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**LALITHA NAVEEN**

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**ACADEMIC APPOINTMENT**

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Temple University: Associate Professor (2009 - present)  
Temple University: Assistant Professor (2007 - 2009)  
Purdue University: Visiting Assistant Professor (2005 - 2007)  
Georgia State University: Assistant Professor (2001 - 2005)

**EDUCATION**

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Ph.D., Finance: Arizona State University, 1996-2001  
M.B.A., Finance: Bharathidasan Institute of Management, India, 1990-1992  
B.Tech, Chemical Engineering: Anna University, India, 1986-1990

**HONORS/AWARDS**

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Voted Outstanding Faculty of the Year by the full-time MBA Class of 2012  
Deaver Research Fellow (2009-2015)  
Best Paper Award at Conference for Corporate Governance and Fraud Prevention at George Mason University (2008) for "Co-opted Boards: Causes and Consequences"  
Best Paper Award at the Northern Finance Conference (2002) for "Organizational complexity and CEO labor markets: Evidence from diversified firms"  
BSI Gamma Grant for the project "Boards: Does one size fit all?", 2003  
University-wide Research Initiation Grant for "Boards: Does one size fit all?", 2003  
Summer Research Grant, Georgia State University, 2002, 2003, 2004, 2005  
Jack D. Furst Dissertation Fellowship, Arizona State University: 1999-2000, 2000-2001  
IBM Outstanding Minority Graduate Student, Arizona State University: 2000-2001  
Regent's Graduate Academic Scholarship, Arizona State University: 1996-2000  
Merit Scholarship for standing third overall in the 1992 graduating MBA class  
Merit Scholarship from Bharat Petroleum Corporation, India: 1986-1990

## **PUBLISHED PAPERS: REFEREED**

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1. Does the use of peer groups contribute to higher pay and less efficient compensation?, with John Bizjak and Mike Lemmon  
*Journal of Financial Economics* (2008), Vol. 90, 152-168; 29 citations\*
2. Do firms manage earnings to meet dividend thresholds?, with Naveen Daniel and Dave Denis  
*Lead article: Journal of Accounting and Economics* (2008), Vol. 45, 2-29; 15 citations
3. Boards: Does one size fit all?, with Jeff Coles and Naveen Daniel  
*Journal of Financial Economics* (2008), Vol. 87, 329-356; 192 citations
4. Managerial incentives and risk-taking, with Jeff Coles and Naveen Daniel  
*Journal of Financial Economics* (2006), Vol. 79, 431-468; 149 citations  
*Compensation Incentives: (i) Note (ii) Data (iii) SAS Program*
5. Organizational complexity and succession planning  
*Journal of Financial and Quantitative Analysis* (2006), Vol. 41, 661-684; 19 citations
6. Organizational complexity and CEO labor markets: Evidence from diversified firms, with Tammy Berry, John Bizjak, and Mike Lemmon  
*Journal of Corporate Finance* (2006), Vol. 12, 797-817; 12 citations

\* Citations above refer to SSCI/Scopus citations.

Google Scholar Citations for all my papers = 2057

Downloads of working papers on SSRN = 8,971

## **PUBLISHED PAPERS: INVITED**

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1. Introduction to Special Edition on Executive Compensation, 2013. *Journal of Economics and Business* 67, 1-3.

## **WORKING PAPERS**

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1. [Co-opted Boards](#), with Jeff Coles and Naveen Daniel  
3<sup>rd</sup> round, *Review of Financial Studies*
2. Sources of Financial Flexibility: Evidence from Cash Flow Shortfalls, with Naveen Daniel and Dave Denis
3. [The Advisory Role of Multinational Directors in U.S. Firms](#), with Naveen Daniel and John McConnell
4. [Board Advising](#), with Jeff Coles and Naveen Daniel
5. [Costs of Performance Pricing Provisions](#), with Yan Hu and Connie Mao
6. [No Asymmetry in Pay for Luck](#), with Naveen Daniel and Lily Li

## **WORK IN PROGRESS**

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1. Pension Plans, with Naveen Daniel and Jacqueline Garner

## ACADEMIC SERVICE

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### Referee

Academy of Management Journal	Journal of Finance
Asia Pacific Management Review	Journal of Financial and Quantitative Analysis
Contemporary Accounting Review	Journal of Financial Economics
Economics Journal	Journal of Financial Intermediation
Economic Letters	Journal of Financial Research
European Financial Management	Journal of Law, Economics, and Organization
Financial Management	Journal of Money, Credit, and Banking
Financial Review	Management Science
Israel Science Foundation	Quarterly Review of Economics and Finance
Journal of Applied Finance	Research Grants Council, Hong Kong
Journal of Business Research	Review of Economics and Statistics
Journal of Business Finance & Accounting	Review of Finance
Journal of Corporate Finance	Review of Financial Studies
Journal of Economics and Business	

### Editorial

Editorial board, Journal Business Research: 2010-

Guest editor, Journal of Economics and Business: Special edition on Executive Compensation

### Academic Conferences

Session Chair at the American Finance Association Meetings (2009)  
Chair of Doctoral Student Consortium Special Session at the FMA (2009)  
Track Chair for the Mid-Atlantic Research Conference (2009)  
Best Paper Award Committee for Eastern Finance Association (2002)  
Program Committee for Drexel Corporate Governance Conference (2012,2013)  
Program Committee for Midwestern Finance Association (2012,2013)  
Program Committee for the American Finance Association Meetings (2009)  
Program Committee for Financial Management Association (2002, 2004, 2006 - 2013)  
Program Committee for European Finance Association (2010, 2012,2013)  
Program Committee for Southern Finance Association (2005)  
Program Committee for European Financial Management Association (2006, 2007, 2010)  
Panelist in the Women's Networking Breakfast at the FMA (2010)  
Panelist in the Doctoral Student Consortium at the FMA (2009)  
Discussant at the Financial Management Association (2000, 2002, 2003, 2006 – 2010,2012)  
Discussant at the Mid-Atlantic Research Conference (2010)  
Discussant at the American Finance Association Meetings (2009)  
Discussant at the Summer Finance Conference, Indian School of Business (2008)  
Discussant at the Conference on Executive Compensation at NYU (2008)  
Discussant at the Financial Economics and Accounting Conference at NYU (2007)  
Discussant at the Western Finance Association (2007)  
Discussant at the International Finance Conference at Georgia Tech (2002)

