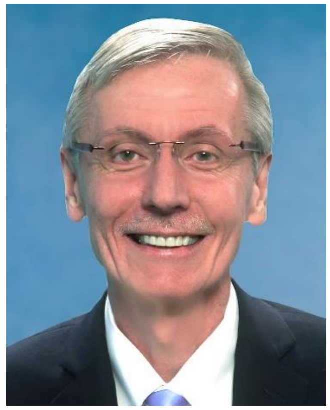
PROFESSOR JOHN R. M. HAND



John R. M. Hand is the Robert March & Mildred Borden Hanes Distinguished Professor at the Kenan-Flagler Business School at UNC Chapel Hill, USA and a Visiting Professor at The University of Chicago's Booth School of Business (2017-present, Spring Quarter). His research spans a number of areas, with his current interests being in matters of executive race/ethnicity in US public companies. John has twice won the American Accounting Association's competitive manuscript competition, and is co-author with Baruch Lev of New York University of *Intangible Assets: Values, Measures and Risks* (Oxford University Press, 2003). He enjoys teaching MBAs, MAC students, undergraduates and executives about Financial Statement Analysis & Company Valuation. He has served as Associate Dean of UNC Kenan-Flagler's MAC Program (2007-2011), Treasurer of the Chapel Hill Bible Church (1997-2006), Trinity School of Durham & Chapel Hill (Board of Trustees: Treasurer, 2007-16, 2020-23; Vice-Chair 2024-present). John earned his B.S.Sc at Bristol University, England (1st class honors, 1981) and his MBA (1983) and PhD (1987) degrees from The University of Chicago Graduate School of Business. Prior to joining UNC Chapel Hill, he was on the faculty at the Yale School of Organization & Management (1987-88) and The University of Chicago GSB (1988-93).

SSRN Author Page:	http://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=16845
SSRN Author Rank:	812 out of 30,000+ authors
SSRN Downloads:	55,583
Google Scholar:	Citations 8,042 (2,234 since 2019)
h-index	33 (18 since 2020)
i10-index	52 (28 since 2020)

ADDRESS	McColl Building, Kenan-Flagler Business School UNC Chapel Hill, Chapel Hill, NC 27599-3490 Tel: 919.962.3173 Email: hand@unc.edu
EDUCATION	Ph.D. University of Chicago GSB, 1984-87. Dissertation "Debt-Equity Swaps." Research assistant to Professors Einhorn and Hogarth (Behavioral Decision Theory), and Professors Holthausen and Leftwich (Accounting/Finance). M.B.A. Graduate School of Business, The University of Chicago, 1981-83. One of five in graduating class to receive Honors. B.S.Sc., Economics & Accounting. University of Bristol, Bristol, UK, 1978-81. First Class Honors. First in class. University of Bristol Scholarship; Arthur Young McClelland Moores & Co. Prize for distinction in final-year exams; Arthur Andersen & Co. Prize in Accounting; Memorial Prize for Economics.
ACADEMIC	Robert March & Mildred Borden Hanes Distinguished Professor, UNC Chapel Hill (2015-present). H. Allen Andrew Distinguished Professor, UNC Chapel Hill (2006-2015). Professor of Accounting, UNC Chapel Hill (1998-2006). Associate Professor of Accounting, UNC Chapel Hill (1993-98). Associate Professor of Accounting, GSB, University of Chicago (1992-93). Assistant Professor of Accounting, GSB, University of Chicago (1988-92). Assistant Professor of Accounting, Yale University (1987-88).
VISITING POSITIONS	Visiting Professor of Accounting, University of Chicago Booth School of Business, 2017-present (Spring Quarter).
HONORS and AWARDS	Weatherspoon Distinguished Research Award, 2018. MAC Weatherspoon Teacher of the Year, 1997, 2013. MBA Weatherspoon Teacher of the Year, 2008. $25,000 KPMG Peat Marwick Faculty Fellowship, 1992-95. $25,000 KPMG Peat Marwick Research Fellowship, 1990-92. Co-Winner: 1989 AAA Competitive Manuscript Competition. Winner: 1988 AAA Competitive Manuscript Competition.
TEACHING DONE OVER MY CAREER	• MBA — Financial Statement Analysis & Valuation (FSAV). • Exec MBA — FSAV and Financial Accounting. • MAC — FSAV and Financial Accounting. • BSBA — FSAV and Accounting Edge for IBBC. • Ph.D. — Capital Markets Research in Accounting. • Custom — Financial Analysis for Non-Financial Managers. Both Open Enrollment and Custom teaching. Custom Clients have included Allergan, Babcock & Wilcox, Bank of America, Burt's Bees, CRB Inc., COLAS North America, Duke Energy, Forest Labs, Glen Raven, KABA Group, Marathon Petroleum Inc., Newell Rubbermaid, Progress Energy, Sunbelt Rentals, TIAA-CREF, and the U.S. Navy.

