

JILLIAN GRENNAN
(Maiden name Jillian Popadak)

Academic Positions:

Emory University, Atlanta, Georgia

Assistant Professor of Economics, 2024 – present

Federal Reserve Bank of Atlanta, Atlanta, Georgia

Visiting Scholar, 2025 – present

University of California, Berkeley, California

Associate Professor of Finance and Sustainability (Adjunct), Haas School of Business, 2023 – 2024

Visiting Assistant Professor of Business, Law, and Public Policy, Berkeley School of Law and Haas School of Business, 2021 – 2023

Santa Clara University, Santa Clara, California

Associate Professor of Finance, Leavey School of Business, 2022 – 2023

Associate Professor of Law (secondary appointment), Santa Clara Law, 2022 – 2023

Faculty Scholar, Markkula Center for Applied Ethics, 2022 – 2023

Duke University, Durham, North Carolina

Assistant Professor of Finance, Fuqua School of Business, 2014 – 2022

Maternal leave for three children (born 2015, 2017, 2019), on leave (2021 – 2022)

Education:

Ph.D., Wharton School, Applied Economics, University of Pennsylvania, 2009 – 2014

Dissertation Title: Social Forces in Corporate Finance

Committee: Mark Duggan (co-chair), David Musto (co-chair), Michael Roberts, Todd Sinai

M.S., Georgetown University, Mathematics and Statistics, 2006 – 2008

B.A., Wellesley College, Classical Civilizations and Economics, 2000 – 2004

Teaching and Research Fields:

Corporate Culture, Law & Economics, Financial Economics, Corporate Finance, Organizational Economics, Corporate Governance, Sustainability, Innovation, Intellectual Property, Financial Technology, Artificial Intelligence, Blockchain, Digital Assets, Natural Language Processing

Publications:

- Grennan, J. 2019. “Dividend Payments as a Response to Peer Influence.” *Journal of Financial Economics* 131, 549 – 570. [[JFE](#)], [[SSRN](#)]
- Grennan, J. and R. Michaely. 2021. “FinTechs and the Market for Financial Analysis.” *Journal of Financial and Quantitative Analysis* 56, 1877 – 1907. (Lead Article) [[JFQA](#)], [[SSRN](#)]
- Elder, O. and J. Grennan, 2021. “Common Ownership and Entrepreneurship” *American Economic Association Papers & Proceedings* 111, 582 – 586. [[AEA P&P](#)], [[SSRN](#)]
- Graham, J., J. Grennan, C. Harvey, and S. Rajgopal, 2022. “Corporate Culture: Evidence from the Field” *Journal of Financial Economics* 146, 552 – 593. [[JFE](#)], [[SSRN](#)]
 - Winner of the Best Paper Award, Investor Responsibility Research Center Institute
- Grennan, J., 2022. “Social Change through Financial Innovation: Evidence from Donor-advised Funds” *Review of Corporate Finance Studies* 11, 694 – 735. [[RCFS](#)], [[SSRN](#)]
 - Selected as a registered report for a special issue on “Discrimination, Disparities, and Diversity in Finance”
- Appel, I., and J. Grennan, 2023. “Control of Decentralized Autonomous Organizations” *American*

Economic Association Papers & Proceedings 113, 182 – 185. [[AEA P&P](#)], [[SSRN](#)]

- Eldar, O., and J. Grennan, 2024. “Common Venture Capital Investors and Startup Growth,” *Review of Financial Studies* 37, 549 – 590. [[RFS](#)], [[SSRN](#)]

Book Chapters and Reviews:

- Gorton, G., J. Grennan, and A. Zentefis, 2022. “Corporate Culture” *Annual Review of Financial Economics* 14, 535 – 561. [[ARFE](#)], [[SSRN](#)]
- Grennan, J. and K. Li, 2023. “Corporate Culture: A Survey and Directions for Future Research” In G. Hilary and D. McLean (Eds.), *Handbook of Financial Decision Making*. United Kingdom: Edward Elgar Publishing. [[Handbook](#)], [[SSRN](#)]
- Grennan, J. and M. Lowry, 2024. “Common Venture Capital Investors” In: Cumming, D., Hammer, B. (Eds.), *The Palgrave Encyclopedia of Private Equity*. New York, NY: Palgrave Macmillan. [[Encyclopedia](#)], [[SSRN](#)].

