

# JASON JAMES SANDVIK

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## ACADEMIC APPOINTMENTS

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| <b>University of Arizona</b><br>• Assistant Professor of Finance | 2022 - Present<br>Tucson, AZ   |
| <b>Tulane University</b><br>• Assistant Professor of Finance     | 2019 - 2022<br>New Orleans, LA |

## EDUCATION

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

## PUBLICATIONS

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- 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** (forthcoming).

## WORKING PAPERS

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- “Creativity Contests: A Field Experiment on Eliciting Employee Creativity,” with Jasmijn Bol and Lisa LaViers  
– **Conditionally Accepted: Journal of Accounting Research**  
– Presentations: 2020 Utah Experimental Economics, \*2020 JMAR Brownbag Series, \*2020 ENEAR Seminar Series, \*University of Toronto, \*2021 American Accounting Association
- “Clawback Provisions and Firm Risk,” with Ilona Babenko, Benjamin Bennett, John Bizjak, and Jeffrey Coles  
– **Revise and Resubmit: Review of Corporate Finance Studies**  
– Presentations: \*2012 European Finance Association, \*2013 Western Finance Association, \*2013 Global Finance Conference
- “CEO Activism and Firm Value,” with Anya Mkrtchyan and Zhiwei (Vivi) Zhu  
– **Reject and Resubmit: Management Science**  
– Presentations: Tulane University, \*Florida State University, \*2021 Eastern Finance Association, 2021 Drexel Corporate Governance, 2021 Western Finance Association, \*2021 Northern Finance Association, University of North Texas, \*2022 FARS Midyear Meeting

- “The Effect of Workplace Gender Diversity Disclosures on Job Search Decisions,” with Lisa LaViers
  - Working Paper
  - Presentations: \*Emory University, \*Tulane University, \*JAR Registered Reports Conference
- “Treatment and Selection Effects of Formal Workplace Mentorship Programs,” 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, \*NBER Personnel Economics (invited)
- “Valuing Soft Information: IPO Price Formation and Board Gender Diversity,” with Raghu Rau and Theo Vermaelen
  - Working Paper (Semi-Finalist for FMA Best Corporate Finance Paper, 2021)
  - Presentations: 2021 Financial Management Association, \*UCLA, \*University of Oregon
- “The Impact of Board Gender Diversity on Female Labor Market Outcomes,” with Tanya Byker, Sara Malik, and Elena Patel
  - Working Paper
  - Presentations: 2022 Drexel Corporate Governance Conference, \*2022 Haskayne and Fox Accounting Conference
- “Taxes, Managerial Compensation, and the Market for Corporate Control,” with Jeffrey Coles and Nathan Seegert
  - Working Paper

## WORK IN PROGRESS

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- “Does the CEO Pay Ratio Match Self-Reported Employee Perceptions of Pay Fairness? A Study of Glassdoor Data,” with Mary Ellen Carter, Lisa LaViers, and Da Xu
- “CEO Activism and External Stakeholders,” with Anya Mkrtchyan
- “Director Monitoring Behavior, Does the Past Predict the Future?,” with Francisco Navarrosanchez
- “Virtual Hiring,” with Richard Saouma, Nathan Seegert, and Christopher Stanton
- “Director Experience,” with Konari Uchida

*\* Denotes presentation by co-author.*

## PRACTITIONER-ORIENTED WRITINGS

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- Sandvik, Jason, Richard Saouma, Nathan Seegert, and Christopher Stanton. “Research: How Virtual Teams Can Better Share Knowledge.” **Harvard Business Review**, (2020).
- Mkrtchyan, 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).

## RESEARCH INTERESTS

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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

## PROFESSIONAL EXPERIENCE

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### ViciPartners

- Academic Consultant

2016  
Salt Lake City, UT

## PRESENTATIONS

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### 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

### 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

## AWARDS

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- 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, FELLOWSHIPS, AND AFFILIATIONS

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- 2020–2021 Tulane COR Research Fellowship Program, \$6,000 (2020)
- 2020–2021 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

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- 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)

## INDUSTRY SERVICE

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- **Journal Referee**
  - Quarterly Journal of Economics
  - Review of Financial Studies

- Journal of Economic Behavior & Organization
- Journal of Labor Economics
- Journal of Financial and Quantitative Analysis
- Management Science
- Review of Accounting Studies
- Journal of Corporate Finance
- Journal of Business Finance and Accounting
- European Accounting Review
- Industrial Relations
- **Discussant**
  - 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**
  - Financial Management Association Annual Conference (Session Organizer) (2021)
  - Financial Management Association Annual Conference (Paper Selection) (2021)
  - AAA Management Accounting Section Midyear Meeting (2022)

## UNIVERSITY SERVICE

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### 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

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- **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

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|-------------------------|--------------------|
| <b>Event Volunteer</b>  | 2020–Present       |
| • Youth Run NOLA        | New Orleans, LA    |
| <b>Basketball Coach</b> | 2016–2018          |
| • Highland High School  | Salt Lake City, UT |

**Volunteer and Foster Home**

- Humane Society of Utah

2015–2017  
Murray, UT

**Recruiting Assistant**

- BYU Football

2013–2014  
Provo, UT

**Practice Assistant**

- BYU Women's Basketball

2012–2014  
Provo, UT

*Last Updated: July 5, 2022*