SCHOLARSHIP & RESEARCH

Published or forthcoming in refereed journals

[46] "Racial/ethnic misrepresentation of and bias against minority executives" with S. Bermiss and J. Green. *Journal of Economics, Race & Policy,* Sept. 2024.

Media mentions:

- C-Suite demographics are less racially biased than they seem (Chicago Booth Review, 12/9/24)

[45] "Does greater diversity in executive race/ethnicity reliably predict better future firm financial performance? " with S. Bermiss and J. Green. *Journal of Economics, Race & Policy*, Mar. 2024, 7(1): 45-60.

Selection of media mentions:

- What Trump's war on DEI means for business (Callum Borchers, WSJ, 2/2/25)
- You can't blame DEI for failures at work anymore (Callum Borchers, WSJ, 1/21/25)
- Do diverse leadership teams produce better performance? (Chicago Booth Review, 6/11/24; most visited article on CBR in June 2024)
- Boardroom diversity revisited (IEDP Editorial, 4/17/24)
- There's no "business case" for diversity (The Daily Sceptic, 4/3/24)

[44] "McKinsey's diversity matters/delivers/wins results revisited in S&P 500® firms" with J. Green. *Economic Journal Watch*, Mar. 2024, 21(1):5-34.

Podcast about the paper on EJW 3/31/2024

Selection of media mentions:

- The Economics of DEI and Merit (Roland Fryer, WSJ, 3/7/25)
- McKinsey joins the stampede of corporations retreating from DEI (Pamela Danzinger, Wall Street Journal, 1/8/25)
- They helped create DEI—and even they say it needs a makeover (Callum Borchers, Wall Street Journal, 12/26/24)
- Diversity was supposed to make us rich. Not so much. (StreetWise by James Mackintosh, Wall Street Journal, 6/28/24)
- Study linking ethnic diversity with performance questioned by academics (Personnel Today, 4/12/24)
- About those studies that show how DEI programs boost corporate earnings (Washington Examiner, 4/4/24)
- Seminal 'Diversity = Profits' research doesn't fare well under the microscope (Richard Bernstein, Real Clear Investigations, 10/14/21)
- Does diversity deliver? We don't know yet—and here's why (Board Agenda, Sept. 2021).
- Is McKinsey wrong about the financial benefits of diversity? (Sarah Todd, Quartz, 7/29/21)

[43] "A reinvestigation of the stock price reactions to announcements of Black top executive appointments" with S. Bermiss and J. Green. *Journal of Management Scientific Reports* (Nov. 2023)

[42] "The Asymmetric Mispricing Information in Analysts' Target Prices" with J. Green and A. Sikochi. *Review of Accounting Studies* (October 2022).

[41] "Explaining firms' signed earnings announcement stock returns using FactSet and I/B/E/S data feeds" with H. Laurion, A. Lawrence, and N. Martin. *Review of Accounting Studies* (2021).

[40] "Hedge fund voluntary disclosure" with G. Cassar, J. Gerakos, J. Green, and M. Neal (deceased). *The Accounting Review*, March 2018, Vol. 93, 2:117-135.

[39] "The use of RI and DCF valuation models by U.S. sell-side equity analysts" with J. Coyne, J. Green, and F. Zhang. *Journal of Financial Reporting*, Spring 2017, Vol. 2, No. 1:1-29.

[38] "The characteristics that provide independent information about average U.S. stock returns" with J. Green and F. Zhang. *Review of Financial Studies*, 2017, 30 (12): 4389-4436.