Practitioner-oriented Publications:

- Popadak, J., 2016, “Balancing Governance and Culture to Create Sustainable Firm Value” *Brookings Institution Governance Studies*, No. 27, 1 – 13. [[Brookings](#)]
- Graham, J., J. Grennan, C. Harvey, and S. Rajgopal, 2022. “Corporate Culture: The Interview Evidence” *Journal of Applied Corporate Finance* 34, 22 – 41. [[JACF](#)], [[SSRN](#)]
- Graham, J., J. Grennan, C. Harvey, and S. Rajgopal, 2023. “Corporate Culture in a New Era: Views From the C-suite” *Journal of Applied Corporate Finance* 37, 1 – 15. (Lead Article) [[JACF](#)], [[SSRN](#)]
- Grennan, J. and J. Pacelli, 2023. “Click-by-click: Using Alternative Data to Make a Business Case for Culture” *California Management Review Insights*. [[CMR Insights](#)]
- Forman, M., Grennan, J., Marian, O., and Menzer, T., 2023. “Common Sense Recommendations for the Application of Tax Law to Digital Assets” *Joint Committee on Taxation Comment Letter*. [[SSRN](#)]
- Grennan, J. 2023. “Review of *Driverless Finance: Fintech's Impact on Financial Stability* by Hilary J. Allen” *Banking and Finance Law Review* 40.1, 161-167. [[BLFR](#)], [[SSRN](#)]
- Graham, J., J. Grennan, C. Harvey, and S. Rajgopal, 2024. “What Do Financial Executives Say About Corporate Culture and Strategy” *Management and Business Review*, Winter. [[MBR](#)], [[SSRN](#)]
- Appel, I. and J. Grennan, 2025. “DAO Governance: Decentralized but not Disorganized” *Blockchain Scholars Book*. New York, NY: Palgrave Macmillan. [Book], [[SSRN](#)]

Business School Cases

- Musto, D. and J. Popadak, “The Relationship between the Board and Stockholders: Air Products Takeover Bid for Airgas,” *The Wharton School Case* 76, 2014.
- Grennan, J., A. Lefort, and J. Pacelli, “Social Media Background Screening at Fama Technologies” *Harvard Business School Case*, 2023. [[HBSP](#)]
- Grennan, J., A. Lefort, and J. Pacelli, “Social Media Background Screening at Fama Technologies (B)” *Harvard Business School Case*, 2023. [[HBSP](#)]
- Grennan, J. and L. Tyson, “Just Climate: A New Investment Model”, *University of California Berkeley Case*, 2024. [[HBSP](#)]

Working Papers:

- Grennan, J., 2024. “FinTech Regulation in the United States: Past, Present, and Future” (*resubmitted to Elements in Law, Economics, and Politics*) [[SSRN](#)]
- Abrams, D., U. Akcigit, and J. Grennan, 2024. “Patent Value and Citations: Creative Destruction or Strategic Disruption?” (*R&R, RAND Journal of Economics*) [[SSRN](#)]
- Grennan, J., and R. Michaely, 2024. “The Deleveraging of U.S. Firms and the Role of Institutional Investors” (*R&R, Review of Finance*) [[SSRN](#)]
- Appel, I., and J. Grennan, 2024. “Decentralized Governance and Digital Asset Prices” [[SSRN](#)]
 - Winner Ripple’s University Blockchain Research Initiative Grant

