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EDUCATION

Ph.D. Finance, The University of Arizona	2014
M.B.A., Finance Emphasis, Brigham Young University	2009
B.S. Accounting, Utah Valley University	2005

ACADEMIC AND PROFESSIONAL POSITIONS

Associate Professor, <i>Washington State University</i>	2020-Present
Assistant Professor, <i>Washington State University</i>	2014-2020
Senior Financial Analyst, <i>United Rentals, Inc.</i>	2008
Tax Auditor, <i>Utah State Tax Commission</i>	2005-2007
Trust Accountant, <i>Premier Administration, LLC</i>	2004-2005

RESEARCH INTERESTS

Corporate finance, short-term corporate liquidity, capital structure, corporate investment, mergers and acquisitions

RESEARCH

Publications

- “Collateral Constraints, Financial Constraints, and Risk Management: Evidence from Anti-Recharacterization Laws,” with Y. Nam, *Journal of Financial and Quantitative Analysis*, Forthcoming.
- “What determines the composition of a firm’s total cash reserves?” with L. Cardella and S. Klasa, *Journal of Corporate Finance*, Forthcoming.
- “Employment protection and tax aggressiveness: Evidence from wrongful discharge laws,” with Y. Liu and X. Ni, *Journal of Banking and Finance*, 2020, Volume 119.
- “Financing seasonal demand (sole-authored),” *Financial Management*, 2020, Volume 49, 839-870.
- “Employment protection, investment, and firm growth,” with J. Bai and M. Serfling, *Review of Financial Studies*, 2020, Volume 33, 644-688.
- Summarized in the [Harvard Business Review](#)
- “Corporate governance and financial peer effects,” with Y. Nam, *Financial Management*, 2020, Volume 49, 235-263.
- Summarized in Columbia Law School’s [Blue Sky Blog](#)
- “The practice of and motivations for equity recycling: Evidence from Asia-Pacific regions,” with Y. Nam, *Pacific Basin Finance Journal*, 2019, Volume 57, 1-15.

“Property crime, earnings variability, and the cost of capital,” with J. Brushwood, D. Dhaliwal, and M. Serfling, *Journal of Corporate Finance*, 2016, Volume 40, 142-170.

Working Papers

“Too much of a good thing? Corporate social responsibility and the takeover market,” with D. Greene.

- Under 3rd Round Review at the *Journal of Corporate Finance*

“Product market threats, adverse shock, and leases,” with T.N. Kim, P.S. Lee, and Y. Nam.

“Collusion and efficiency in horizontal mergers: Evidence from geographic overlap,” with R. Williams.

“Chalk it up to Experience: General ability and earnings management,” with K. Amirkhani and L. Zbib

Work-in-Progress

“Equity issuance and cash management,” with Y. Nam.

“General ability and the takeover market,” with L. Zbib

TEACHING

Dissertation committee participation

Yoonsoo Nam (Chair, graduated 2021, initial placement: Gonzaga University)

Leila Zbib (Chair, graduated 2019, initial placement: Bryant University)

Qiongqi Xiao (Member, graduated 2016, initial placement: Metropolitan State University - Denver)

Courses teaching/taught at Washington State University

Finance 325 – Introduction to Financial Management

Finance 425 – Intermediate Financial Management

Finance 596 – Empirical Corporate Finance PhD Seminar

WSU Entrepreneurship Skills and Knowledge Accelerator (Finance Module)

Courses taught at the University of Arizona

Finance 909 - Master’s in Finance Thesis

Finance 360 - Quantitative Financial Management

RESEARCH PRESENTATIONS

University presentations

Brigham Young University (2012); Bryant University (2018*); Clemson University (2013, 2018*); Illinois State University (2021*); San Jose State University (2018*); Texas Tech University (2013*) Universidad de Los Andes (2016*); Universities of Arizona (2013, 2014), Bristol (2015*), Exeter (2015*), Mississippi (2013), Nebraska (2015*), Southern Illinois (2013), Tennessee (2015*), and Waterloo (2013*); Washington State University (2015, 2016, 2018, 2019*, 2021*)

Conference Presentations

American Accounting Association Annual Meeting (2014*); China Financial Market Conference (2018); Eastern Finance Association Annual Meeting (2016*, 2019*); European Finance Association Annual Meeting (2013, 2014); Financial Intermediation Research Society (FIRS) Conference (2016); Financial

Management Association Annual Meeting (2013, 2014, 2015*, 2017*, 2018*, 2019*, 2021*); Midwestern Finance Association Annual Meeting (2016*); Northern Finance Association Annual Meeting (2017); Paris December Finance Meeting (2016*); Paris Financial Management Conference (2017*); Southern Finance Association Annual Meeting (2013); Southwestern Finance Association Annual Meeting (2021*); University of Antwerp 15th Corporate Finance Day (2018*)

* Presentation by a co-author

SERVICE

Service to the Profession

Ad Hoc Reviewer

Financial Review; Journal of Banking and Finance; Journal of Financial and Quantitative Analysis; Journal of Financial Research; Journal of Money, Credit and Banking; Management Science; Pacific Basin Finance Journal; Review of Financial Studies

Conference Organization

Reviewer, Financial Management Association Annual Meeting	2021
Session Chair, Financial Management Association Annual Meeting	2020
Session Organizer, Financial Management Association Annual Meeting	2019
Reviewer, Financial Management Association Annual Meeting	2019
Reviewer, Financial Management Association Annual Meeting	2018
Session Chair, Financial Management Association Annual Meeting	2016
Program Committee, Eastern Finance Association Annual Meeting	2015
Session Chair, Financial Management Association Annual Meeting	2014
Reviewer, Midwest Finance Association Annual Meeting	2013

Conference Paper Discussant

Southwestern Finance Association Annual Conference	2021
Financial Management Annual Conference	2020
Financial Management Annual Conference	2019
China Financial Market Conference	2018
Financial Management Association Annual Meeting	2014
Southern Finance Association Annual Meeting	2013
Financial Management Association Annual Meeting	2012

Service to Washington State University

Undergraduate Programs and Policies Committee Member	2020-Present
Finance Faculty Search Committee Chair	2021
Finance Faculty Search Committee Chair	2020
Finance Course Equivalency Coordinator	2015-2019
Finance Faculty Search Committee Chair	2018
Administrative Assistant Search Committee Member	2015
Finance Faculty Search Committee Member	2014

AWARDS, FELLOWSHIPS, & GRANTS

Best Paper in Ethical Finance – SWFA Annual Conference	2021
Invited Participant – Financial Research Association Annual Meeting	2015
FMA Doctoral Student Consortium Participant	2013
University of Arizona GSPC Travel Grant Award	2013
American Finance Association Conference Travel Grant	2012
University of Arizona GSPC Travel Grant Award	2012

PROFESSIONAL MEMBERSHIPS

American Finance Association
European Finance Association
Financial Management Association