

August, 2017

Brian D. Cadman

David Eccles School of Business,
University of Utah
1645 E Campus Center Dr.
Tel: (801) 585-9517
Email: brian.cadman@business.utah.edu

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

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: Stock Option Contracts, Risk-Taking Incentives,
Corporate Governance

Teaching: Managerial Accounting, Financial Accounting

REFEREED PUBLICATIONS

“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.

“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.

“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.

“Stock Option Grant Vesting Terms: Economic and Financial Reporting Determinants” (with Jayanthi Sunder and Tjomme Rusticus). 2013. *Review of Accounting Studies*. 18:1159-1190

“Executive Equity Divestitures and Equity Granting Patterns”. 2013. *Journal of Management Accounting Research* Conference Paper, 25: 1-24.

“Compensation Peer Groups and their Relation with CEO Pay” (with Mary Ellen Carter). 2013. *Journal of Management Accounting Research* 26: 57-82.

“Fair Value Accounting for M&As and Contingent Consideration Arrangements” (with Richard Carrizosa and Lucile Faurel). 2014. *Journal of Accounting Research* 52(1): 37-74.

“Investor Horizon and CEO Horizon Incentives” (with Jayanthi Sunder). 2014. *The Accounting Review* 89(4): 1299-1328.

“Advice-taking and group judgment: The effects of the social context underlying executive compensation decision” (with Bryan Bonner). 2014. *Group Dynamics: Theory, Research, and Practice* 18: 302-318.

“The Role of Defined Benefit Pension Plans in Executive Compensation” (with Linda Vincent) 2014. *European Accounting Review* 24(4): 779-800.

“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.

WORKING PAPERS

“Inducement Grants and New CEO Uncertainty” (with Richard Carrizosa and Xiaoxia Peng).

“Explicit and Implicit Incentives: Longitudinal Evidence from NCAA Football Head Coaches Employment Contracts” (with Gavin Cassar)

“Career Concerns for NCAA Division I Coaches” (with Christopher Avery and Gavin Cassar)

“Shareholders' use of proxy statement disclosures to evaluate executive pay” (with Richard Carrizosa and Xiaoxia Peng).

“Equity Pay for Benchmarking and Pay-for-Performance Compensation” (with Mary Ellen Carter and Xiaoxia Peng).

“Investor Horizon and Commitment to Disclosure” (with Danielle Macchiocci)

“Degree of Operating Leverage, Earnings Properties and Information” (with Elia Ferracuti)

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
Managerial Accounting, Executive MBA
Advanced Managerial Accounting, MBA/Professional MBA

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

PROFESSIONAL ACTIVITIES

University of Utah:

Chair of the Masters Curriculum Committee (2015, 2016, 2017).
Review Promotion and Tenure Committee (2015, 2016).

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)

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 and Economics

Journal of Accounting and Public Policy

Journal of Business Finance and Accounting

Journal of Financial Economics

Journal of Financial and Quantitative Analysis

Management Science

Review of Accounting Studies

Review of Financial Studies

Review of Quantitative Finance and Accounting

American Accounting Association Annual and Mid-Year Conferences

Editor:

Journal of Management Accounting Research (2015-2017)
The Accounting Review (2017-Present)

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
Journal of Accounting, Auditing and Finance Conference, 2010 (*presenter*)
Journal of Management Accounting Research Conference, 2013 (*presenter*)
INSEAD Research Symposium, 2013 (*presenter*) 2014, 2016
London Business School Symposium, 2015, 2017
University of Colorado Summer Accounting Conference, 2014, 2016
Harvard IMO Conference, 2017 (*discussant*)

HONORS AND DISTINCTIONS

David Eccles Faculty Fellow (2014-Present)
David Eccles School of Business Professional Service Award, 2017
Executive MBA Teaching Award, 2015.
Professional MBA Distinguished Teaching Award, 2014.

Management Accounting Section Midyear Meeting Outstanding Paper Award, 2014.

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

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.