- Winner of the Best Paper Award, Investor Responsibility Research Center Institute
- Winner of WFA's Cubist Systematic Strategies Award for Outstanding Research
- Winner of the Best Finance Ph.D. Dissertation Award, Olin Business School
- Grennan, J., and R. Michaely, 2024. "Artificial Intelligence and High-Skilled Work: Evidence from Analysts" [SSRN]
- Chien, C., J. Grennan, 2024. "Unpacking the Innovator-Inventor Gap: Evidence from Engineers" [SSRN]
- Chien, C., J. Grennan, 2024. "Does Management and Culture Increase the Gender Gap in Patent Applications?" [SSRN]
- Chien, C., Grennan, J., Sandvik, J., 2025. "Small-Scale Mentoring, Large-Scale Impact: Evidence from a Superstar Firm" [SSRN]
- Chien, C., J. Grennan, 2024. "Closing the Innovator-Inventor Gap: Evidence from Proactive (Opt-out) Outreach" [AEA Registered Report]
- Cai, W., J. Grennan, and L. Qui, 2023. "Do Diverse Directors Influence DEI Outcomes?" [SSRN]
- Grennan, J. 2024. "A Corporate Culture Channel: How Increased Shareholder Governance Reduces Firm Value" [SSRN]
- Grennan, J., 2021. "Communicating Culture Consistently: Evidence from Banks" [SSRN]
- Grennan, J., and D. Musto, 2018. "Who Benefits from Bond Market Modernization?" [SSRN]
- Appel, I., J. Grennan, J. White, and S. Wilkoff, 2024. "Holding the Bag: Depositor Reactions to a Crypto 'Bank' Collapse" [SSRN]
 - Winner Berkeley Lab for Inclusive FinTech Grant
- Grennan, J., 2025. "Cryptocurrency Regulation: Protective vs. Enabling Approaches" [SSRN]
 - Winner IE Virtual Asset Regulation Lab Grant

Work-in-Progress:

- Grennan, J. 2024. "Values-Based Investing: Evidence from Debiased Data"
 - Winner of the INQUIRE Europe Research Grant
 - Winner Paris-Dauphine FinTech Award
- Grennan, J., 2024. "Decomposing the Value of an Effective Corporate Culture"
- Grennan, J., 2024. "The Value of Values: Growth Mindset's Role in Firm Performance"
- Grennan, J., and D. Rock, 2024. "How Regulatory Uncertainty Shapes Entrepreneurial Dynamics: Evidence from Blockchain and Digital Assets"
 - Winner Berkeley Lab for Inclusive FinTech Grant

Research Papers with Conferences and Seminars: (*by co-author, †scheduled, ‡Covid-cancellation)

"Cryptocurrency Regulation: Protective vs. Enabling Approaches"

Conferences: Virtual Asset Regulatory Authority (VARA) Workshop Dubai 2024

"Small-Scale Mentoring, Large-Scale Innovation: Evidence from a Superstar Firm"

Conferences: Organization Science Winter Conference (UCLA)*, Innovator Diversity Pilots Conference (Emory)*, Conference on Empirical Legal Studies (Emory Law)

Seminars: Georgia Tech (Scheller College of Business)†

"Decentralized Governance and Digital Asset Prices"

Conferences: SFS Cavalcade, American Economic Association, GSU-RFS Fintech Conference University*, University Blockchain Research Initiative Conference (University College London), 8th Annual International Corporate Governance Forum (University of Miami), Society for Institutional & Organizational Economics*, Science of Blockchain Conference DAO Workshop (Cornell Tech), Crypto Conference (Santa Clara University)*, Owners as Strategist Conference (University of Bocconi), Conference on Empirical Legal Studies (University of Chicago), Swiss National Bank Conference on Cryptoassets and Financial

