

## Academic Experience

**Hong Kong University of Science and Technology**  
Clear Water Bay, Kowloon, Hong Kong

Assistant Professor, Accounting  
2019-Present

**New York University – Shanghai**  
Pudong, Shanghai, China

Assistant Professor and Faculty Fellow, Accounting  
2018-2019

**New York University**  
New York, New York

Global Network Assistant Professor  
2018-2019

## Education

**The University of Utah**  
Salt Lake City, Utah, United States  
*Ph.D. Business Administration*

2018

**Brigham Young University**  
Provo, Utah, United States  
*BA, Economics*  
*BA, Russian*

2009

## Publications

Renegotiation Costs and Debt Contract Design  
(with Scott Dyreng, and Elia Ferracuti)  
*Accounting Review*, Forthcoming.

Pay for Prudence  
(with Salman Arif, John Donovan, and Yadav Gopalan)  
*Journal of Accounting & Economics*, (2023).

Financial Shocks to Lenders and the Composition of Financial Covenants  
(with Hans Christensen, Daniele Macciocchi, and Valeri Nikolaev)  
*Journal of Accounting & Economics*, (2022).

Political Information Flow and Management Guidance  
(with Dane Christensen, Beverly Walther, and Laura Wellman)  
*The Review of Accounting Studies*, (2022).

## Working Papers

Pollution, Specialization, and Uncertainty: The Use and Design of Environmental Covenants in Debt Contracts  
(with Ting Dai (Ph.D. Student, HKUST) and Daniele Macciocchi).  
*Under Review at the Accounting Review*.

Regulatory Exposure, Debt Contract Terms, and Bank Specialization  
(with Junqiang Ke, Zhiming Ma, and Derrald Stice)  
*Under Review at Contemporary Accounting Research*.

Individual Mortgage Lending and Corruption: Evidence from Local Corruption Crack-Downs  
(with Albert Mensah, Han Stice, and Roger White)

The LIBOR-SOFR Transition and the Use of Financial Covenants  
(with Fred Asanti (Ph.D. Student, Cornell) and John Donovan).

Option Grants and Risky Projects: A Reputation-Based Perspective  
*Best Management Accounting Paper AAA Annual Meeting*, 2018.

