

**Jae B. Kim**  
(February 2026)

Lehigh University  
Department of Accounting  
College of Business and Economics  
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## ACADEMIC APPOINTMENT

### **Lehigh University, College of Business**

Associate Professor of Accounting (June 2020 ~ present)  
Assistant Professor of Accounting (July 2017 ~ May 2020)

### **Singapore Management University, School of Accountancy**

Assistant Professor of Accounting (July 2011 ~ June 2017)

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## EDUCATION

### **University of Minnesota, Carlson School of Management, Minneapolis, MN**

Ph.D. in Business Administration, Accounting Concentration (June 2011)

### **KAIST Graduate School of Management, Seoul, Korea**

M.S. in Management Engineering (February 2005)

### **Yonsei University, Seoul, Korea**

B.A. in Economics and Applied Statistics (February 2003)  
(Leave of Absence for Military Duty, 1997 ~ 1999)

### **Michigan State University, East Lansing, MI**

Exchange Student (January to December 2001)

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## RESEARCH INTERESTS

Voluntary Disclosure, Earnings Management, Security Valuation, Financial Analysts' Forecasts, Corporate Governance, Executive Compensation, Audit

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## PUBLISHED OR ACCEPTED JOURNAL ARTICLES

**A Study of Anti-Hedge Policy: Determinants and Consequences** (with Paul Brockman and Raluca Chiorean), 2026, *Journal of Accounting and Public Policy*, 55 (1) 107393.

**CEO Outside Board Service and Managerial Short-Termism** (with Bright Asante-Appiah and Kwangjoo Koo), 2025, *Accounting Horizons*, 39 (3): 11 – 34.

**Managerial Pessimism and Investment in Corporate Social Responsibility** (with Kwangjoo Koo), 2025, *Journal of Business Research*, 186 (1) 114953.

**Product Market Competition and Audit Fees: Another Evidence** (with Hanyong Chung), 2024, *Managerial Auditing Journal*, 39 (6): 648 – 667.

**Financial Information, Spillovers, and Innovation Performance** (with Jonghwan (Simon) Kim and Kwangjoo Koo), 2024, *Journal of Accounting and Public Policy*, 45 (3) 107212.

**Managers' Pay Duration and Voluntary Disclosures** (with Qiang Cheng and Young Jun Cho), 2021, *Journal of Business Finance and Accounting*, 48 (7-8): 1332 – 1367.

- Featured in *Asian Bureau of Finance and Economic Research's Research Digest*, November 2018.

- Analyst Reputation and Management Earnings Forecasts** (with Yongtae Kim and Joonho Lee), 2021, *Journal of Accounting and Public Policy*, 40 (1) 106804.
- The Effect of SFAS 158 on the Mispricing of Pension Plan Funding** (with Jonathan (Sangwook) Nam), 2021, *Asia-Pacific Journal of Accounting and Economics*, 28 (1): 22 – 42.
- Managers' Stock-Based Compensation and Disclosures of High Proprietary Cost Information: An Investigation of US Biotech Firms** (with Luminita Enache), 2020, *Pacific Accounting Review*, 32 (1): 96 – 124.
- Valuation Implications of Unconditional Accounting Conservatism: Evidence from Analysts' Target Prices** (with Alexander Nekrasov, Pervin Shroff, and Andreas Simon), 2019, *Contemporary Accounting Research*, 36 (3): 1669 – 1698.
- Levelling the Playing Field between Large and Small Institutions: Evidence from the SEC's XBRL Mandate** (with Neil Bhattacharya and Young Jun Cho), 2018, *The Accounting Review*, 93 (5): 51 – 71.
- Internal Control and Operational Efficiency** (with Qiang Cheng and Beng Wee Goh), 2018, *Contemporary Accounting Research*, 35 (2): 1102 – 1139.
- Credit Default Swaps and Managers' Voluntary Disclosure** (with Pervin Shroff, Dushyantkumar Vyas, and Regina Wittenberg Moerman), 2018, *Journal of Accounting Research*, 56 (3): 953 – 988.  
 - Featured in Columbia Law School's Blue Sky Blog, September 2018.  
 - Recognized as one of the top 20 most read papers over 2017-2018 in *Journal of Accounting Research*
- The Effect of CEO Stock-based Compensation on Pricing of Future Earnings** (with Bobae Choi), 2017, *European Accounting Review*, 26 (4): 651 – 679.
- Accounting Flexibility and Managers' Forecast Behavior Prior to Seasoned Equity Offerings** (single-authored), 2016, *Review of Accounting Studies*, 21 (4): 1361 – 1400.

