supervision

2017–18	Laurence Daoust (Queen’s); thesis committee
2016–17	Russell Evans (Queen’s); thesis committee
2013–16	Leon Bea (McGill); supervisor
2012–16	Rojin Mansouri (McGill); supervisor
2013–16	Leanne Keddie (Concordia); external committee member
2014	Hugues Langlois (McGill); external member on the defense committee
2011	Hai Ta (McGill); external member on the defense committee

Service

External Contributions

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

Internal Contributions

Queen’s University

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

McGill University

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

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

Training and supervision of 26 Teaching and Research Assistants (2008–2018)

Professional experience: Consulting, 6 years; Management accounting, 3 years; Journalism, 2 years

Contact: Queen's University, Smith School of Business, 143 Union St. West, Kingston, Ontario, K7L 3N6, Canada. E-mail: pavlo.kalyta@queensu.ca