

JASON JAMES SANDVIK

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ACADEMIC APPOINTMENTS

University of Arizona • Assistant Professor of Finance	2022 - Present Tucson, AZ
Tulane University • Assistant Professor of Finance	2019 - 2022 New Orleans, LA

EDUCATION

University of Utah • Ph.D., Finance	2019 Salt Lake City, UT
Brigham Young University • B.S., Mathematics (Minors: Business, Philosophy, Sociology)	2014 Provo, UT

PUBLICATIONS

- Sandvik, Jason, Richard Saouma, Nathan Seegert, and Christopher Stanton. “Workplace Knowledge Flows.” **Quarterly Journal of Economics** 135, no. 3 (August 2020): 1635–1680.
- Sandvik, Jason. “Board Monitoring, Director Connections, and Credit Quality.” **Journal of Corporate Finance** 65, (December 2020): 101726.
- Sandvik, Jason, Richard Saouma, Nathan Seegert, and Christopher Stanton. “Employee Responses to Compensation Changes: Evidence from a Sales Firm.” **Management Science** 67, no. 12 (December 2021): 7687–7707.
- LaViers, Lisa, Jason Sandvik, and Da Xu. “CEO Pay Ratio Voluntary Disclosures and Stakeholder Reactions.” **Review of Accounting Studies** (October 2022): 1–42.
- Bol, Jasmijn, Lisa LaViers, and Jason Sandvik. “Creativity Contests: A Field Experiment on Eliciting Employee Creativity.” **Journal of Accounting Research** 61, no. 1 (March 2023) 47–94.
- Babenko, Ilona, Benjamin Bennett, John Bizjak, Jeffrey Coles, and Jason Sandvik. “Clawback Provisions and Firm Risk.” **Review of Corporate Finance Studies** 12, no. 2 (May 2023): 191–239. (Editor’s Choice/Lead Article)
- Mkrtchyan, Anya, Jason Sandvik, and Zhiwei (Vivi) Zhu. “CEO Activism and Firm Value.” **Management Science** (Forthcoming)

WORKING PAPERS

- “Employee Responses to CEO Activism,” with Anya Mkrtchyan and Da Xu
 - **Reject and Resubmit: Journal of Accounting and Economics**
 - Presentations: University of Arizona, *University of Massachusetts–Amherst, *University of Groningen, *5th Greater Boston Corporate Governance Workshop, *University of Melbourne, *Monash University, 2nd Holden Conference in Finance and Real Estate at Indiana University, Kelley Institute for Corporate Governance Public Lecture Series (invited)

- “IPO Price Formation and Board Gender Diversity,” with Raghu Rau and Theo Vermaelen
 - **Revise and Resubmit: Journal of Corporate Finance**
 - Semi-Finalist for FMA Best Corporate Finance Paper, 2021
 - Presentations: 2021 Financial Management Association, *UCLA, *University of Oregon
- “The Heterogeneous Effects of Workplace Gender Diversity Disclosures on Job Search Decisions,” with Lisa LaViers
 - Working Paper
 - Presentations: *Emory University, *Tulane University, *JAR Registered Reports Conference, *2023 Hawaii Accounting Research Conference
- “Employee Responses to Increased Pay Transparency: An Examination of Glassdoor Ratings and the CEO Pay Ratio Disclosure,” with Mary Ellen Carter, Lisa LaViers, and Da Xu
 - Working Paper
 - Presentations: *Corporate Governance and Executive Compensation Research Series, *2023 Hawaii Accounting Research Conference, *Tulane University, *2023 Management Accounting Workshop Series, *2023 Labor and Accounting Group Conference, *Monash University, Arizona State University
- “Should Workplace Programs be Voluntary or Mandatory? Evidence from a Field Experiment on Mentorship,” with Richard Saouma, Nathan Seegert, and Christopher Stanton
 - Working Paper
 - Presentations: *Harvard Business School, *MIT, *Centre for Economic Policy Research, *Econometric Society, 2021 Financial Management Association Recent Research Session, Indian Institute of Management Ahmedabad, University of Arizona, 2022 Labor and Finance Group Conference, *2022 Society for Institutional & Organizational Economics, *2022 Advances with Field Economics, *2022 NBER Personnel Economics, *2022 NBER Organizational Economics, *2023 AEA Annual Meeting
- “The Effect of Female Director Representation on Workplace Gender Diversity, Women’s Earnings, and Promotion Outcomes,” with Tanya Byker, Sara Malik, and Elena Patel
 - Working Paper
 - Presentations: 2022 Drexel Corporate Governance Conference, *2022 Haskayne and Fox Accounting Conference, 2023 UA/ASU Junior Conference, Vanderbilt University, *University of Colorado - Boulder, *University of Southern California, Brigham Young University, *MIT
- “Do Personal Taxes Drive Unrelated Mergers and Acquisitions?,” with Jeffrey Coles, Nathan Seegert, and Aazam Virani
 - Working Paper
 - Presentations: *2023 UA/ASU Junior Conference
- “Avoiding the Third Rail: Changes in Conference Call Content Following the CEO Pay Ratio Disclosure,” with Mary Ellen Carter, Lisa LaViers, and Da Xu
 - Working Paper
 - Presentations: Oregon State University

