

## 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

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

Individual Mortgage Lending and Corruption: Evidence from Local Corruption Crack-Downs  
(with Albert Mensah, Han Stice, and Roger White)  
*R&R at the Accounting Review*

Renegotiation Costs and Debt Contract Design  
(with Scott Dyreng, and Elia Ferracuti)

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

## Conferences, Presentations, & Workshops

**2023:** 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>.

**2022:** 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>

**2021:** 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.

**2020:** St. Louis Fed/IU Workshop on Financial Institutions Research, The University of Melbourne,<sup>†</sup> Virginia Tech Accounting Research Conference.<sup>\*†</sup>

**2019:** 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.

**2018:** 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.

**2017:** 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.

**2016:** 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.

**2015:** AAA Annual Meeting,<sup>†</sup> The University of Utah,<sup>†</sup> Brigham Young University Accounting Research Symposium,<sup>†</sup> ÉSTIMATE Econometrics Workshop with Dr. Jeffrey Wooldridge, Utah Winter Accounting Conference.

**2014:** The University of Utah,<sup>†</sup> Brigham Young University Accounting Research Symposium,<sup>†</sup> Utah Winter Accounting Conference.

**2013:** Brigham Young University Accounting Research Symposium.

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

## Discussions

John Core and Heidi Packard, Performance Vesting Provisions and CEO Incentives, *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.

<b>Awards</b>	<i>Best Management Accounting Paper AAA Annual Meeting, 2018; Teaching Recognition HKUST, Spring 2020; Financial Accounting and Reporting Section Excellence in Reviewing Award, January 2022</i>	
<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>	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>	Xiao Han (MPhil Committee Member), Ting Dai (PhD and MPhil Chair), Ruichao Zhu (PhD Committee Member).	
<b>Teaching</b>	<b>Hong Kong University of Science and Technology</b> Hong Kong <i>ACCT 3210: Advanced Managerial Accounting</i> 3 sections, 160 students, online instruction.	Instructor Spring 2022
	<b>Hong Kong University of Science and Technology</b> Hong Kong <i>ACCT 2200: Introductory Accounting 2</i> 3 sections, 191 students, mixed-mode instruction.	Instructor Spring 2021
	<b>Hong Kong University of Science and Technology</b> Hong Kong <i>ACCT 2200: Introductory Accounting 2</i> 3 sections, 124 students, online teaching.	Instructor Spring 2020
	<b>New York University – Shanghai</b> Shanghai, China <i>BUSF-SHU 350: Managerial Accounting</i> 2 sections, 14 students, in-person instruction.	Instructor 2018-2019
	<b>University of Utah</b> Salt Lake City, Utah <i>Accounting 5210: Managerial Accounting I</i> 1 section, 25 students, in-person instruction.	Instructor 2016
	<b>University of Utah</b> Salt Lake City, Utah <i>Utah Ph.D. Bootcamp - Statistical Programing: Python</i> <i>Utah Ph.D. Bootcamp - Statistical Programing: Stata</i>	Instructor 2016-2018
	<b>University of Utah</b> Salt Lake City, Utah <i>Executive MBA 6101: Cost Accounting - A Manager's Perspective</i>	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

**Professional  
Experience****tenlitre**

Salt Lake City, Utah

Web design and analytics consulting. Implemented content management systems (Wordpress, Drupal), contact relationship management systems (CiviCRM), and learning management systems (Moodle, Canvas, Blackboard).

Principal, Founder

2012-2013

**HEAL Utah**

Salt Lake City, Utah

Research lead, focused on renewable and conventional energy generation and distribution systems. Provided testimony to state regulatory bodies. Drafted quantitative briefs for legislators and lobbyists.

Renewable Energy Economist

2009-2012

*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.