## WORKING PAPERS

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- Managerial Myopia and the Time Horizon of Executive Compensation: Evidence from Transient Institutional Ownership** (with Bobae Choi and Doowon Lee), 2025, R&R
- Common Ownership and Financial Statement Structural Comparability** (with Doowon Lee and Neal Snow), 2025, R&R
- Corporate Hedging in a Fragmented Regulatory Environment** (with Raluca Chiorean and Hanyong Chung), 2026, under review.
- Regulatory Fragmentation and ESG Spending** (with Seong Yeon Cho and Hanyong Chung), 2025, under review.
- Do Changes in US GAAP divert Public-Firms' Resources and Influence who Wins the Innovation Race?** (with Luminita Enache and Melissa F. Lewis-Western), 2026, being revised to submit to a journal.
- New Evidence on The Impact of the XBRL Mandate on Retail Investors** (with Stig Xenomorph), 2026, being revised to submit to a journal.
- Auditor Efforts and Client Companies' Operational Efficiency** (with Ho-Young Lee and Inkyung Yoon), 2026, being revised to submit to a journal.

## INACTIVE PAPERS

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- The Triangular Relationship between Audit Committee Characteristics, Audit Input and Financial Reporting Quality** (with Benjamin Segal, Dan Segal, and Yoonseok Zang).

## TEACHING EXPERIENCE

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Teaching Interests: Financial Accounting, Financial Statement Analysis, Managerial Accounting

### Lehigh University

Undergraduate Program: Intermediate Accounting II (Student Evaluation: 4.4 ~ 4.8 / 5.0)  
Spring 2018 – 2026 & Fall 2018

MBA Program: Financial Reporting for Managers and Investors (Student Evaluation: 4.5 ~ 4.6 / 5.0)  
Spring 2021 – 2026 & Summer 2023 – 2026

### Singapore Management University

Undergraduate Program: Financial Accounting (Student Evaluation: 6.0 ~ 6.5 / 7.0 & 4.3 / 5.0)  
Term 2 (Spring) 2011– 2016 & Term 1 (Fall) 2012, 2013

### University of Minnesota

Undergraduate Program: Introduction to Financial Reporting (Student Evaluation: 5.5 ~ 6.0 / 6.0)  
Fall 2008, 2009

### Teaching Assistant, University of Minnesota, Carlson School of Management, 2007 – 2010

Ph.D. Program: Empirical Research in Capital Markets

MBA Program: Financial Statement Analysis

Undergraduate Program: Intermediate Accounting, Introduction to Financial Reporting

## HONORS AND AWARDS

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Francis J. Ingrassia '75 and Elizabeth McCaul Endowed Professorship, Lehigh University, 2024-2027

Best Conference Paper Award, Convergence Academic Conference of the Korean Academy of Management, 2025

Class of 61 Professorship, Lehigh University, 2021-2023

Carl R. and Ingeborg Beidleman Research Awards, Lehigh University, 2019

Provost's Travel Research Grant, Lehigh University, 2018, 2019

Dean's List for Teaching Excellence, School of Accountancy, Singapore Management University, 2017