WORK IN PROGRESS

- “Investors’ Use of Human Capital Information,” with Rob Jennings, Lisa LaViers, and Ethan Rouen
- “How Can New Owners Give Voice to Their Employees: Evidence from Private Equity,” with Richard Saouma, Nathan Seegert, and Christopher Stanton
- “Recruiting and Retaining Employees When Public Scrutiny is High: Evidence from Law Enforcement Officers,” with Seung-Ho An, David Dow, and Chris Griffin
 - Funded by Arizona Board of Regents’ Technology and Research Initiative Fund, \$250,000 (2023)

- “The Consequences of Using A.I. to Evaluate Employees’ Creative Output,” with Jasmijn Bol and Lisa LaViers
- “Do Retail Investors Care About Corporate Social Responsibility? Evidence from Corporate Activism, StockTwits Messaging, and Retail Order Imbalance,” with Austin Hill-Kleespie and William Waller
- “Financing Underrepresented Innovators: Evidence from Venture Capital Pitch Competitions,” with Jasmijn Bol and Lisa LaViers
- “Director Monitoring Behavior, Does the Past Predict the Future?,” with Francisco Navarrosanchez

* Denotes presentation by co-author.

PRACTITIONER-ORIENTED WRITINGS

- Sandvik, Jason, Richard Saouma, Nathan Seegert, and Christopher Stanton. “Research: How Virtual Teams Can Better Share Knowledge.” **Harvard Business Review**, (2020).
- Mkrтчyаn, Anya, Jason Sandvik, and Zhiwei (Vivi) Zhu. “CEO Activism and Firm Value.” **The FinReg Blog**, (2021).
- Rau, Raghu, Jason Sandvik, and Theo Vermaelen. “Are Women Underpriced? Evidence from Initial Public Offerings.” **Harvard Law School Forum on Corporate Governance**, (2021).
- Bol, Jasmijn, Lisa LaViers, and Jason Sandvik. “The Problem with Winner-Take-All Prizes: How Contest Design Features Influence Employee Creativity.” **MIT Sloan Management Review**, (forthcoming).

RESEARCH INTERESTS

Empirical Corporate Finance, Labor Economics, Personnel Economics, Labor and Finance, Corporate Governance, Boards of Directors, Executive Compensation, Theoretical Corporate Finance, Experimental Economics, Gender Economics, Managerial Accounting, Corporate Disclosure

PROFESSIONAL EXPERIENCE

ViciPartners 2016
 • Academic Consultant Salt Lake City, UT

PRESENTATIONS

Seminar Presentations

2017: University of Utah. **2018:** Brigham Young University, Miami University, Northeastern University, Tulane University, University of Kansas, University of Utah, Washington State University. **2019:** University of Utah. **2020:** Tulane University. **2021:** University of North Texas, Indian Institute of Management Ahmedabad, University of Arizona. **2022:** Jefferies ESG Seminar Series. **2023:** Arizona State University, Oregon State University, Vanderbilt University, Brigham Young University

Conference Presentations

2017: Financial Management Association Doctoral Student Consortium, Society of Experimental Finance Annual Meeting. **2018:** Western Economic Association International Annual Meeting. **2019:** Utah Experimental Economics Conference. **2020:** Utah Experimental Economics Conference. **2021:** Drexel Corporate Governance Conference, Western Finance Association Annual Meeting, Financial Management Association Annual Meeting, Financial Management Association Recent Research. **2022:** Drexel Corporate Governance Conference, Labor and Finance Group Conference. **2023:** 2023 UA/ASU Junior Conference, 2nd Holden Conference in Finance and Real Estate at Indiana University, Kelley Institute for Corporate Governance Public Lecture Series (invited)

AWARDS

- Sumantra Ghoshal Research and Practice Award (for *Workplace Knowledge Flows*) (2019)
- Monty & Christine Botosan Bridge to Practice Doctoral Award – University of Utah (2019)
- Doctoral Student Teaching Excellence Department Award (best teaching by a Finance Ph.D. Student) – University of Utah (2018)
- Doctoral Student Teaching Excellence Overall Award (best teaching by a Business Ph.D. Student) – University of Utah (2018)
- Marriner S. Eccles Institute Outstanding Ph.D. Student Award – University of Utah (2018)

GRANTS

- Arizona Board of Regents’ Technology and Research Initiative Fund, \$250,000 (2023)
- Eller College Spring 2023 Small Research Grant, \$2,100 (2023)
- Tulane IMA Special Call Grant, \$20,000 (2022)
- Tulane COR Research Fellowship Program, \$6,000 (2020)
- Carol Lavin Bernick Faculty Grant, \$9,500 (2020)
- Contributing Scholar with the Center for Growth and Opportunity, \$2,000 of support (2020)

SELECTED MEDIA COVERAGE

- Forbes, “What Is The Best Way To Survive A Downturn?” (2018)
- MultiBriefs: Exclusive, “One Simple Trick to Boost Workplace Knowledge Sharing.” (2020)
- Freeman News, “Is Working Remotely an Obstacle to Knowledge Exchange?” (2020)
- The Wall Street Journal, “The Case for Higher Wages in Hard Times.” (2021)
- The Washington Post, “Bumble Gave Women More Power in Dating. Now the App is Giving Women Power in the Boardroom.” (2021)
- Quartz at Work, “Who Benefits Most From Company Mentorship Programs?” (2021)
- The Wall Street Journal, “Why Mentorship Programs Don’t Always Work.” (2021)
- Real KM, “How to Make Sure Mentoring Works.” (2022)
- Harvard Business Review, “Why Your Mentoring Program Should Be Mandatory.” (2022)
- New York Times, “Does it Help to Know How Much the Boss Makes?” (2023)
- Contagious, “Strategists Digest: Activist CEOs are good for business” (2023)

PROFESSIONAL SERVICE

- **Journal Referee**
 - Quarterly Journal of Economics
 - Review of Financial Studies
 - Journal of Financial and Quantitative Analysis
 - Management Science
 - Review of Accounting Studies
 - Journal of Economic Behavior & Organization
 - Journal of Labor Economics
 - Journal of Corporate Finance
 - Journal of Business Finance and Accounting
 - European Accounting Review
 - Industrial Relations
- **Discussant**
 - American Economics Association Annual Meeting (2023)
 - Western Finance Association Annual Conference (2021)
 - Financial Management Association Annual Conference (2017, 2020, 2021)

- Society of Experimental Finance Annual Conference (2017)
- **Conference Program Committee and Service**
 - FMA Annual Conference - Session Organizer (2021)
 - FMA Annual Conference - Paper Selection (2021)
 - AAA Management Accounting Section Midyear Meeting - Paper Selection (2022)
 - FMA Napa/Sonoma Conference - Program Committee (2023)
 - FMA Annual Conference - Track Chair: Corporate Governance, Institutional Investors (2023)
 - UA/ASU Junior Conference - Conference Organizer (2023)
 - FMA Napa/Sonoma Conference - Program Committee (2024)

UNIVERSITY SERVICE

University of Arizona

- Finance Seminar Series Organizer (2023–Present)
- Ph.D. Advisor - Nathan Fernig (2022–Present)
- Career Immersion Day - Panel Moderator (Fall 2023)
- UA/ASU Junior Conference - Conference Organizer (Summer 2023)
- Masters Project Presentation - Evaluations (Summer 2023)
- Financial Modeling Club - Supervisor (Spring 2023)
- AACSB's Peer Review Team Interview (Spring 2023)

Tulane University

- FMA Hiring (2019, 2021)
- AFA Hiring (2020, 2021)
- Ph.D. 1st Year Paper Assessment – Yimeng Li (Summer 2020)
- Ph.D. Instructor Mentoring – Hui “Susan” Zhou (Fall 2020)

University of Utah

- Doctoral Faculty Teaching Excellence Award Committee (2017)
- Graduate Council Review Meeting (2019)
- David Eccles School of Business Prospective PhD Panel (2019)

TEACHING

● **University of Arizona**

- FIN 413: Valuation Modeling (undergraduate)
 - Mean Rating (2023 - Spring): 4.78 / 5.00 (Q6, knowledge & skills)
- FIN 513: Valuation Modeling (graduate)
 - Mean Rating (2023 - Spring): 4.91 / 5.00 (Q6, knowledge & skills)

● **Tulane University**

- FINE 3010: Financial Management
 - Mean Rating (2021 - Fall): 4.96 / 5.00
 - Mean Rating (2020 - Fall): 4.84 / 5.00
 - Mean Rating (2019 - Fall): 6.90 / 7.00

- **University of Utah**

- FINAN 3040: Financial Management

- Mean Rating (2017 - Summer): 5.92 / 6.00 (Teaching Awards: Finance & Business School)

VOLUNTEER EXPERIENCE

Volunteer and Foster Home	2023–Present
• Pima Animal Care Center	Tucson, AZ
Event Volunteer	2020–2022
• Youth Run NOLA	New Orleans, LA
Basketball Coach	2016–2018
• Highland High School	Salt Lake City, UT
Volunteer and Foster Home	2015–2017
• Humane Society of Utah	Murray, UT
Recruiting Assistant	2013–2014
• BYU Football	Provo, UT
Practice Assistant	2012–2014
• BYU Women’s Basketball	Provo, UT

Last Updated: November 2, 2023