

Jones Graduate School of Business  
Rice University  
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## RESEARCH INTERESTS

Corporate Finance, Corporate Governance

## ACADEMIC POSITION

Assistant Professor of Finance  
Jones Graduate School of Business, Rice University, July 2012 - present

## EDUCATION

Ph.D. (Finance), The Johnson School, Cornell University, 2012  
M.S. (Finance), The Johnson School, Cornell University, 2012  
M.S. (Economics), University of Montreal, 2006  
B.B.A. (Finance), HEC Montreal, 2004

## PUBLICATIONS

Relative Performance Evaluation in CEO Compensation: A Talent-Retention Explanation (with Yaniv Grinstein), *Journal of Financial and Quantitative Analysis*, *Forthcoming*.  
Debt Contracting on Management (with Brian Akins and Maclean Gaulin), *Journal of Finance*, *Forthcoming*.  
The Effects of Short-Selling Threats on Incentive Contracts: Evidence from an Experiment (with Gustavo Grullon and Sébastien Michenaud), *Review of Financial Studies* 30 (2017), 1627-1659.  
Input Hedging, Output Hedging, and Market Power (with Abraham Ravid), *Journal of Economics and Management Strategy* 26 (2017), 123-151.  
Performance Terms in CEO Compensation Contracts (with Yaniv Grinstein), *Review of Finance* 19 (2015), 619-651.

## WORKING PAPERS

Blocking Block-Formation: Evidence from Private Loan Contracts (with Brian Akins and Rustam Zufarov)  
Size Attracts Talent, but Talent Creates Size (with Thomas Hemmer and Amoray Riggs-Cragun)  
The Saliency of Creditors' Interests and CEO Compensation (with Brian Akins, Jonathan Bitting, and Maclean Gaulin)

- *Revise and resubmit – Journal of Accounting Research*

On the Importance of Internal Control Systems in the Capital Allocation Decision: Evidence from SOX

- *Featured on the Harvard Law School Forum on Corporate Governance and Financial Regulation*

## PREVIOUS RESEARCH PAPERS

Relative Performance Evaluation in CEO Compensation: Evidence from the 2006 Disclosure Rules (with Yaniv Grinstein), 2011  
A Multirisk Approach to Measuring Corporate Hedging and its Determinants (with René Garcia), 2008

## INVITED SEMINARS

2016: University of Houston (Bauer)

- 2012: University of Toronto (Rotman), University of Washington (Foster), Northwestern University (Kellogg), Rice University (Jones), University of North Carolina at Chapel Hill (Kenan-Flager), Hong Kong University of Science and Technology
- 2011: Cornell University (Johnson)

## CONFERENCE PRESENTATIONS

- 2019: Financial Management Association Annual Meeting (*scheduled*), American Accounting Association Annual Meeting (*c*)
- 2018: Western Finance Association Annual Meeting, SFS Cavalcade North America (*c*), Midwest Finance Association Annual Meeting (*c*)
- 2017: SFS Cavalcade North America, Lone Star Finance Conference, China International Conference in Finance (*c*), Financial Management Association Annual Meeting (*c*)
- 2016: Academic Conference on Corporate Governance at Drexel University, Lone Star Accounting Conference, Northern Finance Association Annual Conference, Financial Management Association Annual Meeting, Colorado Summer Accounting Research Conference (*c*), Midwest Financial Association Annual Meeting (*c*), IRMC Conference in Jerusalem (*c*)
- 2015: American Finance Association Annual Meeting, Western Finance Association Annual Meeting, ITAM Finance Conference, Financial Management Association Annual Meeting (*c*)
- 2014: European Finance Association Annual Meeting (*c*), China International Conference in Finance (*c*), SFS Cavalcade (*c*), Summer Finance Conference at IDC Herzliya (*c*)
- 2013: Summer Finance Conference at IDC Herzliya (*c*)
- 2012: American Finance Association Annual Meeting
- 2011: European Finance Association Annual Meeting, Conference on Corporate Finance at Washington University in St. Louis (PhD Session), Financial Management Association (Doctoral Consortium Session), European Winter Finance Summit (*c*), Oklahoma Risk Management Conference (*c*)
- 2010: Financial Intermediation Research Society Annual Meeting, Eastern Finance Association Annual Meeting, Midwest Finance Association Annual Meeting, European Finance Association Annual Meeting (*c*)

