

Kathy Rugar

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ACADEMIC EMPLOYMENT

Georgia Institute of Technology

Associate Professor

Aug 2024 - present

Assistant Professor

May 2018 – July 2024

Visiting Assistant Professor

Aug 2017 – May 2018

University of Florida, Fisher School of Accounting

Assistant Professor

Aug 2010 – Aug 2017

EDUCATION

Cornell University, Johnson Graduate School of Management

Jan 2011

Ph.D., Accounting (Minors: Statistics, Psychology)

University of Illinois at Urbana-Champaign

1999-2004

BS/MS, Accounting

RESEARCH

PUBLICATIONS:

Rugar, K., Yoon, H., and Wang, S. (2024) “Do Sell-side Analysts React Too Pessimistically to Bad News for Minority-led Firms? Evidence from Target Price Valuations” *Journal of Accounting and Economics*.

Clor-Proell, S., MacKenzie, N., Rennekamp, K., Rugar, K. (2023) “Invest in What you Know? The Unexpected Effects of Investor-Customer Spillover” *Accounting, Organizations, and Society*.

Asay, H.S., Hales, J., Hinds C., Rugar, K. (2023) “Investor Judgments: Linking Measures to Constructs” *The Accounting Review*.

Guggenmos, R., Rennekamp, K., Rugar, K., and Wang, S. (2022) “The Relationship between Non-GAAP Earnings and Aggressive Estimates in Reported GAAP Numbers” *Journal of Accounting Research*.

Rennekamp, K., Rugar, K., and Seybert, N. (2019) "Short Selling Pressure, Reporting Transparency, and the Use of Real and Accruals Earnings Management to Meet Benchmarks" *Journal of Behavioral Finance*.

Rugar, K. (2017) "Significance of Forecast Precision: The Impact of Investor Expectations," *Contemporary Accounting Research*.

Nelson, M., and Rugar, K. (2015) "Numerical Formats within Risk Disclosures and the Moderating Effect of Investors' Disclosure Management Concerns." *The Accounting Review*.

Rennekamp, K., Rugar, K., and Seybert, N. (2015) "Impaired Judgment: The Effects of Asset Impairment Reversibility and Cognitive Dissonance on Future Investment." *The Accounting Review*.

WORKING PAPERS:

"Inconsistent Analyst Revisions: Do Retail Investors Care? Experimental Evidence" with Timothy Pottsaid and Shankar Venkataraman. Presented at the AAA 2022 ABO Research Conference. Under review at *The Accounting Review*.

"Impact of CEO Self-Disclosure on CEO Judgment" with Peina Liu. Presented at the AAA 2023 ABO Research Conference.

WORK IN PROGRESS:

"The cost of Non-representativeness: Do sushi chefs need to be Japanese?" with Hayoung Yoon and Sean Wang. Data collection stage.

"Gender differences in processing financial information" with Peina Liu and Jane Thayer. Experimental design stage.

"Does identifiability of a victim affect managers' earnings management choices?" With Kristina Rennekamp and Nick Seybert. Data collection stage.

"Deepfake as the ideal earnings announcement voice" with Vivi Zhu and Sean Wang. Experimental design stage.

TEACHING EXPERIENCE

Instructor – Introduction to Accounting (undergraduate level course)	Fall
Georgia Institute of Technology (4.7/5.0)	2017-2023

Instructor – Ethics and Accounting (undergraduate & graduate level)	Spring 2023
Georgia Institute of Technology (4.7/5.0)	Fall 2019

Instructor – Accounting Regulation (graduate level course)	Spring
University of Florida (4.8/5.0)	2012-2016
<i>Among highest in the Fisher School of Accounting (dept. avg. 4.2) and Warrington</i>	

School of Business (school avg. 4.2)

Instructor – Intermediate Accounting (undergraduate level course) Spring
University of Florida (4.7/5.0) 2011-2016
*Among highest in the Fisher School of Accounting (dept. avg. 4.2) and Warrington
School of Business (school avg. 4.2)*

Instructor – Financial Accounting, Cornell University (4.7/5.0) 2007-2009
List of Distinguished Teachers (evaluations exceeding 4.5)

RESEARCH AND TEACHING INTERESTS

Financial Accounting
Judgment and Decision Making

PROFESSIONAL CERTIFICATION AND EXPERIENCE

Certified Public Accountant, State of Illinois, inactive 2004
Deloitte LLP (Chicago, IL) – Audit Intern 2002-2003
United Airlines (Elk Grove Village, IL) – Financial Reporting Intern 2001
Paine Webber (Chicago Illinois) – Chicago Mercantile Exchange Runner 1999

