Mandy T. Lester, CPA, CIA, PhD

Education

The University of Texas at Austin, McCombs School of Business **Austin, TX**
PhD in Accounting, August 2024

The University of Texas at Austin, McCombs School of Business **Austin, TX**
Master in Professional Accounting (MPA), May 2010
Master in Science in Accounting (MSA), 2022

The University of Texas at Austin, McCombs School of Business **Austin, TX**
Bachelor of Business Administration (BBA)
in Accounting and Business Honors Program, May 2010

Study Abroad at The University of Edinburgh, Summer 2006

Research

Research Method: Financial Experimental
Research Interests: Sustainability disclosure, Investors' and managers' judgment and decision-making, standard setting

Publications

[1] **Ellison, M. T.** and B. J. White. The world according to GAARP—Discussion of "To read or to listen? Does disclosure delivery mode impact investors' reactions to managers' tone language?". *Contemporary Accounting Research* 2024 (41): 7-38. https://doi.org/10.1111/1911-3846.12898. *(ABDC A*, FT 50)*

[2] Bernhardt, N., **M. Ellison**, K. Rennekamp, and B.J. White. (2023). "Language in Financial Disclosures." In the *Handbook of Financial Decision Making* (Elgar Publishing).

Working Papers

[1] "Designing and Implementing a Sustainability Reporting Course" with Jeffrey Hales.

- *Revise and Resubmit at Issues in Accounting Education (ABCD A)*

[2] "Investors' Reactions to Disclosure of Sustainability Performance: The Role of the Control Environment" solo-authored

- *Presented at AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium, 2024*
  Lone Star Accounting Research Conference, 2024 American Accounting Association Annual Meeting, 2025 Financial Accounting and Reporting Section Midyear Meeting, The University of Texas at Austin, Texas State University, Washington State University
- *Under Review (at ABDC A*, FT 50 journal)*

[3] "The Effects of Sequential Decision Making on the Comparability of Preparer Judgments: Evidence from ASC 606" with Shana Clor-Proell and Brian White, developed from 2nd year summer paper

- *Presented at the University of Texas at Austin*

[4] "Investor and Stakeholder Reactions to Effective Tax Rate (ETR) Reconciliations" with Michael Gonari and Jeffrey Hales

- *Presented at the University of Texas at Austin*

Works in Process

[1] "The Effect of Mandatory Climate Reporting Guidelines on Managerial Decision Making" with Jesse Chan

- *Brown Bag presentation at Texas State University*
- *Data collection complete*

[2] "Disclosure Features, Construal Level Fit, and Investor Judgment" solo-authored

- *Data collection complete*

[3] "Risk Tolerance in Purpose-Driven Project Selection" with Billy Brewster, Tim Mallon, and Kyle Mao

[4] "The Effect of Industry Benchmarks on Forced Labor Practices" with Joshua Schumm

Teaching

Texas State University

Assistant Professor

Financial Accounting and Reporting (ACC 3305) — Fall 2024 – present
(Average Instructor Rating: 4.81/5)

St. Edward's University

Adjunct Accounting Professor

Financial Accounting for Managers — Fall 2016 - 2019
(MBA Core Course, Average Instructor Rating: 3.8/4)

Cost Accounting — Fall 2015 -2019
(Graduate-Level Course, Average Instructor Rating: 3.7/4)

Governmental and Non-Profit Accounting — Spring 2018 - 2019
(Graduate-Level Course, Average Instructor Rating: 3.7/4)

Managerial Accounting — Summer 2015
(Undergraduate-Level Course, Average Instructor Rating: 3.9/4)

Internal Auditing — Summer 2014 - 2015
(Graduate-Level Course, Average Instructor Rating: 3.7/4)

The University of Texas at Austin
Teaching Assistant

Honors Financial Accounting, Eric Hirst	Fall 2023
Corporate Sustainability, Jeffrey Hales	Fall 2022
Global Business Sustainability, Jeffrey Hales	Fall 2021 - 2022

The University of Texas at Austin

MPA Bootcamp Coordinator	2022-2024
MPA Bootcamp Instructor	2020-2022

Professional Experience

St. Edwards University – Adjunct Accounting Professor 2014 – 2019

RetailMeNot – Senior Accounting Analyst 2013 – 2015

Assisted with S-1 filings for IPO, managed incentive stock plan, performed global consolidation and prepared quarterly financial statements

Dell – Global Audit Senior Advisor 2010 – 2013

Completed audit and consulting engagements in Brazil, India, Ireland, and the Philippines

Professional Certifications & Memberships

American Accounting Association, ABO and FARS Sections	2020 – present
Society for Judgment and Decision Making	2020 – 2024
Certified Public Accountant, Texas License: 098350	2010 – present
Certified Internal Auditor	2011