- Innovation*, American Law and Economics Association*, Drexel Corporate Governance Conference*
- Seminars: Virginia Tech (Pamplin), Baruch University (Zicklin), University of St. Andrews Business School[†], UC-Santa Barbara, Department of the Treasury (OFR), RnDAO, University of Mannheim*
- “Decomposing the Value of an Effective Corporate Culture”
- Conferences: Berkeley Culture Conference, Academy of Management Meetings, Pre-WFA Women in Finance Conference, Utah Winter Strategy Conference
- Seminars: University of Maryland and UBS Quant Insight Series, Drexel University (Gupta Governance Institute), Duke University (Law)
- “Unpacking the Innovator-Inventor Gap: Evidence from Engineers”
- Conferences: American Finance Association, NBER (Organizational Economics), American Economic Association, Society for Institutional & Organizational Economics[†], Workshop on Entrepreneurial Finance and Innovation, Harvard Business School Junior Innovation Economics Conference, Innovator Diversity Pilots Conference (Emory), PatCon 12 (USD School of Law)*, Conference on Empirical Legal Studies (University of Chicago)*, Innovator Diversity Pilots Conference (SCU)*, Works In Progress for Intellectual Property Scholars Colloquium*
- Seminars: UC-Berkeley (Haas), U.S. Patent and Trademark Office
- “Do Diverse Directors Influence DEI Outcomes?”
- Conferences: ECGI Corporate Governance Conference, Berkeley Culture Conference*, Financial Accounting and Reporting Section (FARS) Meeting of the American Accounting Association*, Financial Intermediation Research Society (FIRS), Midwest Finance Association Meetings, Academy of Management Meetings, Canadian Sustainable Finance Network Conference on Governance and Sustainability
- Seminars: University of Oklahoma (Price), Emory University
- “Communicating Culture Consistently: Evidence from Banks”
- Conferences: Berkeley Culture Conference, Society of Financial Studies Cavalcade, Midwest Finance Association Meetings, Society for Institutional & Organizational Economics, University of
- Seminars: UC-Berkeley (Law), Duke University (Fuqua)
- “Social Change through Financial Innovation: Evidence from Donor-advised Funds”
- Conferences: Review of Corporate Finance Studies Winter Conference, Law & Macroeconomics Conference (Yale Law), Organizations and Social Impact Conference (UC-Berkeley Law), Association for Research on Nonprofit Organization and Voluntary Action (ARNOVA) 50th Annual Conference
- “Common Venture Capital Investment and Startup Growth”
- Conferences: NBER (Entrepreneurship)*, NBER (Law and Economics)*, American Economic Association, American Law and Economics Association*, MIT Junior Finance Conference, University of Minnesota Junior Finance Conference, HEC Paris Entrepreneurship Workshop*, Tel Aviv Finance Conference*, SunTrust Finance Conference at FSU^z, Finance in the Cloud II -- Innovation and Entrepreneurship, Conference on Financial Economics and Accounting*, Conference on Empirical Legal Studies (NYU Law)*, National Business Law Scholars Conference (Berkeley Law)*, Corporate and Securities Litigation Workshop at Boston University*
- Seminars: Harvard Business School, Duke (Fuqua), TCU (Neeley), Federal Reserve Board of Governors

“FinTechs and the Market for Financial Analysis”

- Conferences: American Finance Association, Review of Financial Studies FinTech Conference, Q Group Conference, Chicago Financial Institutions Conference, University of Washington Summer Conference, Showcasing Women in Finance Conference at University of Miami, Swiss Conference on FinTechs, Credit, and the Future of Banking, INQUIRE Conference, Northeastern Finance Conference, SUNY FinTech Symposium, FinTech and Financial Risk Management Conference at Bank of Ireland, Federal Reserve Bank of Philadelphia FinTech Conference, Toronto FinTech Conference
- Seminars: Toulouse School of Economics, Duke (Fuqua), Temple University (Fox), University of Utah (David Eccles)

“Corporate Culture: Evidence from the Field”

- Conferences: NBER (Risks of Financial Institutions), American Finance Association, Utah Winter Finance Conference, Tel Aviv Finance Conference, Conference on Financial Economics and Accounting, