

Curriculum Vitae
Marshall D. Vance

Virginia Tech
Pamplin College of Business

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January 2019

ACADEMIC POSITIONS

Virginia Tech
Assistant Professor, 2019-

University of Michigan
Visiting Assistant Professor, 2017-2018

University of Southern California
Assistant Professor, 2012 - 2017

EDUCATION

University of Pennsylvania, Wharton School
Ph.D. in Accounting

Brigham Young University
M.S. in Accounting
B.S. in Accounting

RESEARCH

Research Interests

Design and performance consequences of executive and broad-based compensation

Refereed Publications

- “Information Intermediary or De Facto Standard Setter? Field Evidence on the Indirect and Direct Influence of Proxy Advisors,” with C. Hayne, *Journal of Accounting Research*, forthcoming.
- “Uncertainty Avoidance and the Timing of Employee Stock Option Exercise,” with F. Bova, *Journal of International Business Studies*, forthcoming.

Working Papers

- “Inside Debt and Corporate Investment,” with J. Lee, K.J. Murphy, and P. Oh Under 3rd round review at *Journal of Financial Economics*
- “Do First Impressions Last? The Impact of Initial Assessments and Subsequent Performance on Promotion Decisions,” with D. Black Revising for 2nd round submission at *Management Science*
- “Deferred Compensation Plan Characteristics and Voluntary Employee Turnover”
- “Sorting Effects of Broad-Based Equity Compensation Plans,” with D. Tsui

Work-in-progress

- “Early Exercise of Employee Stock Options” with K.J. Murphy
- “Employees’ Selling of Broad-Based Shares: International Evidence”

INVITATIONS AND PRESENTATIONS

2019:

- Mid-Year Fellows Workshop in Honor of Louis O. Kelso (presenter and discussant)
- AAA MAS Midyear Meeting (presenter and discussant)

2018:

- Pennsylvania State University
- Virginia Tech
- AAA MAS Midyear Meeting (presenter and discussant)
- BYU Accounting Research Symposium
- UIUC Emerging Management Accounting Scholars Conference (invited participant)
- Computershare Equity Plans Client Conference (keynote speaker)
- Beyster Summer Fellowship Symposium (discussant)

2017:

- AAA MAS Midyear Meeting (presenter and discussant)
- BYU Accounting Research Symposium
- National Association of Stock Plan Providers Annual Meeting
- National Equity Compensation Forum
- Global Equity Organization Annual Conference

2016:

- Conference on Financial Economics and Accounting
- UIUC Emerging Management Accounting Scholars Conference
- AAA FARS Midyear Meeting (presenter and discussant)
- Temple University Conference on Convergence of Financial and Managerial Accounting
- AAA MAS Midyear Meeting
- California Corporate Finance Conference (discussant)
- Brigham Young University Accounting Research Symposium
- AAA Annual Meeting (presenter and discussant)
- UIC Accounting Research Conference (invited participant)
- Beyster Summer Fellowship Symposium (presenter and discussant)
- Global Equity Organization Annual Conference

2015:

- UCI/UCLA/USC Joint Accounting Conference
- Brigham Young University Accounting Research Symposium
- AAA Annual Meeting
- AAA MAS Meeting (discussant)
- Rotman Annual Accounting Research Conference (invited participant)
- Beyster Summer Fellowship Symposium (discussant)

2014:

- California Corporate Finance Conference
- AAA MAS Midyear Meeting (discussant)
- National Equity Compensation Forum
- Beyster Summer Fellowship Symposium (invited participant)

2013:

- Brigham Young University Accounting Research Symposium
- AAA MAS Midyear Meeting (presenter and discussant)
- AAA Annual Meeting (discussant)
- Beyster Summer Fellowship Symposium
- Beyster Fellows Conference

2012:

- Conference on Financial Economics and Accounting (discussant)
- Performance Scorecard Conference at Temple University
- University of Southern California
- University of Utah
- Temple University
- University of Washington

TEACHING

- **Financial Statement Analysis**, Spring 2019
Pamplin College of Business, Virginia Tech
- **Managerial Accounting** (undergraduate core), Spring 2018
Ross School of Business, University of Michigan
- **Managerial Accounting** (undergraduate core), Spring 2013; 2017
Marshall School of Business, University of Southern California
- **Financial and Managerial Accounting** (undergraduate core) Spring 2014–2016
Marshall School of Business, University of Southern California
- **Managerial Accounting** (undergraduate core), Summer 2012
The Wharton School, University of Pennsylvania
- **Financial Accounting** (undergraduate core), Summer 2007, 2010
The Wharton School, University of Pennsylvania

AWARDS AND HONORS

- Institute for the Study of Employee Ownership at Rutgers SMLR Distinguished Scholar Fellowship, 2018–2019
- Best Paper Award AAA Management Accounting Section Mid-Year Meeting, 2017, for paper: “Do First Impressions Last? The Impact of Initial Assessments and Subsequent Performance on Promotion Decisions”
- CIMA Stewardship and Trust Research Initiative Grant, 2016–2017
- Fidelity Fellowship in Equity Compensation Research, 2014–2015
- Outstanding Doctoral Dissertation Award Runner-Up, AAA Management Accounting Section, 2014
- Best Paper Award AAA Management Accounting Section Mid-Year Meeting, 2013, for paper: “Deferred Compensation Plan Characteristics and Voluntary Employee Turnover”
- Blue Wolf Capital Fellowship for Research in Broad-based Profit and Ownership, 2012–2013

SERVICE

Ad Hoc Reviewer for:

- Journal of Accounting and Economics
- The Accounting Review
- Journal of Banking and Finance
- European Accounting Review
- California Management Review
- Journal of Economic Behavior and Organization
- British Journal of Industrial Relations
- Journal of International Accounting Research