<b>Work in Process</b>	Stakeholders and Environmental Provisions in Executive Compensation Contracts (with Changlei Lyu (Ph.D. Student, HKUST) and Richard Zhu).
<b>Conferences, Presentations, &amp; Workshops</b>	<p><b>2025:</b> The 2025 Debt Markets Conference at Kellogg, AAA Annual Meeting *, The Hong Kong University of Science and Technology Accounting Research Symposium*, The London School of Economics Accounting Research Symposium*, Nazarbaev University*.</p> <p><b>2024:</b> The Hong Kong University of Science and Technology Accounting Research Symposium, Hong Kong Polytechnic University Accounting Conference, AAA Financial Accounting and Reporting Section Midyear Meeting<sup>†</sup>, CUHK Accounting Research Conference.</p> <p><b>2023:</b> AAA Annual Meeting <sup>†</sup>, ABFER, Hong Kong University of Science and Technology Accounting Research Symposium, Hong Kong Junior Accounting Faculty Conference, Hong Kong Baptist University<sup>†</sup>, Southwestern University of Finance and Economics–Chengdu<sup>†</sup>.</p> <p><b>2022:</b> Hong Kong Junior Accounting Faculty Conference,<sup>†</sup> HKUST Research Conference on Investment in the Era of AI, Colorado Summer Accounting Conference,<sup>‡</sup> Virginia Tech Accounting Research Conference,<sup>†</sup> St. Louis Fed/IU Workshop on Financial Institutions Research,<sup>‡</sup> AAA Annual Meeting (in-person),<sup>‡</sup> AAA Annual Meeting (virtual),<sup>‡</sup> The Ohio State University.<sup>‡</sup></p> <p><b>2021:</b> Yale Conference on Law and Macroeconomics,<sup>†</sup> Singapore Management University,<sup>†</sup> 33<sup>rd</sup> Annual Accounting Research Conference in Memory of Nicholas Dopuch,<sup>‡</sup> EUMODFRAUD Conference<sup>‡</sup>, Hong Kong University of Science and Technology Accounting Research Symposium.</p> <p><b>2020:</b> St. Louis Fed/IU Workshop on Financial Institutions Research, The University of Melbourne,<sup>†</sup> Virginia Tech Accounting Research Conference.*<sup>†</sup></p> <p><b>2019:</b> 32<sup>nd</sup> Annual Accounting Research Conference in Memory of Nicholas Dopuch,<sup>‡</sup> AAA Financial Accounting and Reporting Section Midyear Meeting,<sup>†</sup> Hong Kong University of Science and Technology,<sup>†</sup> Hong Kong University of Science and Technology Accounting Conference,*<sup>†</sup> Global Issues in Accounting Conference, New York University Accounting Summer Camp, Tel Aviv Conference in Accounting, Utah Winter Accounting Conference, Virginia Tech Accounting Research Conference.</p> <p><b>2018:</b> AAA Annual Meeting,<sup>†</sup> Brigham Young University Accounting Research Symposium,<sup>†</sup> Chinese University of Hong Kong,<sup>†</sup> Hong Kong University of Science and Technology,<sup>†</sup> Hong Kong University of Science and Technology Accounting Research Symposium, New York University (Stern),<sup>†</sup> New York University Accounting Summer Camp, New York University (Shanghai),<sup>†</sup> Temple University 100<sup>th</sup> Anniversary Accounting Conference,<sup>†</sup> The University of British Columbia,<sup>†</sup> The University of Utah,<sup>†</sup> Virginia Tech Accounting Research Conference.</p> <p><b>2017:</b> AAA Annual Meeting,<sup>†</sup> AAA Financial Accounting and Reporting Section Midyear Meeting,<sup>†</sup> Accounting PhD Rookie Recruiting and Research Camp,<sup>†</sup> Conference on Financial Economics and Accounting,<sup>†</sup> Paris December Finance Meeting,<sup>‡</sup> The University of Utah,<sup>†</sup> Utah Winter Accounting Conference.</p> <p><b>2016:</b> AAA/Deloitte Foundation/J. Micheal Cook Doctoral Consortium,<sup>†</sup> AAA Western Region Meeting Doctoral Student Faculty Interchange,<sup>†</sup> Brigham Young University Accounting Research Symposium.<sup>†</sup> Utah Winter Accounting Conference.</p> <p><b>2015:</b> AAA Annual Meeting,<sup>†</sup> The University of Utah,<sup>†</sup> Brigham Young University Accounting Research Symposium,<sup>†</sup> ÊSTIMATE Econometrics Workshop with Dr. Jeffrey Wooldridge, Utah Winter Accounting Conference.</p> <p><b>2014:</b> The University of Utah,<sup>†</sup> Brigham Young University Accounting Research Symposium,<sup>†</sup> Utah Winter Accounting Conference.</p> <p><b>2013:</b> Brigham Young University Accounting Research Symposium.</p>

<sup>†</sup> Presented. <sup>‡</sup> Co-author. \* Scheduled. \* Rescheduled/canceled due to pandemic.

<b>Discussions</b>	John Core and Heidi Packard, Performance Vesting Provisions and CEO Incentives,
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AAA, *Annual Meeting*, August 9, 2015

Mark Anderson, Junqin Sun, Fangjun Wang, How Does Employment Change with Changes in Sales Activity?, *AAA, Annual Meeting*, August 7, 2018.

Byron Song, Jayanthi Sunder, Mark Yan, Janus Zhang, Shielding from the Pandemic: COVID-19 Exclusion Provision in Debt Contracts, *AAA, Annual Meeting*, August 7, 2023.