Excellence in Reviewing Award, FARS, American Accounting Association, 2017

Best Reviewer Award, *Asia-Pacific Journal of Financial Studies*, 2015

Ph.D. Dissertation Proposal Award, Carlson School of Management, 2010

Ph.D. Student Teaching Award, Carlson School of Management, 2010, 2009

AAA Deloitte J. Michael Cook Doctoral Consortium Fellow, 2010

Ph.D. Summer Research Fellowship, Carlson School of Management, 2007 – 2010

Accounting Department Scholarships, Carlson School of Management, 2007 – 2010

AAA FARS Doctoral Consortium Fellow, 2009

Ph.D. Program Fellowship, Carlson School of Management, 2006 – 2010

Member of Honor Society of Beta Gamma Sigma, 2004 – present

Academic Scholarship, KAIST Graduate School of Management, 2003 – 2005

Academic Scholarship, Yonsei University, 2002, 1997

High Honor Student Award, Yonsei University, 2000, 1999

## PRESENTATIONS

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### Conferences (\* presented by co-author)

Bretton Woods Accounting and Finance Ski Conference, "Do Changes in US GAAP divert Public-Firms' Resources and Influence who Wins the Innovation Race?", Bretton Wood, NH, 2026\*

- FARS Midyear Meeting, “Do Changes in US GAAP divert Public-Firms’ Resources and Influence who Wins the Innovation Race?”, San Antonio, TX, 2026\*
- BYU Accounting Research Symposium, “Do Changes in US GAAP divert Public-Firms’ Resources and Influence who Wins the Innovation Race?”, Provo, UT, 2025\*
- Convergence Academic Conference of the Korean Academy of Management, “Auditor Efforts and Client Companies’ Operational Efficiency”, Ulsan, Korea, 2025\*
- Journal of Accounting and Public Policy Conference, “A Study of Anti-Hedge Policy: Determinants and Consequences”, Kennesaw, GA, 2025\*
- EAA Annual Congress, “Auditor Efforts and Client Companies’ Operational Efficiency”, Rome, Italy, 2025
- Korean Accounting Association Winter Conference, “Regulatory Fragmentation and Firms’ Use of Derivatives”, Seoul, Korea, 2024\*
- Korean Accounting Association Summer International Conference & Joint Conference, “CEO Outside Board Service and Managerial Short-Termism”, Pusan, Korea, 2024
- FARS Midyear Meeting, “A Study of Anti-Hedge Policy: Determinants and Consequences”, Denver, CO, 2024\*
- Annual Conference on Asia-Pacific Financial Markets, “A Study of Anti-Hedge Policy: Determinants and Consequences”, Seoul, Korea, 2023
- CAAA Annual Conference, “Financial Information, Spillovers, and Innovation Performance”, Quebec City, QC, Canada, 2023
- Korean Accounting Association Annual Conference, “CEO Outside Board Service and Managerial Short-Termism”, Virtual Conference, 2021\*
- EAA Annual Congress, “CEO Outside Board Service and Managerial Short-Termism”, Virtual Conference, 2021\*
- Joint Midyear Meeting of the AIS and SET Sections, Discussion of “Common Ownership and Financial Statement Comparability”, Virtual Conference, 2021\*
- Korean American Accounting Professors Association Webinar, “Feedback Effect of Financial Reporting: Evidence from Innovation Performance” 2020
- Asian Academic Accounting Association Annual Meeting, “Opacity is Gold: Disaggregation of Financial Reporting Items and Innovation”, Seoul, Korea, 2019
- AAA North-East Region Meeting, “The Effect of SFAS 158 on the Mispricing of Pension Plan Funding”, New York, NY, 2019
- AAA Annual Meeting, “Transient Institutional Ownership and Duration of Executive Compensation”, San Francisco, CA, 2019
- AAA Annual Meeting, “Opacity is Gold: Disaggregation of Financial Reporting Items and Innovation”, San Francisco, CA, 2019\*
- Asian Accounting Associations Annual Conference, “The Effect of SFAS 158 on the Mispricing of Pension Plan Funding”, Gyeongju, South Korea, 2019\*
- Conference on the Convergence of Financial and Managerial Accounting Research, “Opacity is Gold: Disaggregation of Financial Reporting Items and Innovation”, Banff, AB, Canada, 2019
- AAA Mid-Atlantic Region Meeting, “The Effect of SFAS 158 on the Mispricing of Pension Plan Funding”, Pittsburgh, PA, 2019
- AAA Annual Meeting, “Managers’ Stock-based Compensation and Disclosures of High Proprietary Cost Information: an Investigation of US Biotech Firms”, Washington D.C., 2018
- Journal of Accounting, Auditing, and Finance Annual Conference, “The Effect of SFAS 158 on the Mispricing of Pension Plan Funding”, Jeju Island, South Korea, 2018

