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Education

- Ph.D. in Business Administration (Accounting concentration), Rice University (2019)
- M.A. in Business Administration (Accounting concentration), Rice University (2019)
- M.S. in Business Administration (Accounting and Finance concentration), UFRGS, Brazil (2009)
- M.Acc. (Controllershship concentration), UFRGS, Brazil (2007)
- B.S. in Business Administration (Finance concentration), PUCRS, Brazil (2005)

Professional Experience

- Assistant Professor of Accounting, University of Texas at Dallas (2019–Present)
- Financial Consultant, Fênix 2010 Consultoria Ltda., Brazil (2010–2012)
- Adjunct Professor, Universidade de Caxias do Sul, Brazil (2009–2011)
- Financial Consultant, Premium Consultoria S/S Ltda., Brazil (2005–2007)

Research Interests

- Corporate governance, proxy advisors, shareholder voting, conflicts of interest, executive compensation, board of directors.

Academic Publications

- “Racial Diversity Exposure and Firm Responses Following the Murder of George Floyd,” with Karthik Balakrishnan, Daniela De la Parra, and K. Ramesh. *Journal of Accounting Research* 61 (2023): 737–804.
 - Available at <http://dx.doi.org/10.1111/1475-679X.12484>
 - Presented at (including co-authors’ presentations): As You Sow (2022), AAA Annual Meeting (2022), 57th Annual Journal of Accounting Research Conference (2022), University of North Carolina at Chapel Hill (2022), Annual Lone Star Accounting Research Conference (2022), University of Texas at San Antonio (2022), Fundação Getúlio Vargas – Brazil (2021), Boston University (2021), Cornell University (2021).

Working Papers

- “Proxy Advisors’ Recipe for Compensation Analysis”
 - Job market paper
 - Presented at: Indiana University (2019), University of Iowa (2019), Michigan State University (2019), Emory University (2019), Arizona State University (2019), University of Texas at Dallas (2019), Temple University (2019), Accounting Ph.D. Rookie Recruiting and Research Camp (2018), Emerging Scholar Poster Session of the CMU Accounting Mini-Conference (2018), Fundação Getúlio Vargas – Brazil (2018), FARS Midyear Meeting (2018), Main Causal Inference Workshop (2017), Annual Lone Star Accounting Research Conference (2017), AAA/Deloitte/J. Michael Cook Doctoral Consortium (2016)

Works in Progress

- “Intra-Firm Allocation of Equity Incentives,” with Gary Lind, K. Ramesh, and Min Shen.
- “Disagreements among Proxy Advisors,” with K. Ramesh.
- “Abnormal Fails to Deliver Around the Proxy Record Date,” with K. Ramesh.

Research Presentations and Discussions

- Discussant, Banker et al. “Market Reaction to CEOs’ Dynamic Hemifacial Asymmetry of Expressions – A Machine-Learning Approach” AAA Annual Meeting, virtual format (2022)
- Presenter, AAA Annual Meeting, San Diego – CA (2022)
- Discussant, Geoffroy, R., S. Hamm, B. Schmidt. “The Regulatory Shaming Role of Executive Compensation Related SEC Comment Letters.” AAA Annual Meeting, San Diego – CA (2022)
- Presenter, Annual Lone Star Accounting Research Conference, virtual format (2022)
- Presenter, Fundação Getúlio Vargas, São Paulo – SP – Brazil (2021)
- Presenter, Indiana University (2019)
- Presenter, University of Iowa (2019)
- Presenter, Michigan State University (2019)
- Presenter, Emory University (2019)
- Presenter, Arizona State University (2019)
- Presenter, University of Texas at Dallas (2019)
- Presenter, Temple University (2019)
- Presenter, Accounting Ph.D. Rookie Recruiting and Research Camp, Miami – FL (2018)
- Presenter, Emerging Scholar Poster Session of the CMU Accounting Mini-Conference (2018)
- Presenter, Fundação Getúlio Vargas, São Paulo – SP – Brazil (2018)
- Presenter, FARS Midyear Meeting, Austin – TX (2018)
- Presenter, Main Causal Inference Workshop, Northwestern University (2017)
- Presenter, Annual Lone Star Accounting Research Conference, University of Texas at Arlington (2017)

