

## Brian D. Cadman

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### PROFESSIONAL EXPERIENCE

Professor and Chair of the School of Accounting, David Eccles Professor, University of Utah, David Eccles School of Business, 2022-present

Full Professor of Accounting, David Eccles Faculty Scholar, University of Utah, David Eccles School of Business, 2021-present

Associate Professor of Accounting, David Eccles Faculty Fellow, University of Utah, David Eccles School of Business, 2014-2021

Assistant Professor of Accounting, David Eccles Emerging Scholar, University of Utah, David Eccles School of Business, 2008-2014

Visiting Assistant Professor of Accounting, The Wharton School, University of Pennsylvania, 2007-2008

Assistant Professor of Accounting Information and Management, Kellogg School of Management, Northwestern University, 2005-2008

Donald P. Jacobs Scholar/Assistant Professor of Accounting, Kellogg School of Management, Northwestern University, 2005-2006

Editor:

*The Accounting Review* (2017-2023; two terms)

*Journal of Management Accounting Research* (2015-2017; 2023-Present)

### EDUCATION

Ph.D. in Accounting, Lundquist College of Business, University of Oregon, 2005.

Harvard University, B.A., Concentration in Molecular and Cellular Biology, 2000.

## AREAS OF INTEREST

*Research:* Contracting, Performance Evaluation, Incentives, Labor Markets, and Corporate Governance

*Teaching:* Managerial Accounting, Financial Accounting

## REFEREED PUBLICATIONS

1. “The Incentives of Compensation Consultants and CEO Pay” (with Mary Ellen Carter and Stephen Hillegeist). 2010. *Journal of Accounting and Economics* 49(3): 263-280.
2. “Determinants of CEO Pay: A Comparison of ExecuComp and Non-ExecuComp Firms ,” (with Sandy Klasa and Steve Matsunaga). 2010. *The Accounting Review* 85(5): 1511-1543.
3. “Executive Compensation Restrictions: Do They Restrict Firms’ Willingness to Participate in TARP?” (with Mary Ellen Carter and Luann Lynch). 2012. *Journal of Business Finance and Accounting* 39(7): 997-1027.
4. “Stock Option Grant Vesting Terms: Economic and Financial Reporting Determinants” (with Jayanthi Sunder and Tjomme Rusticus). 2013. *Review of Accounting Studies*. 18:1159-1190
5. “Executive Equity Divestitures and Equity Granting Patterns”. 2013. *Journal of Management Accounting Research*, 25: 1-24. Presented at JMAR Conference
6. “Compensation Peer Groups and their Relation with CEO Pay” (with Mary Ellen Carter). 2013. *Journal of Management Accounting Research* 26: 57-82.
7. “Economic determinants and information environment effects of earnouts: New insights from SFAS 141 (R)” (with Richard Carrizosa and Lucile Faurel). 2014. *Journal of Accounting Research* 52(1): 37-74.
8. “Investor Horizon and CEO Horizon Incentives” (with Jayanthi Sunder). 2014. *The Accounting Review* 89(4): 1299-1328.
9. “Group judgment and advice-taking: The social context underlying CEO compensation decisions.” (with Bryan Bonner). 2014. *Group Dynamics: Theory, Research, and Practice* 18: 302-318.
10. “The Role of Defined Benefit Pension Plans in Executive Compensation” (with Linda Vincent) 2014. *European Accounting Review* 24(4): 779-800.

