

Jesus Manuel Salas

Associate Professor of Finance, Perella Department of Finance, Lehigh University
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EDUCATION

Ph.D. in Finance	Price College of Business, University of Oklahoma	2008
MA Economics	Miami University of Ohio	2003
BS Mathematics	St. Mary's University (Texas)	2000

EXPERIENCE

Associate Professor of Finance (with tenure), Lehigh University	Fall 2015 - Present
Assistant Professor of Finance, Lehigh University	Fall 2008 - Spring 2015

AREAS OF INTERESTS

Research: The value of CEOs, corporate governance, and corporate risk management.

Teaching: Corporate finance and investments.

VISA STATUS AND INTERNATIONAL EXPOSURE

Citizen of United States, Mexico, and Spain. Traveled to more than 45 countries. Lived in Mexico, United States, and France. Fluent in Spanish, English, Portuguese, and French.

PEER REVIEWED PUBLICATIONS

1. *The Political Economy of Tariff Exemption Grants*, with Veljko Fotak, Hye Seung (Grace) Lee, and William L. Megginson. Forthcoming, *Journal of Financial and Quantitative Analysis*. <https://doi.org/10.1017/S0022109024000437>. **FT Top50**.

Highlighted by: *New York Times*, *The Guardian*, *CNN*, *Bloomberg*, *Politico*, *Business Insider*, *CNBC*, *Philadelphia Inquirer*, *Reason.com*, *Who*, *What*, *Why*, *World Trade Online*, and *KCBS radio*.

2. *The Effect of Bond Ownership Structure on ESG Performance*, with Hye Seung (Grace) Lee, Ke Shen and Ke Yang. 2024. *Journal of Corporate Finance*. Vol 89. <https://doi.org/10.1016/j.jcorpfin.2024.102678>.
3. *The Influence of Related Party Transactions on the Family Firms Valuation Premium*, 2023, with Mark Kohlbeck, Hye Seung (Grace) Lee and Bryan Mayhew. Forthcoming in the *Journal of Business Finance and Accounting*. <http://doi.org/10.1111/jbfa.12682>.
4. *Implications of CEO Succession Origin and In-House Experience for Audit Pricing*, 2022, with Paul Brockman Gopal Krishnan and Hye Seung (Grace) Lee. *Journal of Accounting, Auditing and Finance*, Vol. 37 (1): pp. 173-204

5. *CEO Internal Experience and Voluntary Disclosure Quality: Evidence from Management Forecasts*, 2019, with Paul Brockman, John L. Campbell and Hye Seung (Grace) Lee. *Journal of Business Finance and Accounting*, March/April 2019: 420-456.
6. *CEO Compensation and Government Ownership*, 2018, with Ginka Borisova and Andrey Zagorchev. *Corporate Governance International Review*, Vol. 27 (2): 120-143.
7. *Are Generalists Beneficial to Corporate Shareholders? Evidence from Exogenous Executive Turnovers*, 2020, with Andre Betzer, Hye Seung (Grace) Lee and Peter Limbach. *Journal of Financial and Quantitative Analysis*. Vol 55 (2): 581-619. **FT Top50**.
8. *An International Study of the Value Implications of CEO External Directorships*, 2018, with Andrey Zagorchev. *Journal of Accounting and Finance*. Vol 18 (5).
 - Best paper at Southwest Finance Association Annual meeting.
9. *Do investors care about director tenure? Insights from executive cognition and social capital theories*, 2017, with Anne Anderson, Jill Brown, and Andrew Ward. *Organization Science* Vol. 28 (3), 2017: 471-494. In best paper proceedings for the 2013 Academy of Management Annual conference. **FT Top50**.
10. *Why do Firms Engage in Selective Hedging? Evidence from the Gold Mining Industry*, 2017, with Tim Adam and Chitru S. Fernando. *Journal of Banking and Finance*. Vol 77: 269-282.
11. *Determinants of CEO Compensation: Generalist–Specialist versus Insider–Outsider Attributes*, 2016, with Paul Brockman and Hye Seung (Grace) Lee. *Journal of Corporate Finance*. Vol. 39 (August): 53-77
12. *The Causal Effect of Option Pay on Corporate Risk Management*, 2016, with Tor-Erik Bakke, Hamed Mahmudi, and Chitru Fernando. *Journal of Financial Economics*. Vol 120 (3): 623-643. **FT Top50**.
13. *Are Credit Rating Agency Analysts valuable?* 2015, with Nandkumar Nayar and Rahmi Aktug, *Journal of Risk Finance* Vol 16 (4).
14. *Governance, Conference Calls and CEO Compensation*, 2015, with McKay S. Price and CF Sirmans, *Journal of Real Estate Finance and Economics*. Vol 50 (2): 181-206.
15. *Not Paying Dividends? A Decomposition of the Decline in Dividend Payers*, 2012, with Candra Chahyadi, *Journal of Economics and Finance*, Vol 36 (2): 443-462.
 - Best doctoral student paper at Southwest Finance Association Annual meeting.
16. *Entrenchment, Governance, and the Stock Price Reaction to Sudden Executive Deaths*, 2010, *Journal of Banking and Finance*, Vol 34 (3), pp 656-666.
17. *Minimum Variance Hedging when Spot Price Changes are Partially Predictable*, 2008, with Louis H. Ederington, *Journal of Banking and Finance*, Vol 32 (5), pp 654-663.