Fabian Dutschkus, Christian Lukas, The Effects of Compensation and Non-Compensation-Based Controls for Chief Physicians on the Quality of Care: An Empirical Study, *AAA, Annual Meeting*, August 7, 2023.

Jaewoo Kim, Jun Oh, Hojun Seo, Luo Zuo, Does Algorithmic Trading Affect Forced CEO Turnover? A Learning Hypothesis, *AAA, Annual Meeting*, August 9, 2023.

Chen, Ng, Saffar, Yang, Spillover Effect of Private Firm Disclosure on Public Firms Loan Pricing, *AAA, FARS Midyear Meeting*, January 20, 2024.

Samuel B. Bonsall IV, Kevin Koharki, Brandon Lock, and Monica Neamtiu, Optimistic Gatekeepers: Credit Rating Optimism around M&A Deals, January 19, 2024.

<b>Awards</b>	<i>Best Management Accounting Paper AAA Annual Meeting</i> , 2018; <i>Teaching Recognition HKUST</i> , Spring 2020; <i>Financial Accounting and Reporting Section Excellence in Reviewing Award</i> , January 2022	
<b>Referee (Journals)</b>	Management Science; The Accounting Review; Contemporary Accounting Research; Journal of Accounting, Auditing, and Finance; Journal of Business, Finance, and Accounting.	
<b>Referee (Conferences)</b>	AAA Annual Meeting, AAA Financial Accounting and Reporting Section - Midyear Meeting, Hawaii Accounting Research Conference, AAA Management Accounting Section - Midyear Meeting, EAA Annual Meeting.	
<b>Selection Committee</b>	Best Management Accounting Paper 2019 AAA Annual Meeting, HKUST Accounting Research Symposium.	
<b>Service (HKUST)</b>	Accounting Symposium Coordinator (2025), Workshop Coordinator (2020-2021), Ph.D/MPhil Committee (2022-Present)	
<b>Advising (NYU-SH)</b>	Capstone Advisor: Yao You (2019), Nicole Shen (2019)	
<b>Advising (HKUST)</b>	Ting Dai (PhD and MPhil Chair), Ruichao Zhu (PhD Committee Member), Xiao Han (MPhil Committee Member).	
<b>Teaching</b>	<b>Hong Kong University of Science and Technology</b> Hong Kong <i>ACCT 3210: Advanced Managerial Accounting</i>	Instructor 2022-2025

**Hong Kong University of Science and Technology**  
Hong Kong  
*ACCT 2200: Introductory Accounting 2*

Instructor  
2020-2021

**New York University – Shanghai**  
Shanghai, China  
*BUSF-SHU 350: Managerial Accounting*

Instructor  
2018-2019

**University of Utah**  
Salt Lake City, Utah  
*Accounting 5210: Managerial Accounting I*

Instructor  
2016

**University of Utah**  
Salt Lake City, Utah  
*Utah Ph.D. Bootcamp - Statistical Programing: Python*  
*Utah Ph.D. Bootcamp - Statistical Programing: Stata*

Instructor  
2016-2018

**University of Utah**  
Salt Lake City, Utah  
*Executive MBA 6101: Cost Accounting - A Manager's Perspective*

Teaching Assistant  
2015

**Brigham Young University**  
Provo, Utah  
*Economics 110: Economics Principles and Problems*

Teaching Assistant  
2007-2009

**Brigham Young University**  
Provo, Utah  
*12 Week Intensive Russian (MTC)*

Instructor  
2005-2008

*Primary Empirical Toolchain:* Python  $\rightarrow$  Stata  $\rightarrow$  L<sup>A</sup>T<sub>E</sub>X. Managed with `bash` and tracked with `git`.  
*Other tools:* R, SAS, SQL, GNU make.  
*Languages:* English (Native), Russian (Proficient).  
*Nationality:* United States Citizen, Hong Kong Resident.