

**Brian D. Cadman**

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**PROFESSIONAL EXPERIENCE**

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

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-Present; two terms)

*Journal of Management Accounting Research* (2015-2017)

**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). 2019. *Journal of Management Accounting Research*, In Press.
14. "The Participation Constraint and CEO Equity Grants" (with Mary Ellen Carter and Xiaoxia Peng). 2020. *The Accounting Review*, In Press.

## **WORKING PAPERS**

15. “Investor Horizon and Commitment to Disclosure” (with Daniele Macchiocci and Mirko Heinle) Invited for second round at *The Accounting Review*
16. “Degree of Operating Leverage, Earnings Properties and Information” (with Elia Ferracuti) Invited for second round at *The Accounting Review*
17. “Contract Features and the Informativeness of Insider Trades” with Mate Szelas.
18. “The effect of uncontrollable risk on executive risk-taking incentives” with John Campbell and Ryan Johnson).
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)

## **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)  
Core Managerial Accounting, MBA/Professional MBA, MBA On-line  
Managerial Accounting, Executive MBA  
Management Accounting for Entrepreneurs, Masters of Business Creation  
Advanced Managerial Accounting, MBA/Professional MBA

### 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)

## 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, Oct. 2017  
Arizona State University, Sept. 2018  
Frankfurt School of Finance & Management, Oct. 2018  
Emory University, Oct. 2018  
Management Accounting Section Doctoral Consortium, Jan. 2019  
University of Miami, 2019  
University of Colorado, 2019  
University of Nebraska, 2019  
European Institute of Advanced Studies in Management Conference  
Plenary Session, 2019

## **PROFESSIONAL ACTIVITIES**

University of Utah:

Chair of the Master's Curriculum Committee (2015, 2016, 2017).

Review Promotion and Tenure Committee (2015, 2016, 2019, 2020).

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)

Management Accounting Best Paper Award Committee (2015, 2017)

AAA FARS Mid-year meeting Sub-Liason (2016)

Management Accounting Section Doctoral Consortium, 2019

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

Editorial Board:

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

Conference participation:

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  
*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  
*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  
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

**HONORS AND DISTINCTIONS**

David Eccles Faculty Fellow (2014-Present)  
MBA On-Line teaching Award, 2019.  
Brady Award for Teaching Excellence, University of Utah, 2013 and 2018.  
David Eccles School of Business Professional Service Award, 2017  
Executive MBA Distinguished Teaching Award, 2016.  
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.