

CURRICULUM VITAE
for
Heather A. Wier

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EDUCATION

Ph.D., Accounting, Cornell University, Graduate School of Management, July 1993.
B.Comm., Accounting, summa cum laude, St. Mary's University, 1978.

PROFESSIONAL DESIGNATION

Chartered Accountant, Institute of Chartered Accountants of Nova Scotia, 1979.

AWARDS

SSHRC Research Grant, 2011
CAAA/CICA Research Grant, 2010
SSHRC Research Grant, 2006
J.D. Muir Research Grant, 2005
Deloitte & Touche / Canadian Academic Accounting Association Research Grant, 2004
SSHRC Research grant, 2001.
CAAA Research Grant, 2000.
Faculty Fellowship (Rice), December 1999.
Faculty Fellowship (Canadian Utilities), December 1997.
CAAA Research Grant, 1997.
Faculty Fellowship (Canadian Utilities), December 1994.
J.D. Muir Research, December 1993.
Social Sciences and Humanities Research Council of Canada Doctoral Fellowship, 1989-91.
Association of American and Canadian Schools of Business Doctoral Fellowship, 1988-89.
Cornell University Fellowship, 1988-91.

TEACHING EXPERIENCE

University of Alberta, Edmonton, Alberta, July 1, 2013 – present, Professor of Accounting.
University of Alberta, Edmonton, Alberta, July 1, 2001 – June 30, 2013, Associate Professor of Accounting.
University of Alberta, Edmonton, Alberta, 1993 – June, 1998; July, 1999 – June, 2001 Assistant Professor of Accounting.
University of British Columbia, Vancouver, British Columbia, July, 1998 – June, 1999, Visiting Assistant Professor of Accounting.
Mount Allison University, Sackville, New Brunswick, 1985-88, Assistant Professor of Accounting.
Dalhousie University, Halifax, Nova Scotia, 1983-85, Lecturer in Accounting.

BUSINESS EXPERIENCE

Coopers & Lybrand, Halifax, Nova Scotia, 1978-83, Auditor and Insurance Specialist.

ACADEMIC PUBLICATIONS

Huson, M., Y. Tian, C. Wiedman, and H. Wier. 2012. "Compensation Committees' Treatment of Earnings Components in CEOs' Terminal Years". *The Accounting Review*. 87(1): 231-259.

Scott, T., C. Wiedman, and H. Wier. "Transaction Structuring and the Financial Statement Classification of Convertible Debt". 2011. *Contemporary Accounting Research* 28(3): 1046-1071.

Wier, H. 2009. "Fair Value or Conservatism: The Case of the Gold Industry". *Contemporary Accounting Research* 26(4):1207-1233.

Şabac, Florin, T. Scott, and H. Wier "An Investigation of the Value Relevance of Alternative Foreign Exchange Disclosures". 2005. *Contemporary Accounting Research*, Vol. 21 No. 4: 1027-1061.

Wiedman, C., and H. Wier. "The Market Value Implications of Post-Retirement Benefit Plans and Plan Surpluses – Canadian Evidence". 2004. *Canadian Journal of Administrative Sciences*, Vol. 21 No. 3: 229-241.

Scott, T.W., and H.A. Wier. 2002. "The Explanatory Power of Canadian Accounting Measures of Earnings Dilution", *Canadian Accounting Perspectives*, Vol. 1 No. 1: 7-28.

Huson, M., T.W. Scott, and H.A. Wier. 2001. "Earnings Dilution and the Explanatory Power of Earnings for Returns", *The Accounting Review*, Vol. 74. No. 4: 589-612.

Scott, T.W., and H.A. Wier. 2000. "On Constructing an EPS Measure: an Assessment of the Properties of Dilution", *Contemporary Accounting Research*, Vol. 17 No. 2: 303-326.

Wiedman, C.I., and H.A. Wier. 1999. "Management of Note Disclosures: The Case of Unconsolidated Subsidiaries Prior to FAS No. 94", *Journal of Accounting, Auditing, and Finance*, Vol. 14. No. 1: 73-93.

Shaw, W.H., and H.A. Wier. 1993. "Organizational Firm Choice and the Valuation of Oil and Gas Producers", *The Accounting Review*, Vol. 68, No. 3: 657-667.

APPLIED PUBLICATIONS

Wiedman, C. and H.A. Wier, "Defined Benefit Pension Plans – The Staying Power of Deficits", *Ivey Business Journal*, September/October 2005

Wiedman, C. and H.A. Wier, "Pension Accounting – the End of Smoothing?", *Ivey Business Journal*, March/April 2005

APPLIED PUBLICATIONS (continued)

Huson, M., C.I. Wiedman, and H.A. Wier, "Accounting for Stock Options – the Devil's in the Details", *Ivey Business Journal*, July/August 2003

Wiedman, C., H.A. Wier, and A. Zybul, "Wither the Pension Plan? Accounting Rules Mask Increasing Debt", *Ivey Business Journal*, January/February 2003: 1-6.

Huson, M., T.W. Scott, and H.A. Wier, "Mortgaging the Future", *CA Magazine*, September 2001: 47-50.

WORKING PAPERS

Huson, M. and H. Wier. 2015. Taking stock of the flow: firm attributes and equity based compensation. Revise and resubmit at *Journal of Management Accounting Research*.

Huson, M. and H. Wier. 2015. On the Management of Legacy Assets.

Zhang, A. and H. Wier. Competition and SG&A Spending.

Esplin, A., M. Huson, C. Mashruwala, and H. Wier. 2015. Transaction Structuring of Convertible Debt: An Examination of Canadian firms after the Adoption of IFRS.

EDITORIAL BOARD MEMBERSHIPS

Member, editorial board, *Contemporary Accounting Research*

TEACHING AWARDS AND ACTIVITIES

Winner of the 2006 MacKenzie Teaching Award for distinguished teaching

Winner of the 2006 Varsity Consulting Group Professor of the Year Award for second-year MBA courses

Winner of the 2004 Varsity Consulting Group Professor of the Year Award for second-year MBA courses

Winner of the CAEF Teaching Award 2004