CITATIONS

Total citations (from google scholar): 1,419

H-index: 14

Media appearances/interviews for NPR, the Wall Street Journal, The International Business Times, and the Eastern Pennsylvania Business Journal on issues of USPS privatization, CEO deaths, and tariffs.

OTHER PUBLICATIONS (NOT PEER REVIEWED)

1. *CEO Turnover and Firm Performance*, book chapter in “*CEO Branding*”, Roulledge (Taylor and Francis Group) publishers, 2015, with Hye Seung (Grace) Lee and Paul Brockman. This chapter went through peer-review process (it was not an invited paper).
2. *Privatization in America*, published as a chapter in *Transforming Public Enterprises In Europe and The Americas: Networks, Integration and Transnationalisation*, Kluwer Publishers, 2007, with William Megginson and Candra Chahyadi. This chapter was invited (it was not peer reviewed).

WORKING PAPERS

1. *Share Repurchases and Investment Policies*, with Paul Brockman and Hye Seung (Grace) Lee. Revision requested by *Financial Review*.
2. *Undiversified Shareholders, Socioemotional Wealth, and Corporate Hedging: Evidence from Family Firms*, with Paul Brockman, Chitru Fernando, and Amal Abeysekera. Under second round review at *International Review of Financial Analysis*.
3. *Share Repurchases and the Inflation Reduction Act*, with Paul Brockman, Michael Guo, and Grace Lee.
4. *Bond Ownership Structure and Conditional Conservatism*, with John L. Campbell, Hye Seung (Grace) Lee and Ke Shen. Presented at the 2021 American Accounting Association annual meeting and the 2022 Financial Accounting and Reporting Section midyear meeting. Preparing for submission.
5. *The Impact of Cross-Listing on Corporate Governance: A Test of the Governance Bonding Hypothesis*, with Paul Brockman, Hye Seung (Grace) Lee, and Andrey Zagorchev. Presented at the Infiniti 2014 annual meeting in Prato, Italy, the 2014 European meeting of the Financial Management Association in Maastricht, and the 2014 annual meeting of the Financial Management Association in Nashville. Preparing for submission.
6. *The Value Implications of Firms Named after the Founder*, with Paul Brockman, Hye Seung (Grace) Lee and Andrew Ward. Presented at the Australasian Banking and Finance conference in Sydney in 2014 and the 2016 meeting of the Financial Management Association. Preparing for submission.

AWARDS

Robert and Christine Staub Faculty Excellence Award, Lehigh University, 2022
Flex-MBA Excellence in Teaching, Lehigh University, 2017
Early career award for distinguished teaching, Lehigh University, 2015
PhD instructor of the year award, Price College of Business, University of Oklahoma, 2008

RESEARCH FUNDING

Faculty Research Grant (with Ke Shen), \$6,000. Lehigh University, 2020
Faculty Research Grant (with Hye Seung Lee), \$5,000. Lehigh University, 2016
Faculty Research Grant (with McKay Price), \$2,500. Lehigh University, 2011
Faculty Research Grant, \$2,000. Lehigh University, 2010

EDITORIAL ACTIVITIES

Financial Review	2024-Present
Corporate Ownership and Control	2016-Present
Management Review Quarterly	2021-Present

SCHOLARLY PRESENTATIONS

2024 Multinational Finance Association Annual Meeting (Presenter and Discussant)
2023 Financial Management Association Annual meeting (Presented by co-author)
2022 American Finance Association Annual Meeting (Presented by co-author)
2021 Financial Management Association Annual Meeting (Presented by co-author)
2021 European Finance Association Annual Meeting (Presenter)
2021 China Accounting and Finance Review annual meeting (Presenter)
2019 Financial Management Association Annual Meeting (Presenter and discussant)
2017 EFMA Annual Meeting, Athens, Greece (Presenter and Discussant)
2016 Financial Management Association Annual Meeting (Presenter and Discussant)
2015 Financial Management Association Annual Meeting (Presenter and Discussant)
2015. European meeting of FMA Annual Meeting (Presenter and Discussant)
2014 Financial Management Association Annual Meeting (Presenter, Session Chair and Discussant)
2013 European meeting of FMA Annual Meeting, Istanbul (Presenter)
2012 Financial Management Association Annual Meeting (Presenter, Discussant and Session Chair)
2011 Asian Finance Association Annual Meeting (Presenter and Discussant)
2011 Symposium on International Corporate Finance and Governance (Presenter)
2010 Finance and Governance Conference, Australia (Presenter and Discussant)
2010 Multinational Finance Society Annual Meeting (Presenter)
2009 American Finance Association Annual Meeting (Presenter)
2008 European Finance Association Annual Meeting (Presenter and Discussant)
2007 Financial Management Association Annual Meeting (Presenter)
2007 European meeting of FMA Annual Meeting (Presenter)
2007 Financial Management Association (Presenter and Discussant)
2006 European Finance Association Meeting (Discussant)
2005 Financial Management Association, Chicago (Presenter and Discussant)

INVITED SEMINAR PRESENTATIONS

Nazarbayev University	2022
Stevens Institute of Technology	2021
Penn State Harrisburg	2017
Delaware University	2013
Villanova University	2012
University of Wyoming	2012
Villanova University	2009

OTHER RESEARCH LEADERSHIP (CONFERENCES)

Co-organized 2017 Family Business Conference at Lehigh University, with Ronald Anderson (Temple University).