[37] **"**Errors and questionable judgments in analysts' DCF valuation models" with J. Green and F. Zhang. *Review of Accounting Studies*, 2016, 21(2), 596-632.

[36] Discussion of "Customer franchise—A hidden, yet crucial, asset." *Contemporary Accounting Research*, 2015.

[35] "The supraview of return predictive signals" with J. Green and X.F. Zhang. *Review of Accounting Studies*, 2013, 18(3), 692-730.

[34] "Employee compensation in entrepreneurial companies" with O. Bengtsson. *Journal of Economics & Management Strategy*, 2013, 22, 312-340.

[33] "Are hedge funds systemically important?" with G. Brown and J. Green. *Journal of Derivatives*, Winter 2012.

[32] "Going, going, gone? The apparent demise of the accruals anomaly" with J. Green and M.T. Soliman. *Management Science*, 2011, 57(5), 797-816.

[31] "CEO compensation in venture-backed firms" with O. Bengtsson. *Journal of Business Venturing*. 2011, 26, 4: 391-411 [Lead article].

[30] "The importance of accounting information in portfolio optimization" with J. Green. *Journal of Accounting, Auditing & Finance*, 2011, 26: 1-34 [Lead article].

[29] "Market-to-revenue multiples in public and private capital markets" with C. Armstrong, A. Davila and G. Foster. *Australian Journal of Management*, 2011, 36 (1): 15-57.

[28] "Give everyone a prize? Employee stock options in venture-backed companies." *Journal of Business Venturing*, 2008, 23 (4): 385-404 [Lead Article].

[26] Discussion of ""Accounting for software development costs and the cost of capital: Evidence from IPO underpricing in the software industry". *Journal of Accounting, Auditing & Finance*, Spring 2008, Vol. 23 (2): 305-310.

[25] "Biases in multi-year management financial forecasts: Evidence from private venture-backed U.S. companies" with C. Armstrong, A. Dávila and G. Foster. *Review of Accounting Studies*, 2007, Vol. 12, Nos. 2-3, 183-215 [Lead article].

[24] "Determinants of the round-to-round returns to pre-IPO venture capital investments in U.S. biotechnology companies." *Journal of Business Venturing*, Vol. 22, 1-28, 2007 [Lead article].

[23] “The value relevance of financial statements in venture capital markets.” *The Accounting Review,* 613-648, 2005.

[22] “The stock price reaction to the repricing of executive stock options” with B. Murray and Ken Klassen. *Contemporary Accounting Research,* Vol. 22 (4), 791-828, 2005.

[21] “Accrual components, earnings forecasting, and equity values” with M. Barth, W. Beaver, and W. Landsman. *Journal of Accounting, Auditing & Finance,* Vol. 32, 3-4, 435-776, 2005.

[20] “The pricing of dividends in equity valuation.” with W. Landsman. *Journal of Business Finance & Accounting,* 435-469, 2005 [Lead article].

[19] “Discussion of ‘Earnings surprises, growth expectations, and stock returns, or, Don’t let an earnings torpedo sink your portfolio,” by R. Sloan and D. Skinner. *Review of Accounting Studies,* Vol. 7, Nos. 2/6, 313-318, 2002.

[18] “The role of economic fundamentals, web traffic, and supply and demand on the pricing of U.S. Internet stocks.” *European Finance Review*, Vol. 5, 295-317, 2001.

[17] “Earnings or cash flow?” with M. Barth, W. Beaver, and W. Landsman. *Investor Relations Quarterly,* Vol. 4, 4, 2001.

[16] Discussion of ‘Earnings, book values, and dividends in equity valuation: An empirical perspective’ by J. Ohlson.” *Contemporary Accounting Review*, Vol. 18, No 1, Spring 2001.

[15] “Valuing deferral: The effect of permanently reinvested foreign earnings on stock prices”, with J. Collins and D. Shackelford. In <u>International Taxation and Multinational Activity</u> edited by Jim Hines (University of Chicago Press), 2001.

[14] “Accruals, cash flow and equity value,” with M. Barth, W. Beaver, and W. Landsman. *Review of Accounting Studies* Conference, 1999.

[13] "The implicit economic penalties in SEC investigations into underwriters" with R. Beatty and H. Bunsis. *Journal of Financial Economics*, Vol. 50, 2, 1998.

