

Felipe Cabezón

CONTACT INFORMATION	Virginia Tech Pamplin College of Business 880 West Campus Drive, Blacksburg, VA 24061	cabezon@vt.edu www.felipecabezon.com
RESEARCH INTERESTS	Corporate Finance, Corporate Governance, Information Economics	
APPOINTMENTS	Assistant Professor of Finance, Virginia Tech Pamplin College of Business,	2021 - present
EDUCATION	Ph.D. in Finance, USC Marshall School of Business M.A. in Economics, Pontificia Universidad Católica de Chile B.A. in Economics, Pontificia Universidad Católica de Chile	2016-2021 2012 2011
WORKING PAPERS	<p>“Executive Compensation: The Trend Toward One Size Fits All” (Job Market Paper) <i>WFA Trefftz Award for Best Student Paper</i></p> <p>This paper reports the prevalence of a “one-size-fits-all” trend in the structure of executive compensation plans. The way firms distribute total compensation across different components of pay –salary, bonus, stock awards, option awards, non-equity incentives, pensions, and perquisites– has become more similar since 2006. In particular, 25% of the variation across firms disappeared in the last thirteen years. Using close votes surrounding Say-on-Pay’s implementation, I find that shareholders’ influence on management decisions causes part of this convergence. This finding is robust in both difference-in-difference and RDD estimations. Additional evidence suggests that proxy advisors play a role by pushing towards standardization. I find evidence suggesting that standardization leads to a sub-optimal design of contracts. The more similar a firm’s compensation structure becomes to the others, the lower its market value. Additionally, I find a negative impact on delta and vega and a positive impact on total compensation and financial misstatements.</p> <p>“The Effect of Mandatory Information Disclosure on Financial Constraints” (R&R at <i>Journal of Accounting and Economics</i>; presented at AFA 2019)</p> <p>This paper studies the effects of the mandatory implementation of a more informative disclosure regime on firms’ financial constraints and investment policies. I run a difference-in-difference analysis and find that firms moving from a voluntary use of the regime to a mandatory use increase debt issuance and investment in tangible assets, and reduce the level of discussion about difficulties in obtaining debt financing. At the same time, they report higher difficulties obtaining external finance through equity. These findings support the hypothesis that mandatory disclosure provides a commitment device to future disclosure but shuts down the signaling value of voluntary disclosure.</p> <p>“Directors Networks and Innovation Herding”, with Jerry Hoberg</p> <p>This paper examines the role of dense overlapping board networks on firm innovation, competition, and performance. First, we document a controversial and economically large prevalence of overlapping directors among competitor firm pairs. Using panel data regressions with rigid controls and plausibly exogenous shocks, we find that competing firms in markets with dense overlaps engage in innovation herding, experience losses in product differentiation, and ultimately perform poorly. We validate these findings using novel network propagation tests of individual technologies, which show that overlapping directors increase both the speed and intensity of technology transfers through the peer network. Our results are most consistent with an agency conflict that is new to the literature, as directors can realize better career outcomes by leaking sensitive information across boards, even though a consequence of repeated leakage is value destruction.</p>	

WORK IN
PROGRESS

“Green Incentives in Executive Compensation Plans and Firm Value”, with AJ Chen

“The Product Market Reaction to Opaque IPOs. Evidence from JOBS Act”

NATIONAL MAJOR
FINANCE
CONFERENCES

- 2021 **Western Finance Association (WFA):** “Executive Compensation: The Trend Toward One Size Fits All” (discussed by Vicente Cuñat)
- 2021 **SFS Cavalcade North America:** “Executive Compensation: The Trend Toward One Size Fits All” (discussed by Dirk Jenter)
- 2021 **Midwest Finance Association (MFA):** “Executive Compensation: The Trend Toward One Size Fits All” (discussed by Zhi Li)
- 2020 **Finance, Organizations and Markets (FOM):** “Executive Compensation: The Trend Toward One Size Fits All” (discussed by Wayne Guay)
- 2019 **American Finance Association (AFA):** “The Effect of Mandatory Information Disclosure on Financial Constraints” (discussed by Toni Whited)

MAJOR FIELD
CONFERENCES AND
DOCTORAL
CONFERENCES

- 2020 USC FBE Seminar
- 2019 Uandes Corporate Finance Conference
- 2019 Trans-Atlantic Doctoral Conference
- 2019 Trans-Atlantic Doctoral Conference (discussant)
- 2019 UC Economics Alumni Conference
- 2018 SEC Doctoral Student Symposium
- 2018 UC CFEA Conference
- 2015 Annual Meeting of the Economic Society of Chile (SECHI)

HONORS AND
AWARDS

- 2021 **WFA Trefftz Award for Best Student Paper**
- 2020 UC Corporate Governance Center (CGCUC)
- 2019 USC Global Branding Center Fellowship for outstanding dissertation
- 2019 USC Ford Fellowship for outstanding dissertation
- 2017 UC Corporate Governance Center (CGCUC)

DISCUSSIONS

- 2021 Financial Management Association
- 2019 Trans-Atlantic Doctoral Conference

TEACHING (MAIN
INSTRUCTOR)

- 2020 USC Marshall: Microeconomics for Business (undergraduate)
- 2014 - 2016 Universidad de los Andes: Industrial Organization (undergraduate), Principles of Macroeconomics (undergraduate)

TEACHING
ASSISTANT

- 2018-2019 USC Marshall: Fundamentals of Corporate Finance (graduate), Advanced Corporate Finance I and II (graduate).
- 2008-2011 Pontificia Universidad Católica de Chile: Principles of Macroeconomics (×2), Advanced Macroeconomics, International Economics (×5), International Trade.
- 2015 Universidad de los Andes: Empirical Methods in Finance.

CONFERENCE
ORGANIZER

- 2019 7th USC Annual Ph.D. Conference in Finance

REFEREE

- Journal of Corporate Finance (x4)

RESEARCH ASSISTANT

2019	Kevin Murphy, Professor of Finance USC Marshall School of Business
2016 - 2017	Gerard Hoberg, Professor of Finance USC Marshall School of Business
2015 - 2016	Gabriel Natividad, Professor of Economics Universidad de Piura, Perú
2014 - 2016	Giorgo Sertsios, Professor of Finance Universidad de los Andes, Chile
2011	Francisco Rosende, Professor of Economics PUC, Chile

PROFESSIONAL EXPERIENCE

2013	Ministry of Economics, Government of Chile: Minister' Cabinet
2012 - 2013	Ministry of Economics, Government of Chile: Research Analyst at the Competitive-ness Office
2012	Interministerial Commission for Financial Inclusion

TECHNICAL SKILLS

Softwares: Stata, R, Mathematica

Database experience: CRSP, COMPUSTAT, Execucomp, ISS Incentives Lab, Voting Analytics, Boardex, I/B/E/S

REFERENCES

Jerry Hoberg
Charles E. Cook Community Bank Professor of Finance
Marshall School of Business
University of Southern California
Los Angeles, CA 90089
hoberg@marshall.usc.edu
(213) 740-2348

John Matsusaka
Charles F. Sexton Chair in American Enterprise, Professor of Finance and Business Economics
Marshall School of Business
University of Southern California
Los Angeles, CA 90089
matsusak@usc.edu
(213) 740-6495

Kevin J. Murphy
Kenneth L. Trefftz Chair in Finance
Marshall School of Business
University of Southern California
Los Angeles, CA 90089
kjmurphy@usc.edu
(213) 740-6553

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