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Professional Employment Record

- 2017 – Professor of Finance, Deputy Dean of Faculty and Research,
Fanhai International School of Finance, Fudan University
2015 – 2017 Associate Professor of Finance (with tenure), Nanyang
Technological University
2009 – 2015 Assistant Professor of Finance, Nanyang Technological
University

Education

- 2009 Ph.D. in Finance, University of British Columbia
2006 MSc. in Finance, University of British Columbia
2003 B.S. in Computer Science, Shanghai Jiao Tong University

Journal Articles

19. “The Real Effects of Smoking Bans: Evidence from Corporate Innovation,” with Po-Husan Hsu, Kai Li, and Jin Zhang, *Journal of Financial and Quantitative Analysis* forthcoming.
18. “SOX Section 404 and Corporate Innovation,” with Jin Zhang, *Journal of Financial and Quantitative Analysis* forthcoming.
17. “Board Structure and Role of Outside Directors in Private Firms,” with Zhongda He, *European Financial Management* forthcoming.
16. “Employee Turnover Likelihood and Earnings Management: Evidence from the Inevitable Disclosure Doctrine,” with Huai Zhang and Jin Zhang, *Review of Accounting Studies* 23 (2018), 1424–1470.
15. “Innovation Strategy of Private Firms,” with Po-Hsuan Hsu and Kai Li, *Journal of Financial and Quantitative Analysis* 53 (2018), 1-32 (Lead article).

14. “Even-Odd Nature of Audit Committees and Corporate Earnings Quality,” with Jun Huang, *Journal of Accounting, Auditing and Finance* 33 (2018), 98-122.
13. “Employment Non-Discrimination Acts and Corporate Innovation,” with Wei Zhang, *Management Science* 63 (2017), 2982-2999.
12. “CEO Turnover-Performance Sensitivity in Large Private Firms,” with Jarrad Harford and Kai Li, *Journal of Financial and Quantitative Analysis* 52 (2017), 583-611.
11. “Ownership Transition, Managerial Short-termism, and Exploratory vs Exploitative Innovation Strategy,” with Guoli Chen, Po-Hsuan Hsu, and Kai Li, *Proceedings of the 2016 Academy of Management Meeting*.
10. “Sex Discrimination and Female Top Managers: Evidence from China,” with Yaheng Lin, and Yujing Ma, *Journal of Business Ethics* 138 (2016), 683-702.
9. “Non-Discrimination Laws Make U.S. States More Innovative,” with Wei Zhang, *Harvard Business Review* August 17, 2016.
8. “A Comparison of CEO Performance-performance Sensitivity in Privately-Held and Public Firms,” with Kai Li, *Journal of Corporate Finance* 35 (2015), 370-388.
7. “Effects of Managerial Labor Market on Executive Compensation: Evidence from Job-hopping,” with Juan Luo and Tilan Tang, *Journal of Accounting and Economics* 59 (2015), 203-220.
6. “Determinants of Corporate Cash Policy: Insights from Private Firms,” with Jarrad Harford, and Kai Li, *Journal of Financial Economics* 109 (2013), 623-639.
5. “Nonmonetary Benefits, Quality of Life, and Executive Compensation,” with Xin Deng, *Journal of Financial and Quantitative Analysis* 48 (2013) 197-218.
4. “The Relative-Age Effect and Career Success: Evidence from Corporate CEOs,” with Qianqian Du and Maurice Levi *Economics Letters* 117 (2012), 660-662.
3. “CEO Pay Cuts and Forced Turnover: Their Causes and Consequences,” with Jarrad Harford and Kai Li, *Journal of Corporate Finance* 18 (2012), 291-310.
2. “Optimal Compensation Contracts When Managers Can Hedge,” *Journal of Financial Economics* 97 (2010), 218-238. (sole author)
1. “Market Misvaluation, Managerial Horizon, and Acquisitions,” *Financial Management* 39 (2010), 833-850. (sole author)

