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- Finalist, John L. Weinberg Best Paper Award at the Corporate Governance Symposium, 2017.
- Best Paper Award at Financial Institutions, Regulation and Corporate Governance Conference, 2016.
- Best Paper Award in Corporate Finance from the EFMA, 2016.
- Research Excellence Award (Kelley School of Business, Indiana University), 2016.
- Trustees Teaching Award (Kelley School of Business, Indiana University), 2015.
- Research Excellence Award (Kelley School of Business, Indiana University), 2010.
- Finalist, Trustees Teaching Award (Kelley School of Business, Indiana University), 2008, 2010, 2012.
- Arthur M. Weimer Faculty Fellow, 2019–2021.
- ArcelorMittal USA Faculty Fellow, 2016–2019.
- 3M Jr. Faculty Fellow (Kelley School of Business, Indiana University), 2010–2012.

PUBLICATIONS

User Interface and First-hand Experience in Retail Investing (with Li Liao, Zhengwei Wang, Jia Xiang, and Hongjun Yan), 2021. *Review of Financial Studies* 34, 4486–4523.

Paying by Donating: Corporate Donations Affiliated with Independent Directors (with Ye Cai and Jin Xu), 2021. *Review of Financial Studies* 34, 618–660.

[Finalist, John L. Weinberg Best Paper Award at the Corporate Governance Symposium (2017)]

Pay Me Now (and Later): Pension Benefit Manipulation before Plan Freezes and Executive Retirement (with Irina Stefanescu, Yupeng Wang, and Kangzhen Xie), 2018. *Journal of Financial Economics* 127, 152–173.

[Won the Best Paper Award at Financial Institutions, Regulation and Corporate Governance Conference (2016); Won the Best Paper Award at EFMA (2016)]

Explaining CEO Retention in Misreporting Firms (with Daniel Beneish and Cassandra Marshall), 2017. *Journal of Financial Economics* 123, 512–535.

Golden Hellos: Signing Bonuses for New Top Executives (with Jin Xu), 2016. *Journal of Financial Economics* 122, 175–195.

Executive Stock Options and Earnings Management: A Theoretical and Empirical Analysis (with Ohad Kadan), 2016. *Quarterly Journal of Finance* 6, 1–39 (lead article).

Is Disclosure an Effective Cleansing Mechanism? The Dynamics of Compensation Peer Benchmarking (with Michael Faulkender), 2013. *Review of Financial Studies* 26, 806–839.

The Economics of Super Managers (with Nina Baranchuk and Glenn MacDonald), 2011. *Review of Financial Studies* 24, 3321–3368.

Renegotiation-Proof Contracting, Disclosure, and Incentives for Efficient Investment (with Nina Baranchuk and Philip Dybvig), 2010. *Journal of Economic Theory* 145, 1805–1836.

Inside the Black Box: The Role and Composition of Compensation Peer Groups (with Michael Faulkender), 2010. *Journal of Financial Economics* 96, 257–270.

Timing of Effort and Reward: Three-sided Moral Hazard in a Continuous-Time Model, 2010. *Management Science* 56, 1568–1583.

PUBLICATIONS (contribution order of authorship)

Optimal Production and Setup Scheduling: A One-Machine, Two-Product System (J. Yang, H. Yan, and M. Taksar), 2000. *Annals of Operations Research on Optimization Techniques and Application* 98, 291–311.

Optimal Production Planning in Pull Flow Lines with Multiple Products (J. Yang, H. Yan, and S. Sethi), 1999. *European Journal of Operational Research* 119, 582–604.

Production Scheduling of Continuous Flow Lines with Setup Times and Costs (F. Cheng, H. Yan, and J. Yang), 1998. *Production and Operations Management* 7, 387–401.

WORKING PAPERS

Annual Incentive Plan Performance Targets and Management Earnings Guidance (with Xiumin Martin, Hojun Seo, and Daniel Sungyeon Kim). In preparation for the submission of the 4th round review at *The Accounting Review*.

- Presented at FARS Midyear Meeting (2018); CFEA (2017); MIT Asia Accounting Conference (2017); AAA (2016); Indiana University (2016); National University of Singapore (2016); Tsinghua University, PBCSF (2016); AAA Midwest Region (2015); and Washington University in Saint Louis (2015).
- Behind the Scenes: Performance Target Setting of Annual Incentive P Presented at ALEA (2012); Nanyang Technological University FIRS (2011); Southwestern University of Finance and Economics (2011); AFA (2010); Conference on Risk Management and Corporate Governance (2009); and Indiana Finance Symposium (2009).

What if Borrowers were Informed about Credit Reporting? Two Randomized Field Experiments (with Li Liao, Xiumin Martin, Ni Wang, and Zhengwei Wang). Under the 2nd round review at *The Accounting Review*.

- Presented at Georgetown University (2019); IDC (2019); Peking University (2019); University of Macau (2019); UT Austin (2019); UT Dallas (2019); Advances with Field Experiments Conference (2019); Risk Management and Financial Innovation Conference (2019); Summer Finance and Accounting Conference in Jerusalem (2018); the CFRC (2018); Duke University (2018); Fudan University (2018); Grenoble Ecole de Management (2018); Indiana University (2018); Southwest University of Finance and

Economics (2018); University of Amsterdam (2018); Xiamen University (2018); and Washington University in Saint Louis (2017).

Angry Borrowers: Negative Reciprocity in a Financial Market (with Li Liao, Zhengwei Wang, Hongjun Yan, and Congyi Zhou).

- Won the best paper award at the 2020 GSU-RFS FinTech Conference.
- Presented at the Asian Bureau of Finance and Economic Research (2021); Baylor University (2021); Hong Kong Polytechnic University (2021); Indiana University (2020); Michigan State University, University of Illinois in Chicago (2020); Peking University (2020); Southeast University (2020); AFA Poster Session (2020); 2020 Georgetown Privacy Day conference; 2020 GSU-RFS FinTech Conference; 5th International Conference on FinTech Development (2019); Tsinghua University (2019); and 2019 China Finance Review International Conference.

The Effect of Secondary Market Existence on Primary Market Liquidity: Theory and Evidence from a Natural Experiment in Peer-to-Peer Lending (with Craig Holden, Mingfeng Li, Kai Lu, and Zaiyan Wei).

- Presented at the CICF (2021); Summer Institute of Finance (2021); Boston University (2020); FED NY FinTech meeting (2020); FIRS (2020); WFA (2020); Deakin University (2019); Monash University (2019); the SEC (2019); University of Washington (2019); Steven Institute of Technology (2019); the 4th CFPB Research Conference (2019); FDIC Annual Bank Research Conference (2019); INFORMS (2019); SFS Cavalcade Asia-Pacific (2019); the Summer Institute of Finance (2019); and Indiana University (2018).

Attention to Detail and Entrepreneurial Success (with Jinglin Jiang, Li Liao, Regan Stevenson, and Zhengwei Wang).

- Presented at BF/CF/DF virtual seminar (2020); Cal State Fullerton (2020); Indiana University (2020); Peking University (2020); and University of Louisville (2020).

Trust in Crowdfunding: Experimental Evidence from a Fund-raising Campaign (with Ha Diep-Nguyen).

- Presented at Indiana University (2021); Southwest University of Finance and Economics (2021); Renmin University (2021); and York University (2021).

Regulatory Circumvention: Underpricing and Flipping in Marketplace Lending (with Shyam Venkatesan, Brian Wolfe, and Woongsun Yoo).

- Presented at the MFA (2021); Southwest Finance Association Annual Meeting (2021); Indiana University (2020); and FMA (2019).

Compensation Contagion via Peer Benchmarking (with Gonul Colak and Pengfei Ye).

- Presented at Oslo Summer Workshop on Corporate Finance (2017); Southwest University of Finance and Economics (2017); FMA (2016); EFMA (2016); SFS Cavalcade (2016); Fordham University (2015); Hanken School of Economics (2015); Nanjing University (2015); Northeastern University (2015); Tsinghua University (2015); Virginia Tech (2015); and RPI (2014).

Made in CEO Factories (with Ye Cai and Merih Sevilir).

- Presented at AFA (2015); CICF (2015); Finance Workshop at Tsinghua University (2015); Indiana University (2015); Southwest University of Finance and Economics (2015); Tsinghua University (2015); and CalPoly Finance Research Day (2014).

