

**MINJIE HUANG**  
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**EDUCATION**

Ph.D. in Finance	University of Kansas	2011-2016
M.S. in Finance	University of Texas at Austin	2008-2010
M.S. in Management	University of Florida	2005-2008
B.E. in Materials Sci. & Engineering	Zhejiang University	2000-2004

**ACADEMIC APPOINTMENTS**

August 2016 – Present	University of Louisville Assistant Professor of Finance
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**RESEARCH INTERESTS**

- Corporate Finance: Executive Compensation, Corporate Governance, Corporate Culture, Social Networks
- Investments: Short Selling, Market Anomalies
- Behavioral Finance

**PUBLICATIONS**

- “Family Firms, Employee Satisfaction, and Corporate Performance,” with Pingshu Li, Felix Meschke and James Guthrie, **Journal of Corporate Finance**, October 2015, Vol. 34, pp. 108-127.
- “Client Workplace Environment and Corporate Audits,” with Adi Masli, Felix Meschke and James Guthrie, **Auditing: A Journal of Practice & Theory**, November 2017, Vol. 36, No. 4, pp. 89-113.

**WORKING PAPERS**

- “Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment,” with Yen-Cheng Chang, Yu-Siang Su and Kevin Tseng.

- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung.
- “The Effect of Technology Spillovers on the Duration of Executive Compensation,” with Tom Kubick and Kevin Tseng.
- “Internal CEO Approval and External Reporting Quality,” with Adi Masli, Felix Meschke and James Guthrie.
- “Do Better Connected Executives Have Longer Incentive Horizons?”
- “Local Peers and CEO Incentives,” with Felix Meschke.
- “Thumbs-up or Thumbs-down? CEO Risk-taking and Employees' CEO Approval,” with Pingshu Li, James Guthrie and Felix Meschke.
- “Supply & Demand Determinants of Home-Price Sensitivity to Capital Market Factors,” with Christopher W. Anderson and Eli Beracha.

#### CONFERENCE/SEMINAR PRESENTATIONS

- “Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment,” with Yen-Cheng Chang, Yu-Siang Su and Kevin Tseng, presented at the **2018 China International Conference in Finance**, July 2018 (scheduled), Tianjin, China.
- “Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment,” with Yen-Cheng Chang, Yu-Siang Su and Kevin Tseng, presented at the **University of Louisville**, April 2018 (scheduled), Louisville, Kentucky.
- “The Effect of Technology Spillovers on the Duration of Executive Compensation,” with Tom Kubick and Kevin Tseng, presented at the **2018 Midwest Finance Association Annual Meeting**, March 2018, San Antonio, Texas.
- “Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment,” with Yen-Cheng Chang, Yu-Siang Su and Kevin Tseng, presented at the **2018 Midwest Finance Association Annual Meeting**, March 2018, San Antonio, Texas.\*
- “Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment,” with Yen-Cheng Chang, Yu-Siang Su and Kevin Tseng, presented at the **2017 Paris Finance Management Conference**, December 2017, Paris, France.\*
- “Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment,” with Yen-Cheng Chang, Yu-Siang Su and Kevin Tseng, presented at the **25th Conference on the Theories and Practices of Securities and Financial Markets**, December 2017, Taiwan.\*
- “Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment,” with Yen-Cheng Chang, Yu-Siang Su and Kevin Tseng, presented at **National Chiao Tung University**, October 2017, Taiwan.\*

