

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

Abstract: I report and analyze a recent “one-size-fits-all” trend in the structure of executive compensation plans. Since 2006, 24% of the variation in the distribution of CEO compensation across pay components—salary, bonus, stock awards, options, non-equity incentives, pensions, and perquisites—disappeared. This uniformity might come at the expense of optimal incentives, as increases in pay structure similarity translate into lower shareholder value. Using panel data regressions and plausibly exogenous shocks, I find that institutional investors’ influence, proxy advisors’ recommendations, and expanded compensation disclosure are salient drivers of this standardization. The findings highlight an unintended consequence of recent regulations enhancing shareholders’ participation and expanding compensation disclosure.

- 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, 2026

Abstract: We first document that, despite potential legal issues, overlapping directors are surprisingly prevalent among direct competitors. Using panel data regressions and plausibly exogenous shocks, we find that competing firms in markets with dense overlapping-director networks experience innovation herding, lose product differentiation, and, ultimately, perform poorly. Novel text-based network propagation tests of technologies show that intellectual property leakage plays a role as firms with dense overlapping director networks experience faster propagation of technologies to competitors. Our findings suggest a coordination problem where industry participants cannot stop rivals from earning small gains from leakage despite much larger industry-wide negative externalities.

- Presented at AFA (2023) and the NBER Big Data (2023).
- Financial Markets and Corporate Governance Conference Best Paper Award.

1) “Trade Associations and Shared Industry Governance”

with Gerard Hoberg and Ekaterina Neretina

[Link to SSRN](#)

AFA meetings (2027, scheduled)

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.

2) “Does Race Affect the Architecture of Executive Compensation?”

with Eliezer Fich and Lubomir Litov

[Link to SSRN](#)

Abstract: We examine whether ethnic disparities in executive compensation structure vary with the racial and institutional environment in which compensation contracts are designed. White and non-White executives in identical roles at the same firm receive systematically different compensation structures, with minority executives receiving proportionally less performance-based pay. Using role-by-firm, firm-by-year, and executive fixed effects, we find that minority non-CEO executives’ compensation structures become significantly more similar to those of White executives following nearby Black Lives Matter protests and the SEC’s Compensation Discussion and Analysis (CD&A) disclosure requirements. Similar convergence occurs following minority CEO appointments, particularly plausibly exogenous successions due to death or retirement, while pay-structure disparities are larger in regions with greater measured racial animus. These disparities are associated with lower realized pay for minority executives and worse firm performance, measured using both accounting outcomes and market valuations. Collectively, the evidence is difficult to reconcile with an explanation based solely on stable, race-neutral executive preferences and instead indicates that the racial and institutional environment surrounding the employment relationship affects compensation design.

3) “Can Financial Disclosure Unlock Bolder Innovation?”

with Eliezer Fich

[Link to SSRN](#)

Abstract: We examine whether reducing investors’ information processing costs changes not only how much firms innovate but how they innovate. We exploit a 2008 SEC reform that required small firms to adopt a standardized disclosure format without altering content. The reform eases access to external finance while leaving innovation’s payoff unchanged: it transfers no resources, neither alters expected cash flows nor subsidizes innovation, and compels no secrecy-eroding disclosure. Treated firms attract investor attention, issue more equity, expand R&D and their inventor base, and increase patent output and value. Most importantly, they reorient innovation toward more novel, diverse, and exploratory projects. These shifts are strongest for firms with classified boards, revealing a complementarity between financial access and governance. They also concentrate among firms with tighter pre-reform constraints and after equity issuance. Format standardization, at no fiscal cost, can redirect innovation toward higher-risk, higher-value projects that constrained firms would otherwise forgo.

4) “Mandatory Salary Range Disclosure and the Gender Pay Gap”

with Jessie Cheong, David Tsui, and Marshall Vance

Abstract: Pay transparency laws have been proposed as a means to reduce persistent gender pay disparities. We examine laws requiring salary ranges in job postings, which disclose salary but not equity pay. We argue that a publicly posted range improves workers’ information about market pay but also lets employers commit to the range, weakening salary-based bargaining. When pay has several components, the resulting loss appears in the undisclosed component (i.e., equity awards), and it is larger for workers whose bargaining position relies more on salary. Using verified compensation data for highly paid workers from a crowdsourced platform and a stacked difference-in-differences design that compares employees of the same employer, job title, and location, we find that the laws modestly increase salaries but significantly reduce equity pay, with the decline concentrated among women and widening the overall gender pay gap. The effects are strongest among incumbent employees and where pay is more negotiable and equity is set with more discretion. Pay transparency laws can thus have unintended consequences for components of pay they do not cover.

WORK IN PROGRESS

5) “Incentive-Oriented CEOs and Corporate Policies”

with Giorgio Sertsios.

6) “Ethnic Similarity and M&A Performance”

with Eliezer Fich and Laura Field

7) “Managerial Quality Channels for Value Creation and Corporate Decisions”

with Christopher Ball and Gerard Hoberg

MAJOR FINANCE CONFERENCES

- 2027 American Finance Association (presenter, scheduled)
- 2026 Midwest Finance Association (discussant), University of Delaware Corporate Governance Symposium (presenter), Drexel Corporate Governance Conference (presenter), DC Finance Conference (presenter), Blue Ridge Conference (presenter), Conference on Empirical Legal Studies (presenter)
- 2025 American Finance Association (discussant), University of Delaware Corporate Governance Symposium (presenter), Blue Ridge Conference (presenter)
- 2024 American Finance Association (discussant), USC Finance PhD Alumni Conference (presenter), Annual Conference on CSR, Economy & Financial Markets (presenter and discussant), Blue Ridge Conference (discussant)
- 2023 American Finance Association (presenter and discussant), NBER Big Data (presenter), Blue Ridge Conference (presenter), Financial Management Association (discussant)
- 2022 Southern Finance Association (presenter and discussant), Blue Ridge Conference (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), SEC Doctoral Student Symposium (presenter)

HONORS AND AWARDS

2025 Pamplin Research Excellence Award
2024 National Distinction Program at Virginia Tech
2022 Financial Markets and Corporate Governance Conference 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
2019 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 Financial Analysis (undergraduate) at VT Pamplin College of Business
2020 Microeconomics for Business (undergraduate) at USC Marshall School of Business

SERVICE

2021 - present Finance Seminar series and Ph.D. Program Committee at VT Pamplin College of Business
2024-present Program Committee for the European Finance Association
2026-present Program Committee for the Eastern Finance Association
2019 Organizer of 7th USC Annual Ph.D Conference in Finance

REFeree

Review of Financial Studies, Quarterly Journal of Economics, Management Science, Journal of Financial and Quantitative Analysis, Review of Finance, 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, Australian Economic Papers.

INVITED RESEARCH SEMINARS

USC Marshall School of Business (August 2020), Foster School of Business (January 2021), UGA Terry College of Business (January 2021), Virginia Tech Pamplin College of Business (January 2021), KU School of Business (January 2021), ESCP Business School (January 2021), PUC School of Business (January 2021), and UAI Business School (January 2021), PUC Department of Economics (January 2023), Universidad de los Andes (August 2024), University of Wisconsin-Milwaukee (April 2025), Universidad de Montevideo (July 2025), University of Denver (scheduled February 2027).

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

Last updated: October 22, 2026