11. “Are Ex-Ante CEO Severance Pay Contracts Consistent with Efficient Contracting?” (with John Campbell and Sandy Klasa). 2016. *Journal of Financial and Quantitative Analysis* 51(3): 737-769.
12. “Inducement Grants, Hiring Announcements and Adverse Selection for New CEOs” (with Richard Carrizosa and Xiaoxia Peng). 2020. *Review of Accounting Studies* 25, 279-312.
13. “Compensation disclosures and corporate governance through shareholder voting” (with Richard Carrizosa and Xiaoxia Peng). 2020. *Journal of Management Accounting Research* 32 (3): 27–48.
14. “The Participation Constraint and CEO Equity Grants” (with Mary Ellen Carter and Xiaoxia Peng). 2020. *The Accounting Review* 96(1):67-89
15. “Investor Horizon and Disclosure Policies” (with Daniele Macchiocci and Mirko Heinle). 2023. *The Accounting Review*.
16. “Cost Structure and the Usefulness of Earnings” (with Elia Ferracuti). Forthcoming. *Management Science*.
17. “Time-series variation in the efficacy of executive risk-taking incentives: The role of market-wide uncertainty” (with John Campbell and Ryan Johnson). Forthcoming. *The Accounting Review*

## WORKING PAPERS

18. “Contract Features and the Informativeness of Insider Trades” (with Mate Szelas).
19. “Explicit and Implicit Incentives: Longitudinal Evidence from NCAA Football Head Coaches Employment Contracts” (with Gavin Cassar)
20. “Career Concerns for NCAA Division I Coaches” (with Christopher Avery and Gavin Cassar)
21. “Executive Equity Compensation Plans and Board of Director Discretion over Equity Grants” (with Richard Carrizosa)
22. “Nonprofit Regulation and Earnings Distribution: Nonprofit Hospitals” (with Elena Patel).

## **OTHER PUBLICATIONS**

“WT1 regulates the expression of the major glomerular podocyte membrane protein Podocalyxin” (with R.E. Palmer, A. Kotsianti, T. Boyd, W. Gerald, and D.A. Haber). 2001. *Current Biology* 11(22): 1805-1809

## **TEACHING ACTIVITIES**

University of Utah, David Eccles School of Business (2008-present)  
Management Accounting, Full-Time MBA, Professional MBA,  
MBA On-line  
Management Accounting, Executive MBA  
Management Accounting for Entrepreneurs, Masters of Business  
Creation  
Advanced Management Accounting, MBA/Professional MBA  
Value and Management Accounting, MACC/MSF/MBA  
ExecEd:  
- Intermountain Executive Development Program  
- Management Accounting and Value Creation in Healthcare  
- Cases in Dealing with Supply Chain Disruption  
- Huntsman Cancer Institute Leadership Development Program

### Ph.D. Students:

Jim Cannon *Committee Member* (Idaho State University)  
Dongyoung Lee *Committee Member* (McGill University)  
Ben Whipple *Committee Member* (University of Georgia)  
Arthur Morris *Chair* (NYU-Shanghai)  
Elia Ferracuti *Committee Member* (Duke University)  
Spencer Palmer *Chair* (Vermont Military Institute)  
Ryan Johnson *Committee Member* (Indiana University Bloomington)

## **INVITED PRESENTATIONS**

American Accounting Association Annual Meetings (concurrent session),  
August 2003  
SUNY Buffalo, February 2005  
University of California Los Angeles, February 2005  
Duke University, February 2005  
Arizona State University, February 2005  
University of Arizona, March 2005  
University of Southern California, February 2005  
Massachusetts Institute of Technology, March 2005  
Rice University, March 2005  
University of Utah, March 2005  
Northwestern University, March 2005  
University of Illinois at Chicago, October 2005