- “Internal CEO Approval and External Reporting Quality,” with Adi Masli, Felix Meschke and James Guthrie, presented at the **2017 Financial Management Association Annual Meeting**, October 2017, Boston, Massachusetts.\*
- “Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment,” with Yen-Cheng Chang, Yu-Siang Su and Kevin Tseng, presented at the **University of Kansas**, September 2017, Lawrence, Kansas.\*
- “The Effect of Technology Spillovers on the Duration of Executive Compensation,” with Thomas R. Kubick and Kevin Tseng, presented at the **Xiamen University**, July 2017, Xiamen, China.
- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at the **7th Banco de Portugal Conference on Financial Intermediation**, July 2017, Sintra, Portugal.\*
- “The Effect of Technology Spillovers on the Duration of Executive Compensation,” with Thomas R. Kubick and Kevin Tseng, presented at the **University of Louisville**, April 2017, Louisville, Kentucky.
- “Internal CEO Approval and External Reporting Quality,” with Adi Masli, Felix Meschke and James Guthrie, presented at **Arizona State University**, April 2017, Tempe, Arizona.\*
- “Internal CEO Approval and External Reporting Quality,” with Adi Masli, Felix Meschke and James Guthrie, presented at the **2017 Midwest Finance Association Annual Meeting**, March 2017, Chicago, Illinois.\*
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at the **2016 Financial Management Association Annual Meeting**, October 2016, Las Vegas, Nevada.
- “Internal CEO Approval and External Reporting Quality,” with Adi Masli, Felix Meschke and James Guthrie, presented at the **University of Louisville**, October 2016, Louisville, Kentucky.
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at the **5th Annual CIRANO-Sam M. Walton College of Business Workshop on Networks in Trade and Finance**, September 2016, University of Arkansas, Fayetteville, Arkansas.
- “Thumbs-up or Thumbs-down? CEO Risk-taking and Employees' CEO Approval,” with Pingshu Li, James Guthrie and Felix Meschke, presented at the **9th Annual People & Organizations Conference**, September 2016, University of Pennsylvania, Philadelphia, Pennsylvania.
- “Internal CEO Approval and External Reporting Quality,” with Adi Masli, Felix Meschke and James Guthrie, presented at the **Vienna University of Economics and Business (WU)**, September 2016, Vienna, Austria.\*

- “Internal CEO Approval and External Reporting Quality,” with Adi Masli, Felix Meschke and James Guthrie, presented at the **University of Oklahoma**, September 2016, Norman, Oklahoma.\*
- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at **Bank of France**, May 2016, Paris, France.\*
- “Tone at the Top, Financial Reporting Quality, and Corporate Audits,” with Adi Masli, Felix Meschke and James Guthrie, presented at the **2016 Eastern Finance Association Annual Meeting**, April 2016, Baltimore, Maryland.
- “Tone at the Top, Financial Reporting Quality, and Corporate Audits,” with Adi Masli, Felix Meschke and James Guthrie, presented at the **2016 Midwest Finance Association Annual Meeting**, March 2016, Atlanta, Georgia.
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at the **University of Louisville**, December 2015, Louisville, Kentucky.
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at **California State University, Long Beach**, December 2015, Long Beach, California.
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at the **2015 Southern Finance Association Annual Meeting**, November 2015, Captiva Island, Florida.
- “Tone at the Top, Financial Reporting Quality, and Corporate Audits,” with Adi Masli, Felix Meschke and James Guthrie, presented at the **2015 Southern Finance Association Annual Meeting**, November 2015, Captiva Island, Florida.
- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at **Stony Brook University**, November 2015, Stony Brook, New York.\*
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at **Sam Houston State University**, November 2015, Huntsville, Texas.
- “Tone at the Top, Financial Reporting Quality, and Corporate Audits,” with Adi Masli, Felix Meschke and James Guthrie, presented at the **2015 Financial Management Association Annual Meeting**, October 2015, Orlando, Florida.
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at the **University of Kansas**, October 2015, Lawrence, Kansas.
- “Tone at the Top, Financial Reporting Quality, and Corporate Audits,” with Adi Masli, Felix Meschke and James Guthrie, presented at **Marquette University**, April 2015, Milwaukee, Wisconsin.\*
- “Local Peers and CEO Incentives,” with Felix Meschke, presented at the **2015 Eastern Finance Association Annual Meeting**, April 2015, New Orleans, Louisiana.