Selected Working Papers

- “Effects of Chinese Imports on U.S. Firm Innovation: Evidence from the US-China Permanent Normal Trade Relation,” with Tao Chen, and Yuxi Wang (Revise and Resubmit at *Journal of Law and Economics*)
- “The Effects of Low-skilled Migration on Corporate Innovation: Evidence from a Natural Experiment in China,” with Jiang Luo and Deqiu Chen (Revise and Resubmit at *Financial Management*)
- “Stakeholder Orientation and Costs of Debt: Evidence from a Natural Experiment,” with Kai Li and Yujing Ma (Reject and Resubmit at *Management Science*)
- “Can Online Annual General Meeting Increase Shareholders’ Participation in Corporate Governance? Evidence from China,” with Jun Huang and Tianshu Zhang (Revise and Resubmit at *Financial Management*)
- “Does Good Luck Make People Overconfident: Evidence from a Natural Experiment in China,” with Donghui Shi and Bin Zhao
- “Human Capital Driven Acquisition: Evidence from the Inevitable Disclosure Doctrine,” with Deqiu Chen, and Yujing Ma
- “Employee Firing Costs and Accounting Conservatism: Evidence from Wrongful Discharge Laws,” with Jun Huang

Keynote Speech

- The 2018 China Financial Innovation Meeting, Zhejiang, China
- The 2018 FIRN Corporate Finance Meeting, Australia
- The 2016 Annual International Conference on Accounting and Finance, Singapore
- The 2016 China Finance Review International Conference, Shanghai, China

Academic Awards

- The KPMG Best Paper Award in the 2nd China Finance and Accounting Annual Conference, 2018
- The 2016 Credit Mutuel Nord Europe Best PhD Paper Prize
- Best Paper Awards at International Young Scholar Corporate Finance and Governance Symposium, 2014
- Best Paper Award at the 2014 China Finance and Accounting Conference
- Best Paper Award at the 2013 Eastern Finance Association Annual Conference

- Best Paper Award at the 2011 China International Conference in Finance
- Nanyang Business School Research Excellence Awards, 2011, 2013, 2017
- Best Paper Award at PhD Forum of the 23rd Australasian Finance and Banking Conference, 2010
- Best Paper Award at the 4th International Conference on Asia-Pacific Financial Markets, 2009
- WFA PhD Student Travel Awards, 2008

Research Grant

- 2018 Research Grant by Shanghai Pujiang Program, RMB 150,000 (PI)
- 2018 Research Grant by Social Sciences and Humanities Research Council of Canada, “Corporate culture mergers and acquisitions and corporate innovation outcome”, CAD 181,436. (Co-PI)
- 2017 Academic Research Fund Tier 1, Singapore Ministry of Education, “Stakeholder Orientation and Costs of Debt”, SGD 49,227. (Sole PI)
- 2015 Academic Research Fund **Tier 2**, Singapore Ministry of Education, “Does Workforce Diversity Pay? Evidence from Corporate Innovation”, SGD 120,931. (Sole PI)
[Tier 2 is a premium investigator-led for academic research in Singapore]
- 2015 Academic Research Fund Tier 1, Singapore Ministry of Education, “Sex Discrimination and Gender Diversity in the Top Management Team: International Evidence”, SGD 50,000. (Sole PI)
- 2014 National Research Grant, National Natural Science Foundation of China, “The Efficiency of IPO Regulation in China: The Role of Social Network and Media”, CNY 530,000. (Co-PI)
- 2013 Academic Research Fund Tier 1, Singapore Ministry of Education, “Determinants of Corporate Cash Policy: Insights from Private Firms”, SGD 44,000. (Sole PI)
- 2013 Research Grant by Social Sciences and Humanities Research Council of Canada, “Comparing Corporate Governance Practices and Innovation Activities in Public and Private Firms”, CAD 157,880. (Co-PI)
[Ranked top 3 among all 90 applications in Canada]
- 2012 RCC Research Grant, Nanyang Technological University, “Voting Efficiency and the Even-Odd Effects of Corporate Board”, SGD 5,000. (Sole PI)
- 2012 REGA Research Grant, REGA Funds Management, “What Is Going on inside the Boardroom? Evidence from China”, SGD 5,000. (Sole PI)

- 2011 RCC Research Grant, Nanyang Technological University, “A Comparison of CEO Pay in Public and Private U.S. Firms”, SGD 5,000. (Sole PI)
- 2009 Start-up Grant, Nanyang Technological University, “Incentive Effects from Extreme CEO Pay Cuts”, SGD 50,000. (Sole PI)
- 2009 RCC Research Grant, Nanyang Technological University, “The Impact of Executive Hedging on Executive Incentive and Corporate Governance”, SGD 5,000. (Sole PI)

