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EDUCATION

University of Rochester, William E. Simon Graduate School of Business

Ph.D., Accounting, 1998.

M.S., Business Administration, Concentration in Applied Economics, 1996.

Northeastern University

Masters in Business Administration, 1993.

Clarkson University

B.S., Engineering and Management, 1989.

ACADEMIC APPOINTMENTS

The Wharton School of Business, University of Pennsylvania, 1997-Present

Yageo Professor of Accounting, 2010-Present

Associate Professor of Accounting, 2004-2010

Assistant Professor of Accounting, 1997-2004

PUBLICATIONS

Refereed papers

“Guiding Through the Fog: Financial Statement Complexity and Voluntary Disclosure,” with Delphine Samuels and Daniel Taylor, *Journal of Accounting & Economics* 62, (2016): 234-269.

“Do Independent Directors Cause Improvements in Firm Transparency?,” with Christopher Armstrong and John Core, *Journal of Financial Economics* 113, (2014): 383-403.

“Are US CEOs Paid More Than UK CEOs? Inferences From Risk-Adjusted Pay?,” with John Core and Martin Conyon, *Review of Financial Studies* 24, (2011): 402-438.

“Properties of Implied Cost of Capital Using Analysts' Forecasts,” with S.P. Kothari and Susan Shu, *Australian Journal of Management* 36, (2011): 125-149.

Best Paper Award – *Australian Journal of Management* Article of the Year, 2011

“Have the tax benefits of debt been overestimated?,” with Jennifer Blouin and John Core, *Journal of Financial Economics* 98, (2010): 195-213.

“The Role of the Business Press as an Information Intermediary,” with Brian Bushee, John Core, and Sophia Hamm, *Journal of Accounting Research* 48, (2010): 1-19.

“The Power of the Pen and Executive Compensation,” with John Core and David Larcker, *Journal of Financial Economics* 88, (2008): 1-25.

“Is Accruals Quality a Priced Risk Factor?,” with John Core and Rodrigo Verdi, *Journal of Accounting & Economics* 46, (2008): 2-22.

“Agency Problems of Excess Endowment Holdings in Not-For-Profit Firms,” with John Core and Rodrigo Verdi, *Journal of Accounting & Economics* 41, (2006): 307-333.

“Does Weak Governance Cause Weak Stock Returns? An Examination of Firm Operating Performance and Investors’ Expectations,” with John Core and Tjomme Rusticus, *Journal of Finance* 56, (2006): 655-687.

“Stock Market Anomalies: What Can We Learn from Repurchases and Insider Trading?,” with John Core, Scott Richardson and Rodrigo Verdi, *Review of Accounting Studies* 11 (2006): 49-70.

“Price versus Non-Price Performance Measures in Optimal CEO Compensation Contracts,” with John Core and Ro Verrecchia, *The Accounting Review* 78, (2003): 957-981.

“Market Valuations in the New Economy: An Investigation of What Has Changed,” with John Core and Andy Van Buskirk, *Journal of Accounting & Economics* 34, (2003): 43-67.

Best Paper Award – second prize, *Journal of Accounting & Economics Conference*, 2001.

“How Much Do Firms Hedge with Derivatives?,” with S.P. Kothari, *Journal of Financial Economics* 70, (2003): 423-461.

“The Economic Dilution of Employee Stock Options: Diluted EPS for Valuation and Financial Reporting,” with John Core and S.P. Kothari, *The Accounting Review* 77, (2002): 627-652.

Best Paper Award – *The Accounting Review* Article of the Year 2002, selected by the Financial Executive Research Foundation.

“Estimating the Value of Employee Stock Option Portfolios and Their Sensitivities to Price and Volatility,” with John Core, *Journal of Accounting Research* 40, (2002): 613-630.

“Stock Option Plans for Non-Executive Employees,” with John Core, *Journal of Financial Economics* 61, (2001): 253-287.

“The Usefulness of Long-Term Accruals,” with Baljit K. Sidhu, *Abacus* 37, (2001) 110-131.