American Accounting Association Annual Meetings (concurrent session),  
August 2006  
University of Chicago, October 2006  
Financial Accounting and Reporting Section Mid-year Meetings  
(concurrent session), January 2007  
Georgia State University, February 2007  
Winter Accounting Conference at the University of Utah, February 2007  
American Accounting Association Annual Meetings (concurrent session),  
August 2007  
American Accounting Association Annual Meetings (concurrent session),  
August 2007  
University of Michigan, October 2007  
Massachusetts Institute of Technology, October 2007  
University of Pennsylvania, Wharton School, October 2007  
Conference on Financial Economics and Accounting, October 2007  
Financial Accounting and Reporting Section Mid-year Meetings  
(concurrent session), January 2008  
University of Utah, February 2008  
University of Washington, February 2008  
NYU Accounting Summer Camp, May 2008  
American Accounting Association Annual Meetings (concurrent session),  
August 2008  
Financial Accounting and Reporting Section Mid-year Meetings  
(concurrent session), January 2009  
Management Accounting Section Mid-year Meetings (concurrent session),  
January 2009  
American Accounting Association Annual Meetings (concurrent session),  
August 2009  
Duke/UNC Fall Camp, October 2009  
Management Accounting Section Mid-year Meetings (concurrent session),  
January 2010  
Ohio State University, April 2010  
University of Colorado, Boulder, April 2010  
University of Connecticut, October 2010  
*Journal of Accounting, Auditing and Finance* Conference, November 2010  
Arizona State University, September 2011  
Boston College, October 2011  
University of Washington, October 2011  
University of Tillburg, March 2011  
University of Miami, March 2011  
George Washington University, October 2012  
Georgetown University, October 2012  
Utah Winter Accounting Conference, February 2013  
INSEAD, May 2013  
London Business School, Schedule September 2013  
Singapore Management University, October 2013

University of California Los Angeles, March 2014  
Texas Tech University, September 2014  
University of Georgia, February 2015  
Westminster College, May 2015  
National Taiwan University, April 2015  
Washington University, St. Louis, Oct. 2015  
Dartmouth University, Nov. 2015  
Boston University, Nov. 2016  
University of Nevada Las Vegas, March 2017  
University of Amsterdam, May 2017  
Maastricht University, May 2017  
The Ohio State University, Sept. 2017  
City University of Hong Kong, Oct. 2018  
Hong Kong University of Science and Technology, Oct. 2018  
Duke University, Oct. 2017  
Temple University, 2017  
Arizona State University, 2018  
Frankfurt School of Finance & Management, 2018  
Emory University, 2018  
Management Accounting Section Doctoral Consortium, 2019  
University of Miami, 2019  
University of Colorado, 2019  
University of Nebraska, 2019  
European Institute of Advanced Studies in Management Conference  
Plenary Session, 2019  
University of Illinois Chicago, 2022  
University of Iowa, 2022  
University of Minnesota Empirical Conference, 2022  
Erasmus University, 2022  
Tilburg Mini-Conference, 2022  
University of Texas Dallas, 2022  
Fordham University, 2022  
University of Calgary, 2022  
McGill University, 2023  
Virginia Tech, 2023

## **PROFESSIONAL ACTIVITIES**

University of Utah:

Chair of the School of Accounting (2022-Present).  
David Eccles School of Business Dean Search Committee (2022, 2024).  
Chair of the Masters' Curriculum Committee (2015, 2016, 2017).  
Review Promotion and Tenure Committee (2015, 2016, 2019, 2020, 2021  
(Chair), 2022 (Chair)).  
University of Utah Academic Senator (2015-2018)  
David Eccles School of Business Faculty President, 2022-2023

Member: American Accounting Association

AAA Annual Meeting FARS Committee Sub-Liason (2012, 2014)  
AAA Annual Meeting MAS Committee Co-Coordinator (2015, 2016)  
Management Accounting Section Notable Contribution Committee (2014, 2022)  
Management Accounting Best Paper Award Committee (2015, 2017)  
AAA FARS Mid-year meeting Sub-Liason (2016)  
Management Accounting Section Doctoral Consortium, 2019

Editorial Board:

*The Accounting Review* (2014-2017)  
*Journal of Management Accounting Research* (2012-2015)  
*The European Accounting Review* (2015-2021)

Ad hoc reviewer:

*Accounting Horizons*  
*Auditing: A Journal of Practice and Theory*  
*Contemporary Accounting Research*  
*Corporate Governance: An International Review*  
*Economic Inquiry*  
*European Accounting Review*  
*Financial Management*  
*Journal of Accounting Auditing and Finance*  
*Journal of Accounting and Economics*  
*Journal of Accounting and Public Policy*  
*Journal of Accounting Research*  
*Journal of Business Finance and Accounting*  
*Journal of Financial Economics*  
*Journal of Financial and Quantitative Analysis*  
*Journal of Management Accounting Research*  
*Management Science*  
*Review of Accounting Studies*  
*Review of Financial Studies*  
*Review of Quantitative Finance and Accounting*  
*The Accounting Review*  
American Accounting Association Annual and Mid-Year Conferences

