

**WIOLETA OLCZAK**  
Assistant Professor, Accounting  
Marquette University

---

Department of Accounting  
1225 W. Wisconsin Ave.  
306 David Straz Hall

Milwaukee, WI 53233  
Phone - office: 414-288-7393  
Email: [Wioleta.olczak@marquette.edu](mailto:Wioleta.olczak@marquette.edu)

---

**EDUCATION**

**2019** Ph.D. Accounting University of Central Florida

**2014** MAcc Purdue University

**2013** B.S. in Accounting & Finance, Purdue University

---

**ACADEMIC APPOINTMENTS**

**2019** Assistant Professor, Marquette University

---

**RESEARCH INTERESTS**

Performance Measurement and Evaluation, Compensation, Employee Behavior and Performance, Corporate Social Responsibility

**CURRENT RESEARCH**

***Publications***

Olczak, W. (2021). The foreign corrupt practices act: How investors respond when violation severity and corresponding penalty (mis) match. *Advances in Accounting*, 54, 100546.

- *Received extra promotion in the project of newsworthy articles from Elsevier*

Olczak, W., & Patten, D. (2021). Industry Norm, Legitimacy Threats, and Managerial Decision-Making: An Experimental Investigation of Environmental Capital Expenditure Projections Experimental Investigation of Environmental Capital Expenditure Projections. *Accounting and the Public Interest*.

Antonini, C., Olczak, W., & Patten, D. M. (2021, April). Corporate climate change disclosure during the Trump administration: evidence from standalone CSR reports. *Accounting Forum* 1-24.

- *Academic Times news article for Accounting Forum publication in media*

***Under Review***

- The Effect of Narcissism and Contract Frame on Contract Choice and Performance – with Libby, T. (LO)
- Circular Economy to the Rescue? The U.S. Corporate Disclosure Response to the Plastic Crisis – with Patten, D. and Shin, H. (OPS)

- The (Exit) Price of a Horse: Finding the Fair Value for an Unusual Non-Financial Asset – with Altiero, E. C., Libby T., and Olczak W. (ALO)
- Can Management Reduce Legal Liability for Greenwashing with Independent Assurance? – with Roberts, R. and Grenier, J. (GOR)

### ***Working Papers***

- Because I Care: The Effect of Superiors' Value Congruence and Compensation Scheme on Target Setting in Social Mission Organizations - Olczak, Thomas, and Yatsenko – (OTY)
- Examining the Benefits of Information Transparency in Aggregated Budget Settings – with Majerczyk, M., Owens, J., and Xu, K. (MOOX)
- Do Narcissists Respond to Objective Targets? An Examination of Ex-Ante Targets, Contract Frame, and Effort – with Libby, T. (LO2)
- The Role of Corporate Social Responsibility in Predicting Cybersecurity Attack Frequency and Disclosure Timeliness – with He, C., and Luo, X. (HLO)

### ***Book Chapter***

Olczak, W. and Robin W. R. 2020. *Promoting a Stronger Ethical Focus in Management Accounting Research and Practice*. The Routledge Companion to Accounting Ethics, Eileen Taylor and Paul Williams, Eds. Routledge (accepted)

## **TEACHING AND SCHOLARLY EXPERIENCE**

---

### **Interests**

Managerial Accounting, Cost Accounting, Advanced Issues in Accounting, Financial Accounting

### **Marquette University, Instructor**

ACG 3001 101: Intermediate Accounting  
ACG 6520 Advanced Corporate Issues

### **University of Central Florida, Course Development Assistant**

ACG 2021 Principles of Financial Accounting (Spring 2018, Fall 2018, & Spring 2019)  
UCF instituted a new hybrid course that integrated video lectures, online work, and scheduled group meetings. I, alongside another professor, worked cohesively to successfully design this course to target different learning styles and needs.

### **University of Central Florida, Instructor**

*Fall 2017*

ACG 4083: Advanced Corporate Issues

*Spring 2017*

ACG 2021: Principles of Financial Accounting

*Fall 2016*

ACG 2021: Principles of Financial Accounting

## **SERVICE**

### *Ad Hoc Journal Reviewer*

2021	Reviewer, Advances in Accounting
2021	Reviewer, Journal of Management Accounting Research
2020, 2021	Reviewer, Accounting and Public Interest Journal
2015	Reviewer, International Journal of Accounting Information Systems

### *Conferences Attended*

2021	Contemporary Accounting Research Conference
2021-	Global Management Accounting Research Symposium
2019, 2020, 2021, 2022	Management Accounting Section Midyear Meeting
2020, 2021,	East Coast Behavioral Accounting Workshop
2020, 2021,	JMAR Brownbag Workshops – virtual
2020, 2021	European Network for Experimental Accounting Research, virtual
2019, 2020, 2021	Dairyland Symposium
2017, 2019-2021	Accounting, Behavior and Organizations Research Conference
2018	AAA Annual Meeting, Washington DC
2018	Southeast Region Meeting- Greenville, SC April 2018
2015, 2016	Florida Accounting Behavioral Symposium
2016, 2019	Public Interest Section Midyear Meeting
2015	International Symposium on Accounting Information Systems
2015	AIS Section Midyear Meeting & Doctoral Consortium
2015, 2017	Auditing Section Midyear Meeting & Doctoral Consortium

### *Presentations*

2020, 2022	Management Accounting Section Midyear Consortium & Meeting
2019, 2021	Accounting, Behavior and Organizations Research Conference
2018	Southeast Region Meeting
2016	Florida Accounting Behavioral Symposium

### *Conference Discussant*

2021	Management Accounting Section Midyear Consortium & Meeting
2017, 2020	Accounting, Behavior and Organizations Research Conference
2016	Public Interest Section Midyear Meeting

### *Conference Reviewer*

2022	Hawaii Accounting Research Conference
2019, 2020, 2021, 2022	Management Accounting Section Midyear Meeting
2017, 2019, 2020, 2021	Accounting, Behavior and Organizations Section Midyear Meeting
2020, 2021	Annual Meeting, AAA, Management Accounting Section
2018, 2021	Annual Meeting, AAA, Accounting, Behavior and Organizations
2018	Annual Meeting, AAA, Public Interest
2016	Forensic Accounting Section Midyear Meeting-

*Invited Presentations*

2018	Clemson University
2018	Illinois State University
2018	Bryant University
2018	Kansas State University
2018	Marquette University
2019	University of Wisconsin – Milwaukee
2020	Dairyland Symposium, University of Milwaukee
2021	Junior Accounting Scholars Organization (JASO) – Panelist
2022	Texas Tech University (upcoming)

**GRANTS**

Marquette College Grant – 2021  
PricewaterhouseCoopers Inquiries Grant - 2021  
Institute of Management Accounting Grant – 2020

**CERTIFICATIONS**

FSA – SASB Level II Candidate

**AWARDS**

2021 AAA Annual Outstanding Reviewer Award  
2021 Hawaii Accounting Research Conference Best Reviewer Award  
2020 Annual MAS Meeting Outstanding Reviewer Award

**COMMITTEE APPOINTMENTS**

Academic Integrity 2020 -2022  
Graduate Committee 2021 -

**MEMBERSHIP**

**American Accounting Association**  
**Accounting Behavior and Organizations**  
**Auditing**  
**Management Accounting**

**LANGUAGE AND COMPUTER SKILLS**

Skilled in z-tree, o-tree, python, and Qualtrics  
Proficient in Microsoft Office Programs: Word, Excel, PowerPoint, and Outlook  
Fluent in Polish and English