Invited Seminar

- 2018 Shanghai Jiaotong University, University of Adelaide, Shanghai University of Finance and Economics
- 2017 Shanghai University of Finance and Economics, Fudan University, Chinese University of Hong Kong (Shenzhen), University of Adelaide
- 2016 Shanghai University of Finance and Economics, Zhejiang University, Sun Yat-Sen University, University of International Business and Economics, National University of Singapore
- 2015 National University of Singapore
- 2014 University of Hong Kong, Chinese University of Hong Kong, Shanghai Advanced Institute of Finance, Shanghai University of Finance and Economics, University of International Business and Economics
- 2013 City University of Hong Kong, Chinese University of Hong Kong, Fudan University, Shanghai University of Finance and Economics, Australian National University, University of New South Wales, University of Sydney
- 2012 University of Hong Kong, Chinese University of Hong Kong, Singapore Management University, National University of Singapore
- 2011 Xiamen University, INSEAD
- 2010 Singapore Management University, National University of Singapore
- 2009 McGill University, University of Waterloo, Cornerstone Research, Nanyang Technological University, Singapore Management University, Hong Kong University of Science and Technology, Chinese University of Hong Kong, Cheng Kong Graduate School of Business, Shanghai Advanced Institute of Finance
- 2008 Hong Kong University, City University of Hong Kong, California State University Fullerton

Conference Presentation (including co-author presentation)

- 2018 The 2nd China Finance and Accounting Annual Conference, Xiamen, China
The Third Fanhai Economics and Finance workshop, Shanghai, China,
FMA Asian conference, Hong Kong
China International Conference in Finance, Tianjin, China
MIT Accounting Asia conference, Hong Kong
NBER China Meeting, Beijing, China
- 2017 China International Conference in Finance, Hanzhou, China
The First Fanhai Economics and Finance workshop, Shanghai, China
FMA Asia Conference, Taiwan
- 2016 Singapore Scholar Symposium, Singapore
The 9th China Finance Review International Conference, Shanghai, China
The 2016 China Financial Research Conference, Beijing, China
China International Conference in Finance, Xiamen, China
The 11th Financial Intermediation Research Society Conference, Lisbon, Portugal
The 6th Annual International Conference on Accounting and Finance, Singapore
- 2015 Paris Financial Management Conference, Paris, France
Paris December 2015 Finance Meeting, Paris, France
The 10th International Conference on Asia-Pacific Financial Markets, Seoul, Korea
China International Conference in Finance, Shenzhen, China
JLFA International Conference, Hong Kong, China
- 2014 China International Conference in Finance, Chengdu, China
Journal of Business Ethics China special issue conference, Tibet, China
FMA Asian annual conference, Tokyo, Japan
American Finance Association annual conference, Philadelphia, USA
- 2013 The 26th Australasian Finance & Banking Conference, Sydney, Australia
Singapore Scholar Symposium, Singapore
European Finance Association Annual Conference, Cambridge, UK
China International Conference in Finance, Shanghai, China
London Business School Summer Finance Symposium, London, UK
- 2012 China International Conference in Finance, Chongqing, China
- 2011 The 24th Australasian Finance & Banking Conference, Sydney, Australia
Northern Finance Association Conference, Vancouver, Canada (Two presentations)
China International Conference in Finance, Wuhan, China (Three presentations)
American Finance Association Annual Conference, Denver, USA
- 2010 The 3rd Shanghai Winter Finance Conference, Shanghai, China

AFFI 8th International Paris Finance Meeting, Paris, France
The 18th Spanish Finance Forum, Elche, Spain
China International Conference in Finance, Beijing, China
Financial Management European Conference, Hamburg, China

2009 Conference on Corporate Governance and Institutions, Singapore
China International Conference in Finance, Guangzhou (Two presentations)
Annual Conference on Asia-Pacific Financial Markets, Seoul, Korea

2008 Western Finance Association Conference, Hawaii (Two presentations)
Northern Finance Association Conference, Kananaskis (Two presentations)
Financial Management Association Conference, Grapevine
China International Finance Conference, Dalian
Midwest Financial Association Conference, San Antonio

2007 Annual Conference on Asia-Pacific Financial Markets, Seoul, Korea

Social Impacts of Research (Selected Media Mentions)

- 高华声：打中新股一定赚钱吗？解码财商 2018-11-27 期
- 警惕企业债券违约-民企上市公司成新增违约主体？ *中国经济周刊*，2018年6月4日封面文章
- 出生在哪个省份的女孩更可能成为高管？ *听伴 伍治坚证据主义*
- “Why Gay-Friendly Places Are More Innovative,” *Citylab*, November 3, 2016.
- “New Research Shows Statewide LGBT Non-Discrimination Laws Boost Business Innovation,” *Freedom for All Americans*, August 19, 2016.
- “Neither Rigged Nor Fair,” *The Economist*, June 25, 2016.
- “The Morning Risk Report: Why Firms Overpay Executives,” *The Wall Street Journal*, March 23, 2015
- “Do women really hold up half the sky in Chinese firms?” *China Business Knowledge (中国经商智慧)*, October 11, 2013
- “Determinants of corporate cash policy,” *Harvard Law School Forum on Corporate Governance and Financial Regulation*, July 7, 2013
- “Social Science Palooza III,” *The New York Times*, December 10, 2012
- “Summer babies do less well at work,” *The British Psychological Society*, November 14, 2012

- “Born on the fourth of July? You probably won’t be CEO,” *The Wall Street Journal*, October 30, 2102
- “If you want successful children put off kindergarten for one year,” *Consumer Affairs*, October 29, 2012
- “Babies born in summer less likely to be CEOs,” *Hindustan Times*, October 26, 2012
- “Best and worst months to be born if you want to be the boss,” *Time*, October 26, 2012
- “Why waiting to start kindergarten might be a good idea,” *Business News Daily*, October 24, 2012
- “Summer babies less likely to be CEOs,” *China Daily*, October 24, 2012
- “The eighth habit of highly effective people? Avoiding summer birthdays,” *National Geographic*, October 23, 2012
- “Summer babies less likely to become CEOs,” *Medical Daily*, October 23, 2012
- “Babies born in late fall face disadvantage making it to the CEO’s job, study reveals,” *Vancouver Sun*, October 23, 2012
- “Want to be a CEO? Watch when you’re born,” *The Globe and Mail*, October 23, 2012
- “Is your board odd enough?” *Philanthropy Journal*, July 20, 2012
- “Can CEO pay cuts generate stronger company performance?” *WorldatWork Post*, July 20, 2012
- “Places of worship, not financial institutions,” *Today*, June 21, 2010
- “Optional deterrence: Are big fines the best way to fight stock option backdating?” *Canadian Business*, January 27, 2009
- “Why great CEOs are born in July?” *Maclean’s*, August 6, 2008

Teaching

- 2009-present Hedge Fund and Private Equity, Nanyang Technological University
 - Spring 2016 Class 1: 4.66/5 ; Class 2: 4.41/5
 - Spring 2015 Class 1: 4.63/5; Class 2: 4.63/5
 - Spring 2014 Class 1: 4.50/5; Class 2: 4.47/5

- 2008 Mergers and Acquisitions, University of British Columbia

Professional Service

- Executive Editor for *Fudan Financial Review* 《复旦金融评论》
- Referee for *Review of Financial Studies*, *Journal of Financial and Quantitative Analysis*, *Management Science*, *RAND Journal of Economics*, *Journal of Economics & Management Strategy*, *Journal of Banking and Finance*, *Journal of Economic Dynamics and Control*, and *Pacific-Basin Finance Journal*
- Reviewer for National Science Foundation of United States (2015), Hong Kong Research Grants Council (2009-2014) and National Research Foundation of Singapore (2014)
- Program Committee for 2009-2010 Financial Management Association Conference, 2010-2011 China International Finance Conference, 2018 China Meeting of the Econometric Society

Conference Organized

- The First Fanhai Real Estate Finance Workshop, Dec 12, 2018
- The First Fanhai-Shanghai Stock Exchange Joint Finance Workshop, Oct 24, 2018
- The Fifth Fanhai Economics and Finance Workshop, July 26, 2018
- The Fourth Fanhai Economics and Finance Workshop, June 14, 2018
- The Third Fanhai Economics and Finance Workshop, March 15, 2018
- The Second Fanhai Economics and Finance Workshop, Dec 18, 2017
- The First Fanhai Economics and Finance Workshop, Oct 24-25, 2017

Student Supervision

Co-supervisor for Wei Li (expected to graduate in fall 2019)
 Chair for Jin Zhang (Monash University)
 Co-Supervisor for Rui Sun (Shanghai Lixin Accounting School)
 Supervisor for Yujing Ma (University of International Business and Economics)
 Supervisor for Yaheng Lin (Hang Seng Bank, Hong Kong)
 Committee member for Jiaquan Yao, Xiamen University
 Committee member for Zhen Qiao, Xiamen University
 Committee member for Zhongda He, Central University of Finance and Economics
 Committee member for Juan Luo, University of Adelaide
 Committee member for Xin Deng, Shanghai University of Finance and Economics
 Committee member for Yi Dong, The University of International Business & Economics