Conference participation:

Corporate Governance and Executive Compensation Research Series  
(founder/organizer),  
AAA Annual Meeting, 2003 (*presenter*), 2005 (*presenter/discussant*),  
2006 (*presenter/discussant*), 2007 (*discussant*), 2008 (*discussant*), 2009  
(*presenter/discussant*), 2010 (*presenter*), 2012 (*discussant*), 2013  
(*discussant*), 2015 (*MAS Section Co-Coordinator*)  
FARS Mid-Year Meeting, 2007 (*presenter*) 2008 (*presenter*),  
2009 (*presenter*), 2010 (*presenter*)  
*Journal of Accounting and Economic Conference*, 2005, 2006, 2007,  
2008, 2009, 2010, 2011, 2020  
*Journal of Accounting Research Conference*, 2005, 2006

AAA Management Accounting Section Mid-Year Meeting, 2009  
*(presenter)* 2010 *(presenter)*, 2011 *(presenter)*, 2012 *(discussant)*,  
 2013 *(discussant)*, 2015.

NYU Accounting Summer Camp, 2008 *(presenter)*, 2010

PAC-10 Plus Doctoral Consortium (*Panelist, Resident Faculty*), 2005

*Review of Accounting Studies* Conference, 2008, 2014, 2015, 2017

University of Texas Conference on Accounting and Corporate  
 Governance, 2008

Winter Accounting Conference at the University of Utah, 2006, 2007  
*(presenter)*, 2008, 2009, 2010 *(presenter)*, 2011, 2012, 2013  
*(presenter)*, 2014, 2015 *(presenter)*, 2016, 2017, 2018, 2019, 2021

*Journal of Accounting, Auditing and Finance* Conference, 2010  
*(presenter)*

*Journal of Management Accounting Research* Conference, 2013  
*(presenter)*

INSEAD Research Symposium, 2013 *(presenter)* 2014, 2016, 2019, 2023

London Business School Symposium, 2015, 2017, 2019

University of Colorado Summer Accounting Conference, 2014, 2016

Harvard IMO Conference, 2017 *(discussant)*

University of Illinois Managerial Accounting Conference, 2016, 2018

Minnesota Empirical Conference, 2016, 2019, 2022 *(presenter)*

## **HONORS AND DISTINCTIONS**

David Eccles Professor (2023-present)

David Eccles Faculty Scholar (2021-2023).

David Eccles Faculty Fellow (2014-2021).

David Eccles Emerging Scholar (2009-2014).

Executive MBA Distinguished Teaching Award, 2016, 2022.

Full-Time MBA Distinguished Teaching Award, 2021.

Financial Accounting and Reporting Section (FARS) Excellence in  
 Reviewing Award, 2022.

MBA On-Line teaching Award, 2019, 2023.

Brady Award for Teaching Excellence, University of Utah, 2013 and  
 2018.

David Eccles School of Business Professional Service Award, 2017

Professional MBA Distinguished Teaching Award, 2014.

Management Accounting Section Midyear Meeting Outstanding Paper  
 Award, 2014.

David Eccles Emerging Scholar, University of Utah, 2011-2014.

Masters Teaching Excellence Award, University of Utah, David Eccles  
 School of Business, 2010, 2015.

Research grant recipient from the Alliance Center for Global Research and  
 Development at INSEAD and the Wharton School, 2008.

AAA New Faculty Consortium, February 2005.

AAA Doctoral Consortium Fellow, July 2004.



Accounting Circle Award for outstanding teaching by a Ph.D. student,  
May 2004.

Lundquist College of Business Roger Best Award for outstanding teaching  
by a Ph.D. student, May 2004.

Accounting Circle Award for Excellence in Research by a Ph.D. Student,  
May 2003.