Additional Education & Awards

2024 McCoy Faculty Development Fund Recipient
2023 AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium Fellow
2023 McCombs-Provost PhD Research Fund
2023 AAA Architecture of Inclusion - DEIB Foundations I and II Certificate
2023 Eugene and Dora Bonham Memorial Fund
2022 FASB Doctoral Student Program Fellow
2021 Eugene and Dora Bonham Memorial Fund
2020 William Ezzel Scholarship, AICPA
2020 Eugene and Dora Bonham Memorial Fund
2020 Intro to Data Analysis and Graphics Using R, University of Texas Summer Statistics Institute
2019 University-Wide Outstanding Teacher Award Finalist, St. Edward's University
2018 SAS for Accounting Bootcamp, Texas A&M University
2010 Dean's Award for Academic Excellence
2010 Sommerfeld Scholar

Invited Presentations

2025 Accounting Behavior and Organizations Research Conference – [1] "Investor Responses to Disclosure of Sustainability Performance and Controls" and [2] "Greenhushing: Unintended Consequences of Conditionally Mandatory Disclosures"
2025 Financial Accounting and Reporting Section Midyear Meeting - "Investor Responses to Disclosure of Sustainability Performance and Controls"
2024 Lone Star Accounting Research Conference - "Investor Responses to Disclosure of Sustainability Performance and Controls"
2024 Washington State University - "Investor Responses to Disclosure of Sustainability Performance and Controls"
2023 4C HSE Conference - "Evolution of Disclosure Landscape in Oil and Gas Industry"
2023 4C HSE Conference - "PROVE IT - Accountability & Audit for Net Zero"panel with Maris Densmore, American Carbon Registry and Robyn Wille, Colorado Attorney General's Office
2023 McCombs PhD Conference – "Investor Responses to Disclosure of Sustainability Performance and Controls"

Conference Participation

2025[†*^] ABO Midyear Meeting (scheduled)
2025 Palmetto Symposium on Experimental Accounting Research (invited)
2025[†*] FARS Midyear Meeting
2024[†] ABO Midyear Meeting
2024*[†‡] AAA Annual Meeting
2024* Lone Star Accounting Research Conference
2023* McCombs PhD Conference
2023[†‡] AAA ESG Meeting
2023[‡] AAA Annual Meeting
2023* AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium
2023[†] FARS Midyear Meeting
2022[‡] ABO Midyear Meeting
2022[‡] JFR Improving Financial Reporting Conference
2022[†] FARS Midyear Meeting
2022[†] AAA Annual Meeting
2022 FARS Midyear Meeting and Doctoral Consortium
2021[‡] CAR Annual Meeting and Doctoral Consortium
2021[†‡^] ABO Midyear Meeting and Doctoral Consortium
2021 Palmetto Symposium on Experimental Accounting Research
2021 FARS Midyear Meeting and Doctoral Consortium
2020 PhD Symposium on Market Research and Policy, Salem Center, University of Texas
2020 ABO Midyear Meeting

*presenter; † reviewer; ‡ discussant; ^moderator

Service

Ad-hoc reviewer: Hawaii Accounting Research Conference	2025
Ad-hoc reviewer: AAA Accounting Behavior and Organizations Research Conference	2025
Ad-hoc reviewer: *Issues in Accounting Education*	2025
Member, MSAIT Admissions Committee	2025

Member, MAcy Admissions Committee	2025
Ad-hoc reviewer: *Journal of Financial Reporting*	2024, 2025
Member, Faculty Search Committee - Accounting Department	2024
Ad-hoc reviewer: *Contemporary Accounting Review*	2024
McCoy College of Business Search Committee, Accounting Faculty	2024
McCombs School of Business Accounting Behavioral Reading Group Coordinator	2022-2024
Ad-hoc reviewer: AAA FARS Midyear meeting	2022, 2023, 2024
Ad-hoc reviewer: AAA Sustainability, ESG, and Accounting Conference	2023, 2024
Ad-hoc reviewer: AAA ABO Midyear meeting	2021, 2024
Ad-hoc reviewer: AAA Annual meeting	2022, 2024
McCombs School of Business PhD Advisory Council	2022-2023
Ad-hoc reviewer: *Accounting Horizons*	2022

Positions in the Community

Talented & Gifted (TAG) Parent Advisory Committee	2025-present
Den Leader – Scouts of America	2022-present
Children's Class Instructor (volunteer) – The Virtues Project	2008-present
Independent Financial Auditor (volunteer) – Bahais of Austin	2010-2020
Secretary and Financial Advisor – Covenant UMC Preschool	2017-2019