- “Family Firms, Employee Satisfaction, and Corporate Performance,” with Pingshu Li, Felix Meschke and James Guthrie, presented at the **2015 Eastern Finance Association Annual Meeting**, April 2015, New Orleans, Louisiana.
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at the **2015 Eastern Finance Association Annual Meeting**, April 2015, New Orleans, Louisiana.
- “Local Peers and CEO Incentives,” with Felix Meschke, presented at the **2015 Southwestern Finance Association Annual Meeting**, March 2015, Houston, Texas.
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at the **2015 Southwestern Finance Association Annual Meeting**, March 2015, Houston, Texas.
- “Family Firms, Employee Satisfaction, and Corporate Performance,” with Pingshu Li, Felix Meschke and James Guthrie, presented at the **2015 Southwestern Finance Association Annual Meeting**, March 2015, Houston, Texas.
- “Do Better Connected Executives Have Longer Incentive Horizons?” presented at the **2015 Midwest Finance Association Annual Meeting**, March 2015, Chicago, Illinois.
- “Local Peers and CEO Incentives,” with Felix Meschke, presented at the **2015 Midwest Finance Association Annual Meeting**, March 2015, Chicago, Illinois.
- “Family Firms, Employee Satisfaction, and Corporate Performance,” with Pingshu Li, Felix Meschke and James Guthrie, presented at the **2015 Midwest Finance Association Annual Meeting**, March 2015, Chicago, Illinois.
- “Family Firms, Employee Satisfaction, and Corporate Performance,” with Pingshu Li, Felix Meschke and James Guthrie, presented at the **27th Australasian Finance and Banking Conference**, December 2014, Sydney, Australia.
- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at the **2014 Southern Finance Association Annual Meeting**, November 2014, Key West, Florida.
- “Local Peers and CEO Incentives,” with Felix Meschke, presented at the **2014 Southern Finance Association Annual Meeting**, November 2014, Key West, Florida.
- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at the **European Central Bank**, October 2014, Frankfurt, Germany.\*
- “Family Firms, Employee Satisfaction, and Corporate Performance,” with Pingshu Li, Felix Meschke and James Guthrie, presented at the **2014 Financial Management Association Annual Meeting**, October 2014, Nashville, Tennessee.
- “Local Peers and CEO Incentives,” with Felix Meschke, presented at the **2014 Financial Management Association Annual Meeting**, October 2014, Nashville, Tennessee.

- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at **Villanova University**, October 2014, Villanova, Pennsylvania.\*
- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at the **Federal Reserve Bank of Kansas City**, October 2014, Kansas City, Missouri.\*
- “Supply & Demand Determinants of Home-Price Sensitivity to Capital Market Factors,” with Christopher W. Anderson and Eli Beracha, presented at the **2014 Latin American Real Estate Society Annual Conference**, September 2014, Rio de Janeiro, Brazil.\*
- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at the **2014 International Finance and Banking Society Conference**, June 2014, Lisbon, Portugal.\*
- “Family Firms, Employee Satisfaction, and Corporate Performance,” with Pingshu Li, Felix Meschke and James Guthrie, presented at the **University of Kansas**, May 2014, Lawrence, Kansas.
- “Supply & Demand Determinants of Home-Price Sensitivity to Capital Market Factors,” with Christopher W. Anderson and Eli Beracha, presented at **Missouri State University**, April 2014, Springfield, Missouri.\*
- “Supply & Demand Determinants of Home-Price Sensitivity to Capital Market Factors,” with Christopher W. Anderson and Eli Beracha, presented at the **2014 American Real Estate Society Annual Meeting**, April 2014, Coronado, California.\*
- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at the **University of Kansas**, March 2014, Lawrence, Kansas.
- “The External Effects of Bank Executive Pay: Systemic Risk and Liquidity Creation,” with Robert DeYoung, presented at the **Federal Reserve Bank of Chicago**, February 2014, Chicago, Illinois.\*
- “Local Peers and CEO Incentives,” with Felix Meschke, presented at the **University of Kansas**, December 2013, Lawrence, Kansas.

(\* indicates presentations by co-authors)

## **OTHER CONFERENCE PARTICIPATION**

- 2018 Midwest Finance Association Annual Meeting (San Antonio, Texas): Discussant.
- 2017 Financial Management Association Annual Meeting (Boston, Massachusetts): Discussant; Program Committee; Session Chair.
- 2017 Northern Finance Association Annual Meeting (Halifax, Canada): Discussant; Program Committee.