HONORS AND AWARDS

Linda and Lloyd L. Byars Award for Faculty Research Excellence 2024
Warrington College of Business Undergraduate Teaching Award for 2015/2016 2015
J. Michael Cook Excellence in Teaching Award for 2013/2014 2014
List of Distinguished Teachers (evaluation exceeding 4.5) 2008, 2009
AAA/Deloitte/J. Michael Cook Doctoral Consortium Fellow 2008
Graduated with Highest Honors – University of Illinois at Urbana-Champaign 2003
Bronze Tablet Honor Student - University of Illinois at Urbana-Champaign 2003

PRESENTATIONS

“Invest in What you Know: How Investor-Customers React to Corporate Restatements”
University of Illinois at Champaign-Urbana Sept - 22

“Does Wall Street Discriminate by Race? Evidence from Analyst Target Prices”
Georgia Institute of Technology. Jan - 22

“Invest in What you Know? The Unexpected Effects of Investor-Customer Spillover”
Bentley University. Dec - 21

“Improving Investors' Decisions: Psychology Theory to the Rescue!”
India Institute of Management Bangalore Jan -21

“Using the Unconscious to Improve Detection of Managerial Deception”
University of Kentucky Feb – 19
Georgia Institute of Technology Jun - 18

University of Pittsburgh	Oct - 17
DePaul University	Nov-17
University of Oklahoma	Sep-17
Southeast Summer Accounting Research Conference	Jul-17
“Short Selling Pressure, Reporting Transparency, and the Use of Real and Accruals Earnings Management to Meet Benchmarks”	
University of Florida	Dec-16
2016 Accounting Behavior and Organizations Research Conference	Oct-16
“Impaired Judgment: The Effects of Asset Impairment Reversibility and Cognitive Dissonance on Future Investment”	
Texas Christian University	Sep-13
2012 Accounting Behavior and Organizations Research Conference	Oct-12
University of Florida	Sep-12
“Numerical Formats within Risk Disclosures and the Moderating Effect of Investors’ Disclosure Management Concerns”	
2011 Accounting Behavior and Organizations Research Conference	Oct-11
Florida International University	Sep-11
Florida State University	Apr-11
University of Florida	Feb-11
“Significance of Forecast Precision: The Impact of Ex-ante Expectations”	
University of Alberta	Mar-10
University of Massachusetts Amherst	Feb-10
University of South Carolina	Feb-10
University of South Florida	Feb-10
University of Florida	Feb-10
University of Illinois at Urbana-Champaign	Feb-10
Florida State University	Jan-10
Cornell University	Dec-09
“Information Comparability: Magnifying the Dilution Effect”	
Cornell University	Mar-07

CONFERENCES ATTENDED

AAA Annual Meeting – <i>1 time discussant</i>	2010-2022
AAA Financial Accounting and Reporting Section Research Conference – <i>1 time Discussant</i>	2017,2021
AAA Accounting, Behavior, and Organizations Section Research Conference – <i>2 time Presenter/5 time Discussant</i>	2010-2017, 2020-2022
Cornell Financial Reporting Mini-Camp (Ithaca, NY)	2017/2024
Young Scholars Symposium 2017	Mar 2017
PwC Symposium on Accounting and Taxation (Chicago, IL)	Aug 2015
AAA Doctoral Consortium (Tahoe City, Nevada)	Jun 2008
AAA Financial Accounting & Reporting Section Doctoral Consortium and Mid-Year	Jan 2007

SERVICE

AAA Section Advisory Committee member, 2024-2025
Institute Undergraduate Curriculum Committee member 2023-2026
Editorial Advisory and Review Board, *Behavioral Research in Accounting* 2023-2026
Financial Accounting and Reporting Section Midyear Conference Track Chair 2023
Financial Accounting and Reporting Section Mentorship Program Committee Member 2023
Student Academic Financial Affairs Committee member and Vice Chair 2022-2024
Accounting, Behavior and Organizations Section AAA Nominations Committee Chair 2022/2023
Accounting, Behavior and Organizations Section AAA President 2021/2022
Accounting, Behavior and Organizations Section AAA Council Representative
Ad-hoc reviewer for Accounting, Organizations and Society
Ad-hoc reviewer for The Accounting Review
Ad-hoc reviewer for Contemporary Accounting Research
Ad-hoc reviewer for European Accounting Review
Ad-hoc reviewer for Journal of Accounting Literature
Ad-hoc reviewer for Journal of Accounting and Public Policy
Ad-hoc reviewer for Journal of Business Ethics
Ad-hoc reviewer for Journal of Financial Reporting
Ad-hoc reviewer for Management Science
Referee/Discussant, Accounting Behavior and Organizations Research Conference
Referee/Discussant, AAA Annual Meeting
Discussant, AAA Financial Accounting and Reporting Research Conference
Fisher School of Accounting Recruiting Committee Member, 2015-2017
Fisher School of Accounting Ph.D. Committee Member, 2010-2014

PHD STUDENTS

Kathryn Holmstrom – Iowa State (Fall 2021)
Anish Menon – Prairie View A&M University (Fall 2022)
Peina Liu – Washinton State University (Fall 2024)