## **ACADEMIC SERVICE (contd.)**

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### PhD Dissertation Committees

#### Finance

Sang Mook Lee

Nathaniel Light

Jingbo Yu

Ling Zhang

Yuqi Gu

Moo Sung Kim

Gang Bai

Ozge Uygur

Anh Tran

Qian Li

Rong Guo

Yan Hu

Yuan Wen

#### Accounting

Erica Harris

Chunwei Xian

Janice Chen

Shunlan Fang

#### Risk Management and Insurance

Khalid Mohammed

### Service within the College

Responsibility Centered Management (RCM) Advisory Committee (2013-)

Inter-Disciplinary Studies Program Task Force (2013-)

MBA Regeneration/ReDesign Committee (2013-)

College P&T Committee (2011- )

College Journal Vetting Committee (2008- )

Reaccreditation Review Task Force (2007-2008)

Master's Program Committee (2010-2011)

Faculty Advisor, Masters in Finance program (2010-2011)

Finance Department Recruiting Chair (2011-2012)

Finance Department Recruiting Committee (2007-)

Accounting Department Recruiting (2008-2009)

Co-Organizer, Finance Department Seminar Series (2011-2012)

Proposal Review Committee – Interdisciplinary Young Scholars Program (2010-2011 )

## **TEACHING EXPERIENCE**

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PhD level courses

Corporate Finance Seminar taught at Temple Univ., Purdue Univ., and Georgia State Univ.

**Teaching Evaluation: 4.8\***

Graduate level courses

Corporate Finance taught at Temple Univ. and Georgia State Univ. for MSF students, full and part-time MBA students, executive MBA students and international MBA students

**Teaching Evaluation: 4.6\***

Undergraduate level courses

Corporate Finance taught at Temple Univ., Purdue Univ., and Arizona State Univ.

**Teaching Evaluation: 4.7\***

\* *Average evaluations: Scale: 1=Very Poor, 5=Very Good*

## **MEDIA CITATIONS**

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Atlanta Business Chronicle  
Business Week  
Chicago Sun-Times  
Fox 29 TV  
Gwinnett Daily Post  
KYW News Radio  
LA Times

Nashville Business Journal  
The Statesman  
The Financial Times (Singapore)  
The Hindu  
USA Today  
Wall Street Journal  
Wall Street Journal Europe

## **INDUSTRY EXPERIENCE**

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ICICI, India, a leading financial institution, 1994-1996

Assistant Manager, worked in the project advisory services division and in the equity research division of ICICI Securities (a joint venture between ICICI and JP Morgan)

Capital Market, India, an investment publication, 1993-94

Equity Analyst, analyzing and reporting on equity investments

First Leasing Company of India, a financial services company, 1992-93

Financial Analyst, evaluating leasing projects for the firm

## **PAPER PRESENTATIONS**

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**2013:** Drexel Corporate Governance Conference

**2012:** Suntrust Conference at Florida State University, University of Washington Summer Finance Conference, Drexel University Corporate Governance Conference, Corporate Governance Conference at George Mason University, Villanova University, Temple University, Financial Economics and Accounting Conference\*, Financial Management Association Conference

**2011:** Temple University, Finance Down Under Conference at University of Melbourne\*, SFS Cavalcade at the University of Michigan\*

**2010:** Mid-Atlantic Research Conference, University of Kentucky, Financial Management Association Meeting, Temple University

**2009:** American Finance Association Meeting, Drexel Corporate Governance Seminar\*, Lehigh University, Temple University, Villanova University, Rutgers University, Conference on Corporate Governance and Fraud Prevention at George Mason University, International Conference on Corporate Governance at the University of Birmingham

**2008:** American Finance Association Meeting, Financial Management Association Meeting, Securities and Exchanges Commission, Conference on Corporate Governance and Fraud Prevention at George Mason University, Summer Research Conference at the Indian School of Business, SUNY Binghamton, Mid-Atlantic Research Conference

**2007:** First International Finance Conference at National Univ. of Singapore, Purdue University Financial Management Association Meeting, Temple University

**2006:** Georgia State University, Temple University, Texas Tech University, University of Delaware, Financial Management Association Meeting

**2005:** Purdue University PhD Workshop, Financial Management Association Meeting

## **PAPER PRESENTATIONS (contd.)**

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- 2004:** Association of Financial Economists (AFE) Meeting , BSI Gamma Corporate Governance\* , FDIC/JFSR Risk Transfer and Governance Conference\* , Financial Management Association Meeting , Corporate Governance Conference at Washington University
- 2003:** All-Georgia Finance Forum, University of Alabama, Georgia State University, Financial Management Association Meeting, Corporate Governance Symposium at University of Delaware, European Finance Association\*
- 2002:** Georgia State University, Northern Finance Association Meeting\* , Financial Management Association Meeting, University of Tennessee
- 2001:** Columbia University, New York University, Virginia Tech, Georgia State University, Financial Management Association Meeting, Babson College, Arizona State University
- 2000:** Financial Management Association Meeting, Univ. of Missouri-Columbia, Miami University (Ohio), Arizona State University

*\* presentation by co-author*

*Updated June 2013*