- 2017 Midwest Finance Association Annual Meeting (Chicago, Illinois): Discussant; Session Chair.
- 2016 Southern Finance Association Annual Meeting (Destin, Florida): Program Committee.
- 2016 Financial Management Association Annual Meeting (Las Vegas, Nevada): Discussant; Program Committee; Session Chair.
- 2016 Northern Finance Association Annual Meeting (Mont Tremblant, Canada): Program Committee.
- 2016 Eastern Finance Association Annual Meeting (Baltimore, Maryland): Discussant; Program Committee; Session Chair.
- 2016 Midwest Finance Association Annual Meeting (Atlanta, Georgia): Discussant; Session Chair.
- 2015 Southern Finance Association Annual Meeting (Captive Island, Florida): Discussant; Program Committee.
- 2015 Financial Management Association Annual Meeting (Orlando, Florida): Program Committee.
- 2015 Eastern Finance Association Annual Meeting (New Orleans, Louisiana): Discussant; Program Committee.
- 2015 Southwestern Finance Association Annual Meeting (Houston, Texas): Discussant; Session Chair.
- 2015 Midwest Finance Association Annual Meeting (Chicago, Illinois): Discussant.
- 27th Australasian Finance and Banking Conference (Sydney, Australia): Discussant.
- 2014 Southern Finance Association Annual Meeting (Key West, Florida): Discussant; Program Committee; Session Chair.
- 2014 Financial Management Association Annual Meeting (Nashville, Tennessee): Discussant; Program Committee; Session Chair.
- 2013 Financial Management Association Annual Meeting (Chicago, Illinois): Discussant.

#### **OTHER PROFESSIONAL SERVICE**

- Ad hoc referee, Business & Society, 2016.
- Ad hoc referee, Emerging Markets Finance and Trade, 2017
- Ad hoc referee, Emerging Markets Review, 2016.

- Ad hoc referee, International Review of Economics and Finance, 2017.
- Ad hoc referee, Journal of Money, Credit & Banking, 2014, 2015, 2018.
- Ad hoc referee, Managerial Finance, 2015, 2016.

## **PROFESSIONAL ASSOCIATIONS**

- American Finance Association, Financial Management Association

## **COURSES TAUGHT**

- Corporate Finance
  - University of Louisville, 2017, average student evaluations: 4.47 out of 5
  - University of Kansas, 2012 - 2014, average student evaluations: 4.47 out of 5
- Investments
  - University of Louisville, 2017, average student evaluations: 4.84 out of 5
  - University of Louisville, 2016, average student evaluations: 4.60 out of 5

## **HONORS AND AWARDS**

- Faculty Favorite Nominee, University of Louisville, 2016 - 2017
- Semifinalist for Best Paper in Corporate Finance, Financial Management Association, 2016
- John O. Tollefson Best Paper Award, University of Kansas, 2016
- Positive Code of Conduct (RESPECT) Award, University of Kansas, 2016
- School of Business Best PhD Student Paper, University of Kansas, 2015
- Best PhD Student Paper, Southern Finance Association, 2014
- Semifinalist for Best Paper in Corporate Finance, Financial Management Association, 2014
- FMA European Conference Doctoral Student Consortium, Financial Management Association, 2014
- Max E. Fessler Dissertation Award, University of Kansas, 2014
- John O. Tollefson Doctoral Student Teaching Award, University of Kansas, 2014
- School of Business Dissertation Fellowship, University of Kansas, 2014
- Doctoral Summer Research Fellowship, University of Kansas, 2014



- Doctoral Student Research Fund, University of Kansas, 2014
- Graduate Scholarly Presentation Travel Fund, University of Kansas, 2014
- AFA Doctoral Student Travel Grant, American Finance Association, 2014
- School of Business Doctoral Student Travel Grant, University of Kansas, 2013 – 2016

#### **MEDIA COVERAGE**

- The Wall Street Journal, Wired, KU Today, Channel 6, Glassdoor, Paychex, HRE Online, Phys

Updated: 03/20/2018