“The Cash-Flow Permanence and Information Content of Dividend Increases vs. Repurchases,” with Jarrad Harford, *Journal of Financial Economics* 57, (2000): 385-415.

“The Use of Equity Grants to Manage Optimal Equity Incentive Levels,” with John Core, *Journal of Accounting & Economics* 28, (1999): 151-184.

“The Sensitivity of CEO Wealth to Equity Risk: An Analysis of the Magnitude and Determinants,” *Journal of Financial Economics* 53, (1999): 43-78.

“The Impact of Derivatives on Firm Risk: An Empirical Examination of New Derivatives Users,” *Journal of Accounting & Economics* 26, (1999): 319-351.

“A Market-Based Evaluation of Discretionary-Accruals Models,” with S.P. Kothari and Ross L. Watts, *Journal of Accounting Research* 34, Supplement (1996): 83-105.

Invited papers

“The Role Financial Reporting and Transparency in Corporate Governance,” with Christopher Armstrong, Hamid Mehran, and Joseph Weber, *Economic Policy Review* 22 No.1, (2016): 107-128.

“The Role of Information and Financial Reporting in Corporate Governance and Debt Contracting,” with Christopher Armstrong and Joseph Weber, *Journal of Accounting & Economics* 50, (2010): 179-234.

“Is There a Case for Regulating Executive Pay in the Financial Services Industry?,” with John Core, in *After the Crash: The Future of Finance: Chapter 5*, published by Brookings Institution Press (2010): 115-140.

“Is CEO Pay Too High and Are Incentives Too Low: A Wealth-Based Contracting Framework,” with John Core, *Academy of Management Perspectives* 24 (Feb. 2010): 5-19.

“Discussion of Ramanna and Roychowdhury (2010): Elections and Discretionary Accruals: Evidence from 2004,” *Journal of Accounting Research* 48, (2010): 477-487.

“Conservative Financial Reporting, Debt Covenants, and the Agency Costs of Debt,” *Journal of Accounting & Economics* 45 (2008): 175-180.

“Discussion of Accounting Discretion, Corporate Governance, and Firm Performance,” *Contemporary Accounting Research* 25 (Summer 2008): 407-413.

“Discussion of an Economic Framework for Conservative Accounting and Bushman and Piotroski,” with Ro Verrecchia, *Journal of Accounting & Economics* 42, (2006): 149-165.

“Discussion of Ball and Shivakumar: The Role of Accruals in Asymmetrically Timely Gain and Loss Recognition,” *Journal of Accounting Research* 44, (2006): 243-255.

“Is U.S. CEO Compensation Broken,” with John Core and Randall Thomas, *Journal of Applied Corporate Finance* 17 No. 4, (2005): 97-104.

“Accounting for Employee Stock Options,” with S.P. Kothari and Richard Sloan, *American Economic Review* 93 No. 2, (2003): 405-409.

“Executive Equity Compensation and Incentives: A Survey”, with John Core and David Larcker. *Economic Policy Review* 9, (2003): 27-50.

“Discussion of: Real Investment Implications of Employee Stock Option Exercises,” *Journal of Accounting Research* 40, (2002): 395-406.

“Discussion of Value Investing: The Use of Historical Financial Statement Information to Separate Winners from Losers,” *Journal of Accounting Research* 38, Supplement (2000): 43-51.

Other articles

“Is U.S. CEO Compensation Inefficient Pay without Performance? A review of *Pay without Performance: The Unfulfilled Promise of Executive Compensation*, by Lucian Bebchuk and Jesse Fried,” with John Core and Randall Thomas, *Michigan Law Review* 103, No. 6 (2005): 1142-1185.

“Equity Incentives,” with John Core and David Larcker, in *Top Pay and Performance: International and Strategic Approach: Chapter 8*, published by Elsevier Butterworth-Heinemann (2005): 157-172.

WORKING PAPERS

“What Is the Purpose of CEO Bonuses?,” with John Kepler and David Tsui.

