

Felipe Cabezon

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PERSONAL INFORMATION

Permanent US Resident / Green Card holder

APPOINTMENTS

2021 - present Virginia Tech Pamplin College of Business
Assistant Professor of Finance

EDUCATION

2016 - 2021 Ph.D. in Finance at USC Marshall School of Business
2011 - 2012 M.A. in Economics at Pontificia Universidad Catolica de Chile
2006 - 2010 B.A. in Economics at Pontificia Universidad Catolica de Chile

PUBLICATIONS

1) “Executive compensation: the trend toward one-size-fits-all”

Journal of Accounting and Economics, 2025

- 2021 WFA Best Student Paper
- Presented at WFA (2021), SFS Cavalcade (2021), MFA (2021), FOM (2020)

2) “Leaky Director Networks and Innovation Herding”, with Gerard Hoberg

Review of Financial Studies (forthcoming)

- Presented at AFA (2023) and the NBER Big Data (2023).

WORKING PAPERS

3) “Does executive compensation structure reflect racial bias? ”,

with Eliezer Fich and Lubomir Litov

[Link to SSRN](#)

Abstract: White and non-White executives in identical roles at the same firm exhibit systematically different compensation structures, with minorities receiving proportionally less performance-based pay. Using role-by-firm, firm-by-year, and executive fixed effects, we find minority compensation structures become 8% more similar to White executives’ after nearby Black Lives Matter protests, suggesting racial bias. Similar convergence occurs when minorities become CEO (particularly via exogenous succession) and in tests exploiting cross-sectional variation in regional racial-attitude indices, plausibly exogenous to firms. Pay structure disparities correlate with higher race-based pay inequality and lower firm performance, underscoring the substantial economic costs of racial bias in compensation design.

4) “Can Financial Disclosure Unlock Bolder Innovation?”

with Eliezer Fich

[Link to SSRN](#)

Abstract: This paper examines how access to external financing affects firms’ innovation strategies. Exploiting a 2008 SEC reform requiring small firms to adopt a standardized disclosure format without altering content, we find that reduced investor processing costs increased external financing by 11% and investor attention by 16%. Treated firms responded with greater R&D spending, higher patent output and value, and improved innovation efficiency. They increased patent filings by 10% and patent value by 7%, while shifting toward more novel, diverse, and exploratory innovation strategies. These effects are stronger under governance structures that insulate managers from short-term pressures, highlighting the complementary roles of financial access and internal governance. Our findings show that relaxing capital market frictions affects not only the quantity but also the nature of innovation, encouraging riskier, high-value projects. By isolating the effects of format standardization, our identification approach underscores the economic importance of disclosure transparency in shaping innovation outcomes.

5) “Trade Associations and Shared Industry Governance”

with Gerard Hoberg and Ekaterina Neretina

Abstract: We propose that trade associations induce member firms to adopt executive compensation schemes that put higher weight on industry performance relative to firm performance. An extension to classical managerial effort theory predicts this outcome. We empirically test theoretical predictions and find strong support along five dimensions: (1) plausibly exogenous shifts in trade association memberships leads to less relative performance evaluation (RPE), (2) TA members avoid other members as RPE benchmarks but prefer them as compensation peers, (3) these results do not obtain for non-TA industry peers, (4) mechanism tests favor implicit implementation of pay contracts over visible contractual provisions, and (5) a quasi-natural experiment illustrates that the resulting incentive plans are highly effective. These results illustrate a new industry dimension of executive pay that incentivizes collaborative value creation.

MAJOR FINANCE CONFERENCES

- 2025 American Finance Association (discussant), University of Delaware Corporate Governance Symposium (presenter)
- 2024 American Finance Association (discussant), USC Finance PhD Alumni Conference (presenter), CARBS (presenter and discussant), Commonwealth Finance Workshop (discussant)
- 2023 American Finance Association (presenter and discussant), NBER Big Data (presenter), Commonwealth Finance Workshop (presenter), Financial Management Association (discussant)
- 2022 Southern Finance Association (presenter and discussant), Commonwealth Finance Workshop (presenter and Discussant), Financial Markets Corporate Governance Conference (presenter and discussant), UC Economics Alumni Conference (presenter), Financial Management Association (discussant)
- 2021 Western Finance Association (presenter), SFS Cavalcade North America (presenter), Midwest Finance Association (presenter), Financial Management Association (discussant)
- 2020 Finance, Organizations and Markets (presenter)
- 2019 American Finance Association (presenter), Trans-Atlantic Doctoral Conference (presenter and discussant)

HONORS AND AWARDS

2025 Pamplin Research Excellence Award
2024 National Distinction Program at Virginia Tech
2022 FMCG Best Paper Award
2021 WFA Award for Best Student Paper
2020 UC Corporate Governance Center Research Fellowship
2019 USC Global Branding Center Fellowship for outstanding dissertation, Marshall School of Business
Ford Fellowship for outstanding dissertation
2017 UC Corporate Governance Center Research Fellowship

TEACHING

2021 - present Corporate Finance (PhD level), Asset Valuation (undergraduate), and Corporate Finance (undergraduate) at VT Pamplin College of Business
2020 Microeconomics for Business (undergraduate) at USC Marshall School of Business
2014 - 2016 Industrial Organization (undergraduate) and Principles of Macroeconomics (undergraduate) at Universidad de los Andes (Chile)

SERVICE

2021 - present Finance Seminar series and Ph.D. Program Committee at VT Pamplin College of Business
2025 Program Committee for EFA 2025
2024 Program Committee for EFA 2024
2019 Organizer of 7th USC Annual Ph.D Conference in Finance

REFeree

Quarterly Journal of Economics, Review of Financial Studies, Review of Finance, Management Science, Journal of Financial and Quantitative Analysis, Review of Corporate Finance Studies, Journal of Corporate Finance, Review of Accounting Studies, Journal of Banking and Finance, Journal of Empirical Finance, The Financial Review.

PROFESSIONAL EXPERIENCE

2012 - 2013 Ministry of Economics, Government of Chile: Advisor to the Minister and Research Analyst at the Competitiveness Office
2012 Inter-ministerial Commission for Financial Inclusion

SKILLS

Software Stata, R, Mathematica
Database experience CRSP, COMPUSTAT, Execucomp, ISS Incentives Lab, Voting Analytics, Boardex, I/B/E/S, Hoberg and Phillips Text Based Industry Classifications

REFERENCES

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