[12] "The economic determinants of accounting choices: The unique case of equity carve-outs under SAB 51" with T. Skantz. *Journal of Accounting & Economics* 24, 1997.

[11] "Individuals' perceptions and misperceptions of the time-series properties of quarterly EPS" with L. Maines. *The Accounting Review*, July 1996. Abstract solicited by I/B/E/S International Inc. for inclusion in their *Fifth Edition of the Annotated Bibliography: Earnings Expectations Research*.

[10] "Advocating the value of experimental methods in conducting policy-relevant accounting research" with L. McDaniel. *Contemporary Accounting Research*, Spring 1996.

[9] "1974 LIFO excess stock return and analyst forecast error anomalies revisited." *Journal of Accounting Research,* Spring 1995.

[8] "Resolving LIFO uncertainty: a theoretical and empirical reexamination of 1974-1975 LIFO adoptions and non-adoptions." *Journal of Accounting Research,* Spring 1993.

[7] "The causes and effects of mandated accounting standards: SFAS No. 94 as a test of the level playing field theory" with R. Beatty. *Journal of Accounting, Auditing and Finance,* Fall 1992.

[6] "The effect of bond rating announcements on bond and stock prices," with R. Holthausen and R. Leftwich. *Journal of Finance,* June 1992.

[5] "Extended functional fixation and security returns around earnings announcements: A reply to Ball and Kothari." *The Accounting Review,* October 1991.

[4] "The motives and consequences of debt-equity swaps and defeasances: more evidence that it does not pay to manipulate earnings" with P. Hughes. *The Continental Bank Journal of Applied Corporate Finance,* Fall 1990.

- Reprinted in *The 1991 Corporate Finance Reader* (Ed. R. W. Kolb).
- Condensed in *The Bowne Review for CFOs & Investment Bankers*, Feb. 1991.

[3] "A test of the extended functional fixation hypothesis." *The Accounting Review,* October 1990 Lead article].

[2] "Insubstance defeasances: security price reactions and motivations" with P. Hughes and S. Sefcik. *Journal of Accounting & Economics,* May 1990.

[1] "Did firms undertake debt-equity swaps for an accounting paper profit or true financial gain?" *The Accounting Review,* October 1989 [Lead article].

Published but not refereed:

"What drives the top line? Determinants of sales revenue in private venture-backed firms." In The Oxford Handbook of Venture Capital, Oxford University Press (2012), Editor Douglas Cumming.

"Time to grow up: Large sample evidence on the maturation dynamics of private venture-backed firms." In Venture capital: Investment strategies, structures, and policies, Ed. Douglas Cumming, Blackwell (2010).

"The market valuation of biotechnology firms and biotechnology R&D." Solicited for Venture Capital Contracting and the Valuation of High Tech Firms, eds. McCahery & Renneboog, Oxford University Press, 2004. Other contributors include Hellmann (Stanford), Kaplan and Stromberg (Chicago), Rajan and Servaes (Chicago, LBS), Trigeorgis and Smit (Erasmus), Gilson and Black (Columbia and Stanford), Lerner (Harvard).

"The New Economy: Pricing of Securities." Solicited for The New Economy Handbook, ed. D. Jones, Elsevier Science, Fall 2003.

"Profits, losses and the nonlinear pricing of Internet stocks." In Intangible Assets: Values, Measures and Risks, eds. J.R.M. Hand and B. Lev (Oxford University Press), 2003. The book is a collection of papers on Intangible Assets for Ph.D. students and advanced MBAs. Authors include Shapiro (Berkeley), Varian (Berkeley), Romer (Stanford), Bond (Federal Reserve Board), Lev (NYU), Sougiannis (Illinois), Barth and Kasznik (Stanford), Darby and Zucker (UCLA), Aboody (UCLA), Lakonishok (Illinois), Morck (Alberta), and Yeung (NYU).

"The increasing returns-to-scale of intangibles." In Intangible Assets: Values, Measures and Risks, eds. J.R.M. Hand and B. Lev (Oxford University Press), 2003.

TEXTBOOKS *Business Applications for Corporate Financial Accounting*, with R. Beatty (SMU). A supplementary financial accounting text and associated instructor's key for use by MBA, MAC and undergraduate students. August 1994. South-Western Publishing Co. of Cincinnati, Ohio. Never again ☹.