“Does Tax Aggressiveness Reduce Transparency?,” with Karthik Balakrishnan and Jennifer Blouin. (preparing for resubmission to *The Accounting Review*).

“Why Do CEOs Hold Equity?,” with Chris Armstrong and John Core.

“Adapt or Perish: Evidence of CEO Adaptability to Industry Shocks,” with Dan Taylor and Jason Xiao.

“Conservative Disclosure,” with Ro Verrecchia.

“When are Executive Compensation and Incentives Appropriately Measured by Their Market Values?,” with John Core.

“The Other Side of the Trade-Off: The Impact of Risk on Executive Compensation:

A Revised Comment," with John Core.

INVITED UNIVERSITY PRESENTATIONS

Southern Methodist University, 2008 & 2016
University of Chicago, 2000, 2006, 2016
Cornell University, 2002, 2016
University of Southern California, 2002 & 2015
University of Zurich, 2015
Stanford University, 2005, 2006, & 2014
Bocconi University, 2014
Columbia University, 1999, 2014
Singapore Management University, 2014
University of Washington, 2000 & 2013
Ohio State University, 2004 & 2013
Boston College, 2013
University of Missouri, 2013
Massachusetts Institute of Technology, 1999, 2001, & 2012
Northwestern University, 2000 & 2012
Tilburg University, 2011
University of Auckland, 2010
University of Melbourne, 2010
Australian National University, 2010
University of New South Wales, 2010
University of Queensland, 2010
University of Western Australia, 2010
Vanderbilt University, 2009
Dartmouth College, 2009
University of Toronto, 2008
University of Texas at Dallas, 2008
Erasmus School of Economics, Rotterdam, 2008
University of Amsterdam, 2008
Drexel University, 2007
Penn State University, 2006
Washington University, 2006
Baruch College, 1997 & 2005
Rutgers University, 2005
George Washington University, 2005
University of Utah, 2005
Arizona State University, 2004
University of Maryland, 2004
University of Technology, Sydney, 2004
University of Delaware, 2004
University of Oregon, 1999 & 2003
University of Rochester, 1999 & 2003

Cranfield School of Management, 2002
Syracuse University, 2002
University of Illinois, 2002
Rutgers University, 2001
University of Arizona, 2000
Northeastern University, 1999
University of British Columbia, 1999
University of Chicago, Economics and Law Workshop, 1997

INVITED ADDRESSES, LECTURES, PAPER DISCUSSIONS AND PANEL SESSIONS

2016 Journal of Accounting and Economics Conference
2015 Directors Roundtable – Morgan, Lewis & Bockius, LLP
2015 Drexel Conference on Corporate Governance
2015 FARS Midyear Meeting, Panel Discussion on Executive Compensation
2014 Bar Ilan University, Ackerman Conference on Corporate Governance
2014 Singapore Management University, Public Lecture
2014 Utah Winter Financial Accounting Conference
2014 Arizona State University Sonoran Winter Finance Conference
2013 European Accounting Association Annual Congress: Symposium on the Regulation and Disclosure of Executive Compensation
2012 Financial Economics & Accounting Conference at USC – Keynote Address
2012 Colorado Summer Accounting Research Conference
2011 Vanderbilt Law and Business Annual Conference
2011 Conference on Governance and Risk Management, Federal Reserve Bank of New York
2010 Conference on Governance, Executive Compensation and Excessive Risk in the Financial Services Industry, Columbia Business School
2009 LeBow College of Business, Annual Corporate Governance Conference
2008 IIEF, Global Shareholder Activism Conference
2008 Institute of Corporate Directors: Governance and Financial Markets Conference
2007 Journal of Accounting and Economics Conference
2007 Wharton Economic Summit: “Current Controversies in Executive Compensation”
2007 Wharton Joint Finance/Law Seminar Series
2006 Journal of Accounting and Economics Conference
2006 Financial Research Association Conference
2006 Contemporary Accounting Research Conference
2006 Washington University Corporate Finance Conference
2005 Utah Winter Financial Accounting Conference
2004 Journal of Accounting and Economics Conference
2004 Financial Management Association Annual Meeting
2004 National Bureau of Economic Research, Corporate Finance Conference
2004 Western Finance Association Annual Meeting
2004 University of Delaware, Corporate Governance Center, Executive Compensation Panel
2004 Vanderbilt Law and Business Conference
2003 American Accounting Association Annual Meeting
2003 Western Finance Association Annual Meeting

