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ACADEMIC APPOINTMENTS

University of Louisville
Assistant Professor of Finance 2016 - present

EDUCATION

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

RESEARCH INTERESTS

Executive compensation, corporate culture, investments, and behavioral finance

PUBLICATIONS

1. "Duration of Executive Compensation and Maturity Structure of Corporate Debt"
(with Xudong Fu and Tian Tang).
Journal of Corporate Finance, Volume 73, 2022.
2. "Technology Spillovers and the Duration of Executive Compensation"
(with Thomas R. Kubick and Kevin Tseng).
Journal of Banking & Finance, Volume 131, 2021.
3. "Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment"
(with Yen-Cheng Chang, Yu-Siang Su, and Kevin Tseng).
Contemporary Accounting Research, Volume 38, 2021.
 - Fubon Paper Award, Taiwan Finance Association
 - Semifinalist for Best Paper in Corporate Finance, Financial Management Association
4. "The External Effects of Bank Executive Pay: Liquidity Creation and Systemic Risk"
(with Robert DeYoung).
Journal of Financial Intermediation, Volume 47, 2021.
5. "Client Workplace Environment and Corporate Audits"
(with Adi Masli, Felix Meschke, and James Guthrie).
Auditing: A Journal of Practice & Theory, Volume 36, 2017.
6. "Family Firms, Employee Satisfaction, and Corporate Performance"
(with Pingshu Li, Felix Meschke, and James Guthrie).
Journal of Corporate Finance, Volume 34, 2015.
 - Semifinalist for Best Paper in Corporate Finance, Financial Management Association
 - John O. Tollefson Best Paper Award, University of Kansas

WORKING PAPERS

7. “CEO Incentive Alignment: Intensity and Time Horizon”
(with Julie Huang, Barry Gerhart, and Wayne Cascio).
8. “Do Better Connected Executives Have Longer Incentive Horizons?”
 - Semifinalist for Best Paper in Corporate Finance, Financial Management Association
9. “Internal CEO Approval and External Reporting Quality”
(with Adi Masli, Felix Meschke and James Guthrie).
10. “Local Peers and CEO Incentives”
(with Felix Meschke).
 - Outstanding Doctoral Student Paper Award, Southern Finance Association
11. “Thumbs-up or Thumbs-down? CEO Risk-taking and Employees' CEO Approval”
(with Pingshu Li, Felix Meschke, and James Guthrie).

MEDIA COVERAGE

- “Family Firms, Employee Satisfaction, and Corporate Performance”
- “Amazon’s Work/Life Balance Lags Other Tech Companies, Study Says”
The Wall Street Journal, August 25, 2015
 - “Corporate culture can affect company performance, KU research says”
KU Today, August 31, 2015
 - “KU researchers say founder-run companies report greater employee satisfaction”
6News Lawrence, September 3, 2015
 - “Financial Performance Linked to Employee Satisfaction”
Paychex, December 3, 2015

RESEARCH AWARDS

Faculty Research Excellence Award, University of Louisville	2021
Semifinalist for Best Paper in Corporate Finance, Financial Management Association	2019
Fubon Paper Award, Taiwan Finance Association	2018
Semifinalist for Best Paper in Corporate Finance, Financial Management Association	2016
John O. Tollefson Best Paper Award, University of Kansas	2016
School of Business Best PhD Student Paper Award, University of Kansas	2015
Outstanding Doctoral Student Paper Award, Southern Finance Association	2014
Semifinalist for Best Paper in Corporate Finance, Financial Management Association	2014
Doctoral Summer Research Scholarship, University of Kansas	2014