Contracting in a Continuous-Time Model with Three-Sided Moral Hazard and Cost Synergies (with Nian Yang and Yu Chen).

- Presented at Nanjing University (2015).

Beating the Target: Performance Management around the Annual Incentive Target (with Daniel Sungyeon Kim) [inactive].

- Presented at SFS Finance Cavalcade (2014).

Inattention, Forced Exercises, and Executive Stock Options (with Ohad Kadan and Hong Liu) [inactive].

CONFERENCE PRESENTATIONS AND DISCUSSIONS

- 2021: The Asian Bureau of Finance and Economic Research*; China International Conference in Finance (CICF)*; CFEA (chair); Midwest Finance Association Annual Meeting*; Southwest Finance Association Annual Meeting*; Southwest University of Finance and Economics Summer Research Workshop; and Summer Institute of Finance (discussant).
- 2020: Banff Frontiers Conference (by invitation); FED NY Fintech Conference; FIRS; Georgetown Data Privacy Day*; GSU-RFS FinTech Conference*; the Midwest Finance Association (MFA, discussant); NBER Law and Economics Program Meeting (by invitation); and Western Finance Association (WFA)*
- 2019: The 4th CFPB Research Conference; Advances with Field Experiments Conference*; the Association (NFA, discussant); Risk Management and Financial Innovation Conference; the SFS Cavalcade*; SFS Cavalcade Asia-Pacific*; and Summer Institute of Finance*.
- 2018: China Financial Research Conference (CFRC); FARS Midyear Conference*; Summer Finance and Accounting Conference in Jerusalem*; Summer Institute of Finance*.
- 2017: CFEA*; CFRC; Financial Research and Practice Forum at Peking University; Delaware Governance Conference Symposium*; FIRS*; Midwest Finance Association (MFA, discussant); MIT Asia Accounting Conference*; Northeastern University Finance Conference.
- 2016: AAA*;

- 2014: Financial Intermediation Research Society (FIRS)*; FMA*; and SFS Finance Cavalcade (presenter and discussant).
- 2013: AFA*; Conference on Financial Economics and Accounting (CFEA)* (discussant); Corporate Finance Conference at Washington University in Saint Louis (discussant); CRES Foundation of Business Strategy Conference (discussant); Drexel Academic Conference on Corporate Governance (discussant); d Economics Workshop; and SFS Finance Cavalcade (discussant).
- 2012: American Law and Economics Association (ALEA) (two papers on program); Summer Institute, Law and Economics Workshop (discussant); and SunTrust Beach

- 2018: Grenoble Ecole de Management; Southwest University of Finance and Economics; Tianjin University; University of Amsterdam; and Xiamen University.
- 2017: Fordham University; Nanyang Technological University, Singapore; Shenzhen University of Science and Technology; Singapore Management University; Southwest University of Finance and Economics; University of Electronic Science and Technology of China; and University of Illinois at Chicago; and UIUC.
- 2016: Peking University, Guanghua; Peking University, HSBC; Tsinghua University, PBCSF; Tsinghua University, SEM; the SEC; Shanghai Advanced Institute of Finance; and Shenzhen University of Science and Technology.
- 2015: Chinese University of Hong Kong; City University of Hong Kong; Dalian University of Technology; Nanjing University; Peking University; Southwestern University of Finance and Economics; Tsinghua University, PBCSF; and Tsinghua University, SEM.
- 2014: Mississippi State University; Nanjing University; Southwestern University of Finance and Economics; and University of Missouri.
- 2013: Technological University of Sydney; University of Melbourne

- *The Washington Post*, October 3, 2011.
- *The Wall Street Journal*, January 29, 2011 (co-author was interviewed about executive compensation and peer benchmarking).
- *New York Times*, July 26, 2010.
- *The Wall Street Journal*, August 18, 2009.
- *Harvard Law School Forum*, June 26, 2009.
- Co-author was interviewed by the *BBC* on compensation peer benchmarking, June 26, 2009.
- *Slate*, May 11, 2009.
- Interviewed by Gretchen Morgenson at *New York Times*, February 12, 2009.