ACADEMIC PRESENTATIONS

2023/24	University of Waterloo
2022/23	George Washington University
2021/22	INSEAD, UNC
2020/21	Berkeley, UNC
2019/20	UNC
2018/19	LBS Conference (discussant); U Connecticut
2017/18	FARS (discussant); UNC, LBS.
2016/17	FARS (discussant); UNC.
2015/16	Cambridge (UK); Queensland (AUS); UNC.
2014/15	4th Helsinki Finance Summit; UNC; Harvard.
2013/14	Cornell; Chicago; Society of Quantitative Analysts; UNC; LBS; Yale.
2012/13	CAR Conference (discussant); RAST Conference; City University London; UNC.
2011/12	JEMS Conference.
2010/11	Drexel.
2009/10	JAAF Conference; INSEAD/HEC; Drexel; JP Morgan Conference.
2008/09	UNC.
2007/08	U Georgia; INSEAD.
2006/07	AAA meetings (presenter & discussant); RAST Conference; Kent State; Columbia.
2005/06	Duke/UNC Fall Camp; Harvard.
2004/05	CFEA; UC Irvine; NYU.
2003/04	SESARC; UNC; FARS mid-year meeting (discussant); UCLA; AAA meetings (paper presentation); AAA meetings (discussant).
2002/03	AAA meetings (discussant); Oregon; Stanford; UNC; Berkeley Accounting Research.
2001/02	AAA meetings (discussant); RAST conference (discussant); 12th CFEA; Tulane Univ.; Boston Accounting Research Colloquium; Univ. of Arizona; Univ. of Rochester; UNC School of Law Center for Banking & Finance Conference on Clarity in Off-Balance Sheet Finance & Accounting.
2000/01	2000 JAR Conference; Maryland; Maryland Finance Symposium; Federal Reserve Board of Atlanta; Emory; Syracuse; 2000 European Finance Association; LSE; Conference on New Methods in Financial Economics (Santa Fe Institute).
1999/00	Chicago; Indiana; 1999 CAR conference (discussant), Berkeley, NYU; Notre Dame.
1998/99	Cornell; Harvard; William & Mary; Rochester; Columbia; 9th CFEA; Michigan State, UNC Tax Conference Ohio State, Iowa.
1997/98	SSARC; UC Davis; NYU Intangibles Conference.
1996/97	UNC; Stanford summer camp; SESARC; 7th CFEA; MIT; Amherst.
1998/266	AAA Annual Meeting (invited), AAA Annual Meeting (regular session); 6th CFEA (discussant).
1994/95	AAA Southeastern Region; 1994 CAR Conference; NYU; Wharton; UNC; Carnegie Mellon.
1993/94	ORSA/TIMS; Michigan State; Cornell; Virginia Institute of Technology.

1992/93	AAA Annual Meeting; Michigan; Arizona; UNC; Chicago.
1991/92	AFA Annual Meeting (discussant); AAA Annual Meeting (discussant); Berkeley; Harvard; JAAF Conference; 2nd CFEA; Chicago.
1990/91	Univ. of Illinois at Chicago; UT Austin; Univ. of Washington; UBC; Univ. of Illinois at Champagne; Arizona State; Chicago.
1989/90	AAA Annual Meeting; 1989 Columbia Conf; Duke; UCLA; USC; Chicago.
1988/89	LBS; M.I.T.; Rochester; Chicago.
1987/88	AAA Annual Meeting; Yale.

COURSES TAUGHT at Chicago Booth

20150	Financial Statement Analysis & Valuation (BSBA).
30130	Financial Statement Analysis & Valuation (MBA).

COURSES TAUGHT at UNC Kenan-Flagler

240C	Financial Reporting III for Master of Accounting (MAC) students.
240F / 278D	Equity Valuation (MAC elective; MBA elective).
E270	Core Financial Accounting (Evening MBA Program).
278G	Business Valuation & Analysis (MBA elective).
278E	Business Economics & Valuation in the New Economy (MBA elective).
399 Ph.D.	Overview of Empirical Financial Accounting (1st semester Ph.D. course).
490-105; 575	Financial Statement Analysis & Valuation (BSBA elective).
700	Introduction to Financial Accounting (MAC).
711	Financial Reporting II (MAC).
714	Financial Statement Analysis & Valuation (MAC elective).
733	Financial Statement Analysis & Valuation (MBA elective).

COURSES TAUGHT at UNC to EXECUTIVES

Open Enrollment:	Finance for Non-Financial Managers; Executive Development Institute; Sensible Valuation in M&A.
Custom:	Allergan, Babcock & Wilcox, Bank of America, Burt's Bees, COLAS North America, CRB Inc., Duke Energy, Forest Laboratories, Glen Raven, KABA Group, Marathon Petroleum, NC Biotechnology Center, Progress Energy, Sunbelt Rentals, TIAA-CREF, U.S. Navy, Vulcan Materials.

PROFESSIONAL

Editorial Board, *The Accounting Review*, 1996-99; 2001-02; 2008-2010.
Editorial Board, *Journal of Business Venturing*, 2009-2012.
Editorial Board, *Contemporary Accounting Research*, 2007-2010.
Editorial Board, *Journal of Business Finance & Accounting*, 2005-2010.
Editorial Board, *Journal of Accounting, Auditing, & Finance*, 2000-2011.
AAA 1994 and 1997 Competitive Manuscript Committee.
Ad hoc referee for journals in accounting, entrepreneurship, and finance:

- *The Accounting Review*
- *Journal of Accounting & Economics*
- *Journal of Accounting Research*
- *Journal of Business Finance & Accounting*
- *Journal of Accounting, Auditing, & Finance*

- *Journal of Business*
- *Journal of Business Venturing*
- *Journal of Corporate Finance*
- *Journal of Finance*
- *Accounting Horizons*
- *Contemporary Accounting Research*
- *Review of Accounting Studies*
- *European Accounting Review*
- *European Financial Review*
- *Strategic Management Journal*

MAJOR SERVICE Member, Post-Tenure Review Committee, 2019-present.
Chair, KFBS Curriculum Review Committee, 2019-2024.
Associate Dean, UNC Masters of Accounting Program, 2007-2011.
Chair of UNC Accounting Area, 1998-2003.
Director, UNC Ph.D. Program in Accounting, 1993-1995.

Memberships on Ph.D. Committees at UNC Chapel Hill and U. Chicago:

Accounting: Nicholas Martin (Chairman; Cornerstone); Joshua Coyne (Chairman; U. Memphis); Jeremiah Green (Chairman; Penn State); Wendy Wilson (SMU); Christine Petrovits (GWU); Brian Rountree (Rice); Barbara Grein (Chairman; Drexel); Luann Lynch (Chairman; Darden); Steve Monahan (INSEAD); Laura Simmons (Chairman; College of William & Mary); Susan Eldridge (UT Austin); Deen Kemsley (Tulane); Ray Pfeiffer (U Mass Amherst); Howard Bunsis (SMU); Mark Lang (UNC).

Finance: Mike Cooper (Purdue); Hyuk Choe (Penn State); William Christie (Vanderbilt); Sangsoo Park (Suny-Buffalo); Jonathon Sokobin (SEC); Feikeh Sung (Citibank); Vincent Warther (USC); Ivo Welch (Brown).

BUSINESS ADVISOR, CO-FOUNDER, BOARD MEMBER

Served in one or more of the following capacities at seven startups 2000-2025: Advisor (Valuation, Business Plan, Strategic Analysis, Financial Budgeting), Board Member, CFO, Co-Founder.

PERSONAL

U.S. citizen. Born in Pakistan. Very happily married to Lynn A. M. Hand, with two daughters (Sarah, aged 31; Rachel, aged 27). Have lived four years or more in five countries—U.K., Pakistan, Bermuda, Jamaica and the U.S.A. Not-for-profit service: Treasurer, Trustee, Chairman of the Board at Hyde Park Alliance Church, Chicago (1988-1991); Treasurer of the Chapel Hill Bible Church (1997-2006); Gordon College Parent Advisory Council (2011-15); Trinity School of Durham & Chapel Hill (Board of Trustees: Treasurer, 2007-16, 2020-23; Vice-Chair 2024-present).

3/7/25