- Asian Bureau of Finance and Economic Research Annual Conference, “Managers’ Pay Duration and Voluntary Disclosures”, Singapore, 2018
- EAA Annual Congress, “Managers’ Stock-based Compensation and Disclosures of High Proprietary Cost Information: an Investigation of US Biotech Firms”, Milan, Italy, 2018\*
- CAAA Annual Conference, “The Effect of SFAS 158 on the Mispricing of Pension Plan Funding”, Montreal, QC, Canada, 2017
- CAAA Annual Conference, Discussion of “Managerial Miscalibration and Its Effects on the Auditability of Accounting Estimates: Evidence from Pension Accounting”, Montreal, QC, Canada, 2017
- EAA Annual Congress, “The Effect of SFAS 158 on the Mispricing of Pension Plan Funding”, Valencia, Spain, 2017\*
- Annual Haskell & White Academic Conference and the 15<sup>th</sup> Annual SEC “Hot Topics” Conference, “Managers’ Pay Duration and Voluntary Disclosures”, Irvine, CA, 2016
- AAA Annual Meeting, “The Effect of SFAS 158 on the Mispricing of Pension Plan Funding”, New York, NY, 2016
- FARS Midyear Meeting, Discussion of “The Impact of Competition on Information Transparency: A Study of Cost Pass-Through”, Newport Beach, CA, 2016
- SMU Accounting Symposium, “Active CDS Trading and Managers’ Voluntary Disclosure”, Singapore, 2015
- AAA Annual Meeting, “Active CDS Trading and Managers’ Voluntary Disclosure”, Chicago, IL, 2015
- AAA Annual Meeting, “Analyst Reputation and Management Earnings Forecasts”, Chicago, IL, 2015\*
- AAA Annual Meeting, “Internal Control and Operational Efficiency”, Chicago, IL, 2015\*
- CAAA Annual Conference, “Active CDS Trading and Managers’ Voluntary Disclosure”, Toronto, Ontario, Canada, 2015
- CAAA Annual Conference, “Internal Control and Operational Efficiency”, Toronto, Ontario, Canada, 2015
- FARS Midyear Meeting, “Active CDS Trading and Managers’ Voluntary Disclosure”, Nashville, TN, 2015
- Columbia Burton Workshop, “Active CDS Trading and Managers’ Voluntary Disclosure”, New York, NY, 2014\*
- Conference on Financial Economics and Accounting, “Active CDS Trading and Managers’ Voluntary Disclosure”, Atlanta, GA, 2014\*
- Four School Conference, “Internal Control and Operational Efficiency”, Beijing, China, 2014\*
- AAA Annual Meeting, “XBRL Mandate and Access to Information: Evidence from Reactions of Financial Analysts and Institutional Investors”, Atlanta, GA, 2014
- MIT Asia Conference in Accounting, “Managers’ Pay Duration and Voluntary Disclosures”, Chengdu, China, 2014\*
- CAAA Annual Conference, “Managers’ Pay Duration and Voluntary Disclosures”, Edmonton, AB, Canada, 2014
- CAAA Annual Conference, Discussion of “Why do managers oppose the Fair Value Expensing of Employee Stock Options?”, Edmonton, AB, Canada, 2014
- CAAA Annual Conference, “The Triangular Relationship Between Audit Committee Characteristics, Audit Input and Financial Reporting Quality”, Edmonton, AB, Canada, 2014\*
- FARS Midyear Meeting, “Managers’ Pay Duration and Voluntary Disclosures”, Houston, TX, 2014\*
- AAA Annual Meeting, “The Triangular Relationship Between Audit Committee Characteristics, Audit Input and Financial Reporting Quality”, Anaheim, CA, 2013
- AAA Annual Meeting, “Managers’ Pay Duration and Voluntary Disclosures”, Anaheim, CA, 2013