TEACHING AND ADVISING

TEACHING

- Kelley School of Business, Financial Management (MBA and MSF), 2017 present.
- Kelley School of Business, Intermediate Corporate Finance (Undergraduate), 2006–2019.
- Olin Business School, Washington University in Saint Louis, Mergers & Acquisitions (Graduate), 2014.

PH.D. DISSERTATION COMMITTEE CHAIR AT KELLEY

- Wei Wang, 2023 (expected graduation).

PH.D. DISSERTATION COMMITTEE CO-CHAIR AT KELLEY

- Daniel Sungyeon Kim, 2012 (Placement: Peking University).

PH.D. DISSERTATION COMMITTEE MEMBER

- Ha Diep Nguyen, Kelley School of Business, 2020 (Placement: Purdue University).
- Chiyoung Cheong, Kelley School of Business, 2019 (Placement: City University of Hong Kong).
- Shyam S. Venkatesan, Kelley School of Business, 2013 (Placement: Tulane University).
- Gabby Wang, Kelley School of Business, 2013 (Placement: University at Buffalo).
- Yu Chen, Department of Economics, 2012 (Placement: Nanjing University).
- Bader Alhashel, Kelley School of Business, 2011 (Placement: Kuwait University).
- Peggy Huang, Kelley School of Business, 2011 (Placement: Tulane University).
- Cassandra Marshall, Kelley School of Business, 2011 (Placement: University of Richmond).
- Woonam Seok, Department of Economics, 2011 (Placement: Korea Economics Institute).

PH.D. SECOND YEAR PAPER ADVISOR AT KELLEY

- Daniel Sungyeon Kim, 2009.

PH.D. DISSERTATION PROPOSAL COMMITTEE AT KELLEY

- Yoon Hoo Kim, 2019

- Shanshan Guo, 2015.
- Wenbin Wang, 2011.
- Daniel Johnstone, 2009.

SENIOR THESIS ADVISOR AT KELLEY

- Minghua Xie, 2019.
- Kang Lee, 2014.
- Bryce Fathauer, 2012.
- Henry Lin, 2010.
- David Gong, 2007.

SERVICE

DEPARTMENT LEVEL

- Co-chair, Department of Finance, 2021 – present.
- Founder of the THH Zijing-Kelley Online MSF program.
- Member of the Online MSF committee, 2016 – present.
- Coordinator of the doctoral committee, 2014 – 2018.
- Coordinator of the undergraduate committee, 2012 – 2013.
- Member of doctoral committee, 2006 – 2011.

SCHOOL LEVEL

- Director, the Institute for Corporate Governance, 2019 – present.
- Research & Instructional Database Committee, 2012 – 2013.
- Faculty Advisor for Personal Finance Club, 2011 – 2012.
- Research Policy Committee, 2010 – 2012.
- Kelley Scholars and Honors Program Committee, 2009 – 2010.

PROFESSIONAL SERVICE

- Track Chair for FMA Annual Meetings, 2017, 2021.
- Member of the Program Committee for the WFA Annual Meetings, 2017 – present.
- Member of the Program Committee for the NFA Annual Meetings, 2019 – present.
- Member of the Program Committee for the SIF (China), 2019 – present.
- Member of the Program Committee for the FMA Annual Meetings, 2014 – present.
- Member of the Program Committee for the Annual Corporate Finance Conference at Washington University in Saint Louis, 2007 – present.
- Member of the Program Committee for the 22nd Annual Conference on Financial Economics and Accounting, 2011.
- Member of the Program Committee for the EFMA Annual Meeting, 2008 – 2009.
- *Ad hoc* referee for the following journals:
American Economic Review; Finance Research Letters; Financial Management; Financial Review; Journal of Accounting, Auditing and Finance; Journal of Accounting and Public Policy; Journal of Corporate Finance; Journal of Economic Behavior & Organization; Journal of Economic Theory; Journal of Empirical Finance; Journal of Finance; Journal of

Financial and Quantitative Analysis; Journal of Financial Econometrics; Journal of Financial Intermediation; Journal of Financial Research; Journal of Political Economy; Management Science; Review of Corporate Finance Studies; Review of Finance; Review of Financial Studies; and The Accounting Review.

- Evaluator for the National Science Foundation, 2011.