2025 FMA Europe Meeting Program Committee	2024
2024 FMA Meeting Program Committee	2023
2023 FMA Meeting Program Committee	2022
2022 FMA Meeting Program Committee	2021
2021 FMA Meeting Program Committee	2021
2020 FMA Meeting Program Committee	2020
2020 FMA Europe Meeting Program Committee	2020
2019 FMA Annual Meeting Program Committee	2019
2017 FMA Annual Meeting Program Committee	2017
2010 FMA Asia Annual Meeting Program committee	2010
2009 FMA Annual Meeting Paper Award Committee	2009
2008 FMA Annual Meeting Dissertation Award committee	2008
2007 FMA Annual Meeting Competitive Paper Award committee	2007

TEACHING EXPERIENCE

Lehigh University

Mean Teaching Evaluation score: 4.7 out of 5

Fall 2008 – Fall 2010

FIN 323: Investments (4 sections for half of the semester, every semester)

Spring 2011

FIN 323: Investments (2 sections)

Fall 2011 until Spring 2017

GBUS 419: Financial Management (one section per semester)

GBUS 420: Investments (one section per semester)

Spring 2018

FIN 323: Investments (two sections)

FIN 328: Corporate Finance (one section)

Fall 2018

Sabbatical semester. No teaching

Spring 2019

FIN 328: Corporate Finance (two sections)

Spring 2020

FIN 328: Corporate Finance (three sections. One section cross-listed with GBUS 419)

Fall 2020

FIN 328: Corporate Finance (three sections)

Spring 2021

FIN 328: Corporate Finance (one section overload)

Fall 2021

FIN 328: Corporate Finance (three sections)

Fall 2022

FIN 328: Corporate Finance (three sections)

Spring 2024

FIN 328: Corporate Finance (two sections. One section cross-listed with GBUS 419)

FIN 335: Special Topics: ESG Finance (one section)

Fall 2024

FIN 328: Corporate Finance (two sections)

FIN 335: Special Topics: ESG Finance (one section)

ADVISING

Andrey Zagorchev, PhD committee, 2012. Granted tenure at Rhodes College in 2018.

Erdem Aktug, PhD committee, 2011. Granted tenure at Rhodes college in 2015. Currently at UBS.

Kevin Smith, PhD committee, 2022. Assistant Professor, Beloit College, Wisconsin.

Academic advisor for 25 undergraduate students, 2010 - 2018.

Academic mentor for 25 undergraduate students, 2019 - Present

UNIVERSITY SERVICE

Q-review committee member – Marketing	2024
Led student trip to NYC financial institutions (once per semester)	2022 - Present
Develop and Manage Finance Job Preparation Guide for students	2022 - Present
Wall Street council alumni affinity group department liaison	2018 - Present
Co-organize Annual Financial Services Forum	2018 - Present
Advisor to Founders of Women in Finance Club	2023 - Present
Lehigh CoB Awards Committee Member	2023
Recruiting Committee Chair for Finance PoP	2022

Recruiting Committee Member for Management Professors	2022
Q-review committee member – Finance	2022
Middle States Accreditation Ethics subcommittee	2016 - 2017
Family Business Institute (Director)	2015 - 2021
Faculty Steering Committee (Precursor to University Senate)	2014 - 2015
University committee on Advancement (member)	2014 - 2015
Commission on Residential Experience (member)	2014 - 2015
Martindale Scholar Program (mentor)	2013 - 2017
Masters in Analytical Finance curriculum committee (member)	2012 - 2015
Honorary Degrees committee (Chair)	2012 - 2015
Academic Appeals committee (member)	2011 - 2015
Finance department seminar series (creator and organizer)	2008 - 2019
Dissertation committee of Andrey Zagorchev (member)	2009 - 2010
Recruitment committees for the Accounting, Economics, Management and Finance	2008 - 2018

Director and founder, Latin American Finance Association

Ad-hoc reviewer for Journal of Financial and Quantitative Analysis, Management Science, Journal of Banking and Finance, Journal of Corporate Finance, Financial Review, Journal of Financial Research, Journal of Business Research, Journal of Futures Markets, Corporate Governance: An International Review, Journal of Economics and Finance, Quarterly Review of Economics and Finance, Review of Financial Economics, Asia-Pacific Journal of Financial Studies, Journal of Economics and Business, and others.