- EAA Annual Congress, “The Triangular Relationship Between Audit Committee Characteristics, Audit Input and Financial Reporting Quality”, Paris, France, 2013\*
- Three-University Accounting Assistant Professors’ Research Conference in Singapore, “Managers’ Pay Duration and Voluntary Disclosures”, Singapore Management University, Singapore, 2013\*
- UTS Australian Summer Accounting Conference, “Do analysts understand the valuation implications of accounting conservatism when forecasting target prices?”, University of Technology-Sydney, Sydney, Australia, 2013
- Auditing Midyear Meeting, “The Triangular Relationship Between Audit Committee Characteristics, Audit Input and Financial Reporting Quality”, New Orleans, LA, 2013
- FARS Midyear Meeting, “Do analysts understand the valuation implications of accounting conservatism when forecasting target prices?”, San Diego, CA, 2013\*
- AAA Annual Meeting, “Do analysts understand the valuation implications of accounting conservatism when forecasting target prices?”, Washington D.C., 2012
- New Accounting Faculty Conference, “Do analysts understand the valuation implications of accounting conservatism when forecasting target prices?”, Melbourne Business School, Melbourne, Australia, 2012
- Three-University Accounting Assistant Professors’ Research Conference in Singapore, “Do analysts understand the valuation implications of accounting conservatism when forecasting target prices?”, National University of Singapore, Singapore, 2012
- FARS Midyear Meeting, “Accounting Flexibility and Managers’ Forecast Behavior Prior to Seasoned Equity Offerings”, Tampa, FL, 2011
- AAA Annual Meeting, “Accounting Flexibility and Managers’ Forecast Behavior Prior to Seasoned Equity Offerings”, San Francisco, CA, 2010

**Workshops** (\* *presented by co-author*)

- Do Changes in US GAAP divert Public-Firms’ Resources and Influence who Wins the Innovation Race?  
Concordia University, Montreal, QC, Canada, 2025
- A Study of Anti-Hedge Policy: Determinants and Consequences  
Yonsei University, Seoul, Korea, 2023  
KAIST, Seoul, Korea, 2023  
American University, 2022  
Lehigh University, PA, 2022\*
- CEO Outside Board Service and Managerial Short-Termism  
Lehigh University, PA, 2024  
KAIST, Seoul, Korea, 2021
- Financial Information, Spillovers, and Innovation Performance  
Seoul National University, Seoul, Korea, 2021  
Yonsei University, Seoul, Korea, 2020  
KAIST, Seoul, Korea, 2020\*  
Singapore Management University, 2019  
National University of Singapore, 2019  
City University of London, London, UK, 2018\*
- Transient Institutional Ownership and Duration of Executive Compensation  
University of California, Riverside, 2021  
University of Manchester, Manchester, UK, 2019  
Lehigh University, PA, 2019  
Drexel University, PA, 2018

**Managers' Pay Duration and Voluntary Disclosures**

Hong Kong Polytechnic University, Hong Kong, China, 2018  
Korea University, Seoul, Korea, 2018  
Yonsei University, Seoul, Korea, 2017  
Hong Kong University of Science and Technology, Hong Kong, China, 2013\*  
Tsinghua University, China, 2013\*  
Singapore Management University, Singapore, 2013\*

**Credit Default Swaps and Managers' Voluntary Disclosure**

University of Calgary, Calgary, Canada, 2016  
Lehigh University, PA, 2016  
University of New Castle, Callaghan, Australia, 2015  
Singapore Management University, Singapore, 2014  
Pennsylvania State University, PA, 2014\*  
New York University, NY, 2014\*  
Boston College, MA, 2014\*  
University of Rochester, NY, 2014\*  
University of Miami, FL, 2014\*  
London Business School, London, UK, 2014\*  
Rice University, TX, 2014\*

**Analyst Reputation and Management Earnings Forecasts**

Singapore Management University, Singapore, 2014\*

**Levelling the Playing Field between Large and Small Institutions: Evidence from the SEC's XBRL Mandate**

Chinese University of Hong Kong, Hong Kong, China, 2014  
Singapore Management University, Singapore, 2014\*