*(c) denotes presentation by co-author*

## SERVICE

### *Dissertation Committees*

- Jonathan Bitting (Finance), in progress  
 Shasha Liu (Economics), 2019 (initial placement: Freddie Mac)  
 Amory Riggs-Cragun (Accounting), 2019 (initial placement: University of Chicago)

### *Conference Discussions*

- Conference on Financial Economics and Accounting, 2019 (*scheduled*)  
 Rothschild Caesarea Center Annual Conference, IDC Herzliya, 2014, 2017, 2019  
 Lone Star Finance Conference, 2013, 2015, 2018  
 Midwest Finance Association Annual Meeting, 2010, 2018  
 American Finance Association Annual Meeting, 2017  
 Financial Management Association Annual Meeting, 2015, 2016, 2017  
 Entrepreneurial Finance and Innovation Conference, 2015  
 Western Finance Association Annual Meeting, 2013  
 Financial Intermediation Research Society Annual Meeting, 2010  
 Eastern Finance Association Annual Meeting, 2010

### *Session Chair*

- Financial Management Association Annual Meeting, 2015, 2016, 2017, 2019 (*scheduled*)

Midwest Finance Association Annual Meeting, 2018

*Ad Hoc Referee Service*

Review of Financial Studies, Journal of Financial Economics, Review of Finance, Management Science, Journal of Banking and Finance, Journal of Corporate Finance, International Review of Finance, Journal of Empirical Finance, Quarterly Journal of Finance, European Financial Management, Managerial Finance, Contemporary Accounting Research, Decision

*Program Committee*

Rothschild Caesarea Center Annual Conference, IDC Herzliya, 2015, 2016, 2017, 2018, 2019, 2020  
(scheduled)

Financial Management Association Annual Meeting, 2013, 2015, 2016, 2017, 2018, 2019

Financial Management Association European Conference, 2017

American Risk and Insurance Association, 2017

Midwest Finance Association Annual Meeting, 2014

## **TEACHING EXPERIENCE**

*Rice University – Professor*

Managerial Economics (MBA), 2012-2019

Economics for Business (EMBA), 2017, 2019

Managerial Economics (EMBA), 2013

*Cornell University – Teaching Assistant*

Managerial Finance (EMBA), 2009-2010

Corporate Financial Policy (EMBA), 2009

Financial Economics (Undergraduate), 2008

Intermediate Microeconomics (Undergraduate), 2007

*University of Montreal – Teaching Assistant*

Econometrics I (Undergraduate), 2006

## **HONORS AND AWARDS**

Runner-up for the UBS Best Paper Award at the EFA Annual Meeting, 2014

American Finance Association, Travel Grant, 2010

Cornell University, Sage Fellowship, 2006-2008

Hydro-Quebec Chair, Risk Management and Fin. Math. Research Scholarship, 2006

CIREQ Research Scholarship, 2005

University of Montreal, Master Admission Scholarship, 2005

Mercure Excellence Profile, HEC Montreal, 2004

National Bank Scholarship of Excellence, 2004

Norshield Financial Group Scholarship, 2004

The Reseau HEC Scholarship, 2003

## **WORK EXPERIENCE**

Center for Interuniversity Research and Analysis on Organizations (CIRANO), Montreal, 2005

Research Assistant – conducted econometric and simulation analysis

HEC Montreal – National Bank Financial Trading Room, 2004-2005

Operator – provided technical support to students and faculty, and organized trading simulations

## **ADDITIONAL INFORMATION**

Chartered Financial Analyst (CFA) Program – Level I

*Languages:* English (fluent), French (native) and Italian (good)