Jake Andrassy

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Updated October 2025

EDUCATION

Indiana University – Kelley School of Business — Bloomington, IN
PhD in Accounting (Expected Graduation Date May 2026) — 2021 – Present

University of Pittsburgh – College of Business Administration — Pittsburgh, PA
BSBA in Accounting and Finance — 2012 – 2017

RESEARCH INTERESTS

Managerial accounting, incentives, group dynamics, experimental economics, reporting, controls

PUBLICATIONS

Andrassy, J., J. Burke, and M. Stern. 2025. *Not Walking The Talk: The Effect Of Prioritizing Profit Or ESG Impact On Employee Behavior Across ESG-Impact And Shareholder-Value Focused Mission Statements.* Journal of Management Accounting Research.

WORKING PAPERS

The Effects of Group Size and Peer Recognition Systems on Information Sharing. Dissertation.

- Committee: Jason Brown (Chair), Joe Burke, Ed Hirt, Tomasz Obloj, Ashley Sauciuc, Geoff Sprinkle.

Productivity versus Efficiency: The Effect of Incentive Focus on Target Setting in Participative Budgets (with Jason Brown, Tim Mallon, and Ashley Sauciuc).

- Under Review at The Accounting Review.
- *David A. Bush Best Paper Award – 2025 Palmetto Symposium on Experimental Accounting Research*

WORKS IN PROCESS

Reducing Free-Riding: The Effect of Incentive Focus on Employee Performance Within Groups (with Jason Brown, Tim Mallon, and Ashley Sauciuc).

- Design stage.

The Interactive Effects of Incentive Focus and Uncertainty on Rent-Seeking Budgetary Slack (with Jason Brown, Tim Mallon, and Ashley Sauciuc).

- Design stage.

TEACHING EXPERIENCE

Indiana University — Bloomington, IN
Associate Instructor – Management Accounting & Analysis (Avg. Rating 6.8/7) — Spring 2024
Associate Instructor – Management Accounting & Analysis (Avg. Rating 6.7/7) — Fall 2022

University of South Carolina — Virtual
*Guest Lecture on Global Intangible Low-Taxed Income for Multi-Jurisdiction Taxation Course taught by Donna Schmitt** — Spring 2021

University of Pittsburgh — Pittsburgh, PA
*Teaching Assistant – Managerial Accounting** — 2015 – 2017

**Evaluations Not Collected for This Position*

RESEARCH PRESENTATIONS

AAA Annual Meeting	2025
Midwest Accounting Research Conference	2025
AAA Deloitte Foundation J. Michael Cook Doctoral Consortium	2025

CONFERENCE PARTICIPATION

AAA, ABO Research Conference (Discussant), Planned	2025
AAA, Annual Meeting (Presenter, Discussant, Moderator)	2025
Midwest Accounting Research Conference (Presenter)	2025
AAA Deloitte Foundation J. Michael Cook Doctoral Consortium Fellow	2025
Palmetto Symposium on Experimental Accounting Research	2025
Performance Management Field Research Symposium	2025
AAA, MAS Midyear Meeting (Reviewer)	2025
AAA, ABO Research Conference	2024
Indiana University Kelley Accounting Research Symposium	2024
Midwest Accounting Research Conference	2024
AAA, MAS Midyear Meeting (Reviewer, Discussant)	2024
Indiana University Kelley Accounting Research Symposium	2023
AAA, ABO Research Conference (Reviewer, Discussant)	2023
Palmetto Symposium on Experimental Accounting Research	2023
AAA, MAS Midyear Meeting	2023
AAA, ABO Research Conference	2022
Midwest Accounting Research Conference	2022
AAA, MAS Midyear Meeting	2022
Conference on Financial Economics and Accounting	2021

ACADEMIC SERVICE

Reviewer, MAS Midyear Meeting	2026
Reviewer, Hawaii Accounting Research Conference	2025
Reviewer and Discussant, ABO Research Conference	2025
Reviewer and Discussant, AAA Annual Meeting	2025
Reviewer, MAS Midyear Meeting	2025
Reviewer and Discussant, MAS Midyear Meeting	2024
Reviewer and Discussant, ABO Research Conference	2023

Internal Service – Indiana University Kelley School of Business — Bloomington, IN
Doctoral Student Association, Board Member — 2022 – 2025
Doctoral Student Association, Vice President — 2022 – 2023

HONORS AND AWARDS

Outstanding Reviewer MAS Section – AAA Annual Meeting — 2025
David A. Bush Best Paper Award — 2025
AAA Deloitte Foundation J. Michael Cook Doctoral Consortium Fellow — 2025
Robert James Weller Doctoral Fellowship — 2024 – 2025
Gerald Salamon Accounting Fellowship — 2021 – 2026
Robert and Jane Parry Accounting Doctoral Student Fellowship — 2021 – 2026
DSA Leadership Award – Indiana University — 2024
Panschar Teaching Award for Associate Instructors (Finalist) — 2024
Dean's Fellowship — 2021 – 2022

PROFESSIONAL EXPERIENCE

Comcast — Pittsburgh, PA
Finance and Accounting Analyst — 2020 – 2021

PwC — Pittsburgh, PA
Senior Associate – International Tax Services — 2017 – 2020

PROFESSIONAL AFFILIATIONS

Certified Public Accountant – Pennsylvania (Active)
AAA Membership – Sections: Management Accounting, Accounting Behavior and Organizations

REFERENCES

Jason Brown
Associate Professor of Accounting
Indiana University – Bloomington
Kelley School of Business
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Joe Burke
Assistant Professor of Accounting
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