2003 Conference on Financial Economics and Accounting, Indiana University
2003 Featured presenter at “Accounting for Stock Options” Conference, Temple University
2001 European Finance Association Annual Meeting
2001 American Accounting Association Annual Meeting
2000 European Finance Association Annual Meeting

INVITED CONFERENCE PAPER PRESENTATIONS

2016 Yale Fall Research Conference
2016 University of Minnesota Empirical Research Conference
2015 Journal of Accounting & Economics Conference
2015 Colorado Summer Accounting Research Conference
2014 Bar Ilan University, Ackerman Conference on Corporate Governance
2013 London Business School Accounting Symposium
2010 Federal Reserve Bank Conference on Bank Structure and Competition
2009 *Journal of Accounting & Economics* Conference
2009 Brookings - Tokyo Club - Wharton, Future of Financial Services Industry Conference
2008 Financial Research Association Conference
2006 University of Minnesota Empirical Research Conference
2006, 2005, 2004, 2003, 2001, 2000, 1999, 1996 American Accounting Association meetings
2006 Utah Winter Financial Accounting Conference
2005 NYU Summer Camp
2004 Governance in Not-For-Profit Organizations Conference, Federal Reserve Bank of NY
2004 National Bureau of Economic Research Corporate Governance Conference
2004 Financial Management Association Annual Meeting
2004 European Accounting Association Annual Congress
2003 American Economic Association Annual Meeting.
2002, 2000 American Finance Association Annual Meeting.
2002 Business Management and Assurance Services Conference.
2001 European Finance Association meetings.
2001 *Journal of Accounting & Economics* Conference.
2001, 2000 European Finance Association Annual Meeting.
2000 Harvard University Financial Decisions and Control Workshop.
2000 AAA-BAA Globalization conference.
2000 UNC/Duke Fall Camp.
1998 *Journal of Accounting & Economics* Conference.
1998 Western Finance Association Annual Meeting.
1998 Australian Graduate School of Management Summer Conference.

DOCTORAL PROGRAM RESEARCH COURSES AND LECTURES

University of Zurich (Switzerland), 2015
London Business School (UK), 2011
Tilburg University (Netherlands), 2011
University of Utah, 2011
Australian National University (Australia), 2010

University of New South Wales (Australia), 2010
University of Technology Sydney (Australia), 2004
Cranfield School of Management (UK), 2002
Massachusetts Institute of Technology, 2001
University of Pennsylvania, 1999-2016

HONORS AND AWARDS

Wharton MBA Core Curriculum Teaching Award, 2015 & 2016.
Best Paper Award – *Australian Journal of Management*, 2011.
Best Paper Award – *The Accounting Review* Article of the Year 2002.
Wharton Undergraduate Excellence in Teaching Award, 2002.
Best Paper Award – second prize, *Journal of Accounting & Economics Conference*, 2001.
American Compensation Association Research Grant, 1997-98.
Deloitte & Touche Doctoral Fellow, 1997.

PROFESSIONAL SERVICE

Academic Journal Service:

Journal of Accounting & Economics, Editor, 2012-2016, Associate Editor, 2003-2011
Australian Journal of Management, Editorial Board, 2011-2016
Journal of Accounting Research, Editorial Board, 2001-2011
Accounting Review, Editorial and Advisory Board, 1999-2007
Journal of Derivatives Accounting, Associate Editor, 2004-2005

Service:

University of Colorado Summer Accounting Conference, Program Committee, 2013-2016
University of Utah Winter Accounting Conference, Program Committee, 2012-2017
Financial Research Association Conference, Program Committee, 2005-2016
AAA New Faculty Consortium, Group Leader, 2005 & 2006
Financial Management Association Annual Meeting, Program Committee, 2004
Financial Executives Research Foundation, Academic Advisory Council, 2003
Western Finance Association Annual Meeting, Program Committee, 2003
AAA/FASB Financial Reporting Issues Conference, Program Committee, 2002.

