

WIOLETA OLCZAK

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EXPERIENCE

2019 Assistant Professor, Marquette University

EDUCATION

2019 Ph.D. Accounting University of Central Florida

2014 MAcc Purdue University

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

RESEARCH

Publications

Johnson, J. A., Kelly, K., & Olczak, W. (2025). Is more always better? An experimental examination of the effects of feedback frequency, narcissistic oversensitivity, and growth mindset on performance accuracy. *Contemporary Accounting Research*, 42(1), 418-445.

Libby, T., & Olczak, W. 2024. The Effect of Narcissism and Contract Frame on Employee Performance in the Presence of an Ex Ante Target. *Journal of Management Accounting Research*, 1-17.

Altiero, E. C., Libby, T., & Olczak, W. 2023. The (Exit) Price of a Horse: Finding the Fair Value of an Unusual Nonfinancial Asset. *Issues in Accounting Education*, 1-14.
- Won the FARS Innovation in Financial Accounting Education Award 2024

Libby, T., & Olczak, W. 2023. Narcissism in the workforce: How employees respond to contract frame. *Accounting, Organizations and Society*, 106, 101415.

Olczak, W., Patten, D. M., & Shin, H. 2023. Circular economy to the rescue? The US corporate disclosure response to the plastic crisis. In *Accounting Forum* (pp. 1-21). Routledge.

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
- Published in the FCPA Clearinghouse at Stanford Law (07.25.2023)

Olczak, W., & Patten, D. M. 2021. Industry Norm, Legitimacy Threats, and Managerial Decision-Making: An Experimental Investigation of Environmental Capital Expenditure Projections. *Accounting and the Public Interest*, 21(1), 23-38.

Antonini, C., Olczak, W., & Patten, D. M. 2021. 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
- Received a "Highly Commended" award for 2021

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

Working Papers

- “Can Management Reduce Legal Liability for Greenwashing with Independent Assurance?” – with Robin Roberts and Jon Grenier (revise and resubmit at *Auditing: A Journal of Practice & Theory*)
- “Because I Care: The Effect of Superiors’ Value Congruence and Compensation Scheme on Target Setting in Social Mission Organizations” – with Tyler Thomas and Dimitri Yatsenko (under second round review at *Journal of Management Accounting Research*)
- “Examining the Benefits of Open Reporting Environments in Aggregated Budget Settings” - with Michael Majerczyk, Joel Owens, and Ke Xu (under review at *Journal of Management Accounting Research*)
- “The Effect of Formal Control on Cooperation Under Environmental Risk: The Moderating Role of External Locus of Control” – with Joel Owens, Kun Liu, Michael Majerczyk, and Di Yang (preparing for submission)
- “Framing the Goal: How a Prosocial Goal Impacts Employee Effort when Goal Frequency is Considered” – with Tyler Thomas, and Nate Waddoups (preparing for submission)
- “Effects of Previous Control System Strength on Subsequent Trust” – with Michael Majerczyk, Yu Tian, and Di Yang
- “The Effect of Internal Carbon Pricing and its Disclosure on Managerial Honesty” - with Jeremy Lill and Alice Muncy

Works in Progress

- “Reward Decisions” – with Eric Chan and Yu Tian
- “Promotion, Information, and Budgetary Slack” – with Jeremy Douthit, Michael Majerczyk, and Raymond Stahl
- “Employee Charitable Contributions, Discretionary Bonus Pools, and Teamwork” – with Jeremy Douthit, Patrick Martin, and Kyle Mao
- “Prosocial Investment and Budgetary Slack” - with Clara Chen and Jeremy Lill

TEACHING AND SCHOLARLY EXPERIENCE

Marquette University, Instructor

Intermediate Accounting I, Fall 2019 – Spring 2025

Advanced Corporate Issues, Spring 2020 – Spring 2025

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

ACG 4083: Advanced Corporate Issues, Fall 2017

ACG 2021: Principles of Financial Accounting, Fall 2016 – Spring 2017

SERVICE

Ad Hoc Journal Reviewer for

Accounting and Public Interest Journal
 Advances in Accounting
 Asian Review of Accounting
 Behavioral Research in Accounting
 Contemporary Accounting Research
 Journal of Management Accounting Research
 Intl Journal of Accounting Information Systems
 Management Accounting Research
 The Accounting Review

Presentations

2017, 2019, 2021, 2024	Accounting, Behavior and Organizations Research Conference
2024	Brigham Young University (BYU) Conference
2018	Bryant University
2018	Clemson University
2024	Dairyland Symposium, online
2020	Dairyland Symposium, University of Milwaukee
2022	Dairyland Symposium, University of Wisconsin -Whitewater
2016	Florida Accounting Behavioral Symposium
2018	Illinois State University
2021	Junior Accounting Scholars Organization (JASO) – Panelist
2018	Kansas State University
2020, 2022, 2024	Management Accounting Section Midyear Consortium & Meeting
2018	Marquette University
2018	Southeast Region Meeting
2022	Texas Tech

Conference Discussant

2017, 2020, 2022-2024	Accounting, Behavior and Organizations Research Conference
2021, 2023	Management Accounting Section Midyear Consortium & Meeting
2016	Public Interest Section Midyear Meeting

Conference Reviewer

2017, 2019-2024	Accounting, Behavior and Organizations Section Midyear Meeting
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2018, 2021, 2023	Annual Meeting, AAA, Accounting, Behavior and Organizations
2020, 2021, 2024-2025	Annual Meeting, AAA, Management Accounting Section
2018	Annual Meeting, AAA, Public Interest
2016	Forensic Accounting Section Midyear Meeting-
2022	Hawaii Accounting Research Conference
2019-2024	Management Accounting Section Midyear Meeting

Conferences Attended

2018	AAA Annual Meeting
2017, 2019-2024	Accounting, Behavior and Organizations Research Conference
2015	AIS Section Midyear Meeting & Doctoral Consortium
2015, 2017	Auditing Section Midyear Meeting & Doctoral Consortium
2024	Brigham Young University (BYU) Conference
2021, 2023	Contemporary Accounting Research Conference
2019-2024	Dairyland Symposium
2022	Deloitte University – ESG Conference
2020, 2021, 2022	European Network for Experimental Accounting Research, virtual
2020, 2021,	East Coast Behavioral Accounting Workshop
2015, 2016	Florida Accounting Behavioral Symposium
2021, 2022	Global Management Accounting Research Symposium
2015	International Symposium on Accounting Information Systems
2020, 2021, 2023	JMAR Brownbag Workshops – virtual
2019-2025	Management Accounting Section Midyear Meeting
2025	Performance Management Field Research Symposium
2016, 2019	Public Interest Section Midyear Meeting
2018	Southeast Region Meeting- Greenville, SC April 2018
2022	University of Texas – Austin McCombs Audit Chats Meeting

Other Service

2022	Delta Sigma Pi Professional Business Fraternity Review
2024	Served as a member of the Best Paper Award Committee for the AAA MAS Meeting
2024-present	Lead, Horngren Speaker Series, Marquette University

Grants

Marquette College \$2,500 Grant – 2022
Marquette College \$2,500 Grant – 2022
Marquette College \$2,500 Grant – 2021
PricewaterhouseCoopers Inquiries Grant - 2021
Institute of Management Accounting Grant – 2020

Awards

2024 AAA Annual MAS Outstanding Reviewer Award
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 – 2023

University Board of Graduate Studies 2022

Faculty Research 2023 - present

Membership

American Accounting Association

Accounting Behavior and Organizations

Auditing

Management Accounting