PRESENTATIONS

“CEO Incentive Alignment: Intensity and Time Horizon”	
○ University of Louisville	2021
○ University of Colorado Denver*	2020
“Duration of Executive Compensation and Maturity Structure of Corporate Debt”	
○ Southern Finance Association Annual Meeting*	2019
○ Financial Management Association Annual Meeting	2019
○ University of Dayton Summer Finance Workshop*	2019
○ Midwest Finance Association Annual Meeting	2019
“Technology Spillovers and the Duration of Executive Compensation”	
○ Southern Finance Association Annual Meeting	2018
○ Financial Management Association Annual Meeting	2018
○ Midwest Finance Association Annual Meeting	2018
○ Xiamen University	2017
○ University of Louisville	2017
“Short-Termist CEO Compensation in Speculative Markets: A Controlled Experiment”	
○ Australasian Finance and Banking Conference*	2018
○ Southern Finance Association Annual Meeting	2018
○ University of Dayton Summer Finance Workshop	2018
○ China International Conference in Finance*	2018
○ Taiwan Finance Association Annual Meeting*	2018
○ Federal Reserve Bank of Richmond*	2018
○ University of North Carolina at Charlotte*	2018
○ University of Louisville	2018
○ Midwest Finance Association Annual Meeting	2018
○ Paris Finance Management Conference*	2017
○ Conference on the Theories and Practices of Securities and Financial Markets*	2017
○ National Chiao Tung University*	2017
○ University of Kansas*	2017
“The External Effects of Bank Executive Pay: Liquidity Creation and Systemic Risk”	
○ Fixed Income and Financial Institutions Conference	2019
○ Banco de Portugal Conference on Financial Intermediation*	2017
○ Bank of France*	2016
○ Stony Brook University*	2015
○ Southern Finance Association Annual Meeting	2014
○ European Central Bank*	2014
○ Villanova University*	2014
○ Federal Reserve Bank of Kansas City*	2014
○ International Finance and Banking Society Conference*	2014
○ University of Kansas	2014
○ Federal Reserve Bank of Chicago*	2014
“Do Better Connected Executives Have Longer Incentive Horizons?”	
○ Financial Management Association Annual Meeting	2016
○ Walton-CIRANO Conference Workshop on Networks in Trade and Finance	2016

○ University of Louisville	2015
○ California State University, Long Beach	2015
○ Southern Finance Association Annual Meeting	2015
○ Sam Houston State University	2015
○ University of Kansas	2015
○ Eastern Finance Association Annual Meeting	2015
○ Midwest Finance Association Annual Meeting	2015
“Internal CEO Approval and External Reporting Quality”	
○ Financial Management Association Annual Meeting	2017
○ Arizona State University*	2017
○ Midwest Finance Association Annual Meeting	2017
○ University of Louisville	2016
○ Vienna University of Economics and Business*	2016
○ University of Oklahoma*	2016
○ Eastern Finance Association Annual Meeting	2016
○ Southern Finance Association Annual Meeting	2015
○ Marquette University*	2015
“Thumbs-up or Thumbs-down? CEO Risk-taking and Employees' CEO Approval”	
○ People & Organizations Conference at Wharton	2016
“Local Peers and CEO Incentives”	
○ Eastern Finance Association Annual Meeting	2015
○ Southwestern Finance Association Annual Meeting	2015
○ Midwest Finance Association Annual Meeting	2015
○ Southern Finance Association Annual Meeting	2014
○ Financial Management Association Annual Meeting	2014
○ University of Kansas	2013
“Family Firms, Employee Satisfaction, and Corporate Performance”	
○ Eastern Finance Association Annual Meeting	2015
○ Southwestern Finance Association Annual Meeting	2015
○ Midwest Finance Association Annual Meeting	2015
○ Australasian Finance and Banking Conference	2014
○ Financial Management Association Annual Meeting	2014
○ University of Kansas	2014

(* by co-author)

PROFESSIONAL SERVICE

Conferences

Financial Management Association Annual Meeting	
○ Discussant	2013-2014, 2016-2018, 2020-2021
○ Program Committee	2014-2017, 2019-2020, 2022
○ Session Chair	2014, 2016-2017, 2019-2020
Northern Finance Association Annual Meeting	
○ Discussant	2017
○ Program Committee	2016-2021

- Midwest Finance Association Annual Meeting
 - Discussant 2015-2018
 - Session Chair 2016-2017

- Southern Finance Association Annual Meeting
 - Discussant 2014-2015, 2018
 - Program Committee 2014-2016, 2018
 - Session Chair 2014

- Eastern Finance Association Annual Meeting
 - Discussant 2015-2016
 - Program Committee 2015-2016
 - Session Chair 2016

- Southwestern Finance Association Annual Meeting
 - Discussant 2015
 - Session Chair 2015

- Australasian Finance and Banking Conference
 - Discussant 2014

Ad hoc referees

Journal of Corporate Finance; Journal of Money, Credit & Banking; Journal of Financial Stability; Emerging Markets Review; International Review of Economics and Finance; Business & Society; Managerial Finance; Emerging Markets Finance and Trade

Professional affiliations

American Finance Association; Financial Management Association; Society for Financial Studies

UNIVERSITY SERVICE

- MBA Program Committee, College of Business, University of Louisville
 - Member 2022-present

- Graduate Student Grievance Committee, University of Louisville
 - Member 2021-present

COURSES TAUGHT

- University of Louisville, MBA
 - Stocks and Bonds, Professional MBA Program Spring 2022

- University of Louisville, undergraduate
 - Corporate Finance Spring, 2017 - 2019
 - Investments Fall, 2016 - 2021; Spring, 2020 - 2022

- University of Kansas, undergraduate
 - Corporate Finance Summer, 2012 - 2014

Updated: 05/31/2022