- Presenter, AAA/Deloitte/J. Michael Cook Doctoral Consortium, Deloitte University (2016)
- Discussant, Soltes, E., S. Srinivasan, R. Vijayaraghavan. “What Else do Shareholders Want? Shareholder Proposals Contested by Firm Management.” AAA Annual Meeting, New York City – NY (2016)
- Discussant, Daines, R., S.X. Li, and C.C.Y. Wang. “Can Staggered Boards Improve Value? Evidence from the Massachusetts Natural Experiment.” FARS Midyear Meeting, Newport Beach – CA (2016)
- Discussant, Kim, D. “Board Classification and Shareholder Value: Evidence from Corporate Law Amendments.” FARS Midyear Meeting, Newport Beach – CA (2016)
- Discussant, Lehmann, N. “Do Corporate Governance Analysts Matter? Evidence from a Quasi-Natural Experiment.” FARS Midyear Meeting, Newport Beach – CA (2016)

Conference Attendance

- 3rd Annual Labor and Accounting Group Conference (2023)
- Annual Lone Star Accounting Research Conference (2015, 2016, 2017, 2020, 2021, 2022, 2023)
- FARS Midyear Meeting (2016, 2018, 2021, 2022, 2023)
- Review of Accounting Studies Conference (2021, 2022)
- Contemporary Accounting Research Conference, virtual format (2022)
- SMU–UTD Joint Accounting Workshop (2019, 2020, 2021, 2022)
- AAA Annual Meeting (2016, 2020, 2021, 2022)
- 57th Annual Journal of Accounting Research Conference, Chicago – IL (2022)
- 2nd McGill Accounting Research Conference (2021)
- New Faculty Consortium, Leesburg – VA (2020)
- Accounting Ph.D. Rookie Recruiting and Research Camp, Miami – FL (2018)
- Journal of Accounting and Economics Conference, University of Rochester (2018)
- 18th Annual Carnegie Mellon Accounting Mini-Conference (2018)
- Annual Bauer Accounting Research Symposium, University of Houston (2015, 2016, 2017, 2018)
- Main Causal Inference Workshop, Northwestern University (2017)
- AAA/Deloitte/J. Michael Cook Doctoral Consortium, Deloitte University (2016)
- 10th PhD Consortium and 20th International Accounting Section of the AAA, San Antonio – TX (2014)

Review Activities

- Ad Hoc Reviewer
 - Contemporary Accounting Research
 - Management Science
- Conference Reviewer
 - European Accounting Association Annual Congress
 - FARS Midyear Meeting
 - Hawaii Accounting Research Conference

Press Citations

- “Racial Diversity Exposure and Firm Responses Following the Murder of George Floyd,” Harvard Law School Forum on Corporate Governance, May 9 2023.
 - Available at: <https://corpgov.law.harvard.edu/2023/05/09/>

University Service

- University of Texas at Dallas
 - Course Coordinator, Introductory Management Accounting (ACCT 2302) (2023)
 - Organizer, UTD Accounting Workshop Series (2022–2023)
 - Organizer, SMU–UTD Joint Accounting Workshop, University of Texas at Dallas (2020)
 - Member, Database Committee (2019–2023)

Teaching Experience

- University of Texas at Dallas
 - Introductory Management Accounting to Undergraduates (2019–2022)
 - ◆ Average instructor evaluation (5-point scale): 4.25 (2019), 4.56 (2020), 4.77 (2021), 4.75 (2022)
- Rice University
 - Financial Accounting to Undergraduates (2015)
- Universidade de Caxias do Sul (Brazil)
 - Corporate Budgeting to Undergraduates (2010)
 - Corporate Finance I to Undergraduates (2010)
 - Corporate Finance II to Undergraduates (2010)
 - Financial Management to Associate Degree (2010)
 - Funding Management II to Associate Degree (2009)

Awards, Honors and Recognition

- Best Reviewer, 2023 Hawaii Accounting Research Conference (2022)
- Emerging Scholar, 18th Annual Carnegie Mellon Accounting Mini-Conference (2018)
- Jones Graduate School of Business Doctoral Fellowship (2012–2019)
- CNPq Fellowship for Master’s studies (2007–2009)
- CRA-RS Award for Academic Excellence (Best student among fellow business graduates) (2005)

Languages

- English (Fluent), Portuguese (Native), Italian (Intermediate)

Technical Skills

- Stata, L^AT_EX, regex, Sublime Text, Vim