

## Felipe Cabezón

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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><b>“Executive Compensation: The Trend Toward One Size Fits All”</b> (Job Market Paper) <i>WFA Trefftz Award for Best Student Paper</i> <b>Presentations: WFA (2021), SFS Cavalcade (2021), MFA (2021), FOM (2020)</b> 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><b>“The Effect of Mandatory Information Disclosure on Financial Constraints”</b> <i>(R&amp;R at Journal of Accounting and Economics)</i> <b>Presentations: AFA (2019), TADC (2019)</b> This paper examines the effects of mandatory disclosure on firms’ financial constraints and investment policies. I study a regulatory reform requiring firms of a certain size to file a standard 10K instead of choosing between the standard form and an abbreviated 10K. Companies that voluntarily used the standard 10K form before the reform become less debt-constrained but more equity-constrained afterward. These firms also issue more debt and increase their investment. The findings are consistent with mandatory disclosure providing a commitment device for future disclosure. However, this comes at the cost of losing the possibility of signaling high quality through voluntary disclosure.</p> <p><b>“Directors Networks and Innovation Herding”</b>, with Gerard Hoberg <i>FMCG Best Paper Award</i> <b>Presentations: AFA (2023, scheduled), FMCG (2022)</b> 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

- 2023 **American Finance Association (AFA):** “Directors Networks and Innovation Herding”
- 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

- 2022 Financial Markets Corporate Governance Conference (FMCG)
- 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

- 2022 **FMCG Best Paper Award**
- 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

- 2022 Financial Markets Corporate Governance Conference (FMCG)
- 2021 Financial Management Association
- 2019 Trans-Atlantic Doctoral Conference

TEACHING (MAIN  
INSTRUCTOR)

- 2022 VT Pamplin: Asset Valuation and Governance (undergraduate)
- 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                      Quarterly Journal of Economics, Review of Finance, 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 Competitiveness 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  
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 Charles F. Sexton Chair in American Enterprise, Professor of Finance and Business Economics  
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