**Valuation Implications of Unconditional Accounting Conservatism: Evidence from Analysts' Target Prices**

University of Mannheim, Mannheim, Germany, 2014\*  
The State University of New Jersey at Newark and New Brunswick, NJ, 2013\*  
University of California at Irvine, CA, 2011\*

**The Triangular Relationship Between Audit Committee Characteristics, Audit Input and Financial Reporting Quality**

Singapore Management University, Singapore, 2012

**Accounting Flexibility and Managers' Forecast Behavior Prior to Seasoned Equity Offerings**

University of Hong Kong, Hong Kong, China, 2011  
National University of Singapore, Singapore, 2011  
Singapore Management University, Singapore, 2011  
Melbourne Business School, Melbourne, Australia, 2011  
London Business School, London, UK, 2011  
Rutgers University at Camden, NJ, USA, 2011

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**PROFESSIONAL ACTIVITIES**

**Editorial Board Member**

*Journal of Accounting and Public Policy*

**Referee for Academic Journals**

*Journal of Accounting and Economics, The Accounting Review, Contemporary Accounting Research, Management Science, Journal of Accounting and Public Policy, Journal of Business Ethics, Journal of Accounting, Auditing, and Finance, Journal of Management Accounting Research,*

*Accounting Horizons, European Accounting Review, Journal of International Accounting Research, The International Journal of Accounting, International Journal of Auditing, Managerial Auditing Journal, Journal of Accounting Literature, Journal of Financial Services Research, Journal of Corporate Finance, Journal of International Financial Markets, Institutions & Money, Corporate Governance: An International Review, Asia-Pacific Journal of Financial Studies, International Review of Financial Analysis, Seoul Journal of Business*

#### **Referee and Discussant for Academic Conferences**

AAA Annual Meeting, FARS Midyear Meeting, Auditing Midyear Meeting, AIS Midyear Meeting  
CAAA Annual Conference, SMU SOAR Accounting Symposium, JAAF Annual Conference, Hawaii  
Accounting Research Conference, Contemporary Accounting Research Annual Conference

#### **Invited Participant for Academic Conferences**

Contemporary Accounting Research Annual Conference, University of Minnesota Empirical Accounting  
Research Conference, Minnesota-Chicago Accounting Theory Conference, SMU SOAR Accounting  
Symposium, University of Illinois at Chicago Accounting Conference, University of Illinois PWC  
Young Scholars Research Symposium

#### **External Reviewer for Promotion and Tenure**

Oakland University, 2022 and 2024

#### **Memberships**

American Accounting Association (AAA)  
Canadian Academic Accounting Association (CAAA)  
European Accounting Association (EAA)  
Korean Accounting Association (KAA)  
Korean American Accounting Professors Association (KAAPA)

### **UNIVERSITY SERVICES**

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#### **Lehigh University**

##### **University-Level**

Faculty Advisor for Exchange Program with Singapore Management University, 2019 – present

##### **College-Level**

Promotion and Tenure Committee, 2021 – present  
Software/Database Committee (Chair and Member), 2018 – present  
Quinquennial Review Committee for Finance Department, 2022 – 2023  
Building Committee, 2020 – 2023  
Flex MBA Review Committee, 2021 – 2022  
Selection Committee for Tauck Scholarship, 2018 – 2020  
External Member of Finance Department Search Committee, 2018

##### **Department-Level**

Assurance of Learning Committee, 2019 – present  
Search Committee for Accounting Faculty (Chair and Member), 2022 and 2025  
Nomination Committee for PCAOB Scholarship (Chair and Member), 2017 – 2020  
Academic Workshop Coordinator, 2018 – 2020  
Nomination Working Group for Research Evaluation, 2018  
Search Committee for Visiting Assistant Professor, 2018

#### **Singapore Management University**

Course Coordinator for Financial Accounting, 2015 – 2016



**University of Minnesota**

Ph.D. Student Advisory Committee Member, Carlson School of Management, 2008

**REFERENCES**

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Available upon request