Ad hoc reviewer for:

Accounting Horizons; American Accounting Association Annual and Mid-year Meetings; Financial Management; Journal of Accounting, Auditing and Finance; Journal of Accounting and Public Policy; Journal of Business; Journal of Business Finance and Accounting; Journal of Contemporary Accounting Research; Journal of Corporate Finance; Journal of Economics and Business; Journal of Finance; Journal of Financial Economics; Journal of Financial Intermediation; Journal of Financial and Quantitative Analysis; Journal of Futures Markets; Journal of International Financial Management & Accounting; Journal of Law and Economics; Journal of Management Accounting Research; Journal of Political Economy; Management Science; MIT Sloan Management

Review; Review of Accounting Studies; Review of Corporate Finance Studies; Review of Financial Studies; The Financial Review; The International Journal of Accounting

UNIVERSITY SERVICE

Accounting PhD Coordinator: 2011-2017.

Dissertation committee: Delphine Samuels, 2017 (co-chair); Jason Xiao, 2016 (chair); Jacky Chau, 2016; David Tsui, 2015 (chair); Terrence Blackburne, 2014 (co-chair); Sophia Hamm, 2010 (chair); Tjomme Rusticus, 2006; Andrew Van Buskirk, 2005; Ying Li (MIT), 2002.

Summer paper advisor: Stephen Glaeser, 2015; Delphine Samuels, 2015; Michael Carniol, 2014; Jessica Kim, 2013, 2014; Jason Xiao, 2012, 2013; Jacky Chau, 2012, 2013; David Tsui, 2012; Terrence Blackburne, 2010, 2011; Michael Willis, 2009; Jeffrey Ng, 2005; Zili Zhuang, 2004; Rodrigo Verdi, 2003; Gus De Franco, 2000.

Wharton Doctoral Executive Committee, 2011-2017.

Wharton Personnel Committee, 2015-2017 (Chair, 2016-2017).

Wharton Undergraduate Curriculum Committee, 1997-1998, 2000-2003, 2005-2008.

Beta Alpha Psi Accounting Awards Committee, 1998-2001.

Wharton Technology Committee, 1998-2000.

Penn Reading Project, Summer 2000, 2002.

Wharton Undergraduate Executive Committee, 2001-2002.

Contributor: Knowledge@Wharton, Knowledge@Wharton High School, *Wharton Magazine*.

Wharton Graduate Division Core Faculty Advisory Committee, 2003-2006.

Wharton Executive Education: Pension Accounting (2004-2005), Deferred Compensation & Benefits (2005)

WRDS Advisory Committee, 2005-2015.

Quinquennial Review Committees: Risk Management and Decision Processes Center, 2005; Human Resources Center, 2009; Operations and Information Mgmt. Department, 2010; Zell-Lurie Real Estate Center, 2012

Wharton Connect: On Campus Program: Alumni presentation, Fall 2007.

Wharton Women in Business Conference, Panel Moderator, Fall 2008.

Wharton New Faculty Orientation: Research Panel, Fall 2008 and Fall 2011.

Wharton MBA and Undergraduate Curriculum Committee, 2008-2010.

Dean's Advisory Council, 2009-2010.

OTHER PROFESSIONAL EXPERIENCE

Consulting Practice, 2001-Present

Expert testimony on executive compensation and incentives, stock options, insider trading, corporate governance, valuation, and general analysis of finance and accounting issues.

Northeastern University, 1992-1993

Program Manager, High Technology MBA.

Raytheon Company, 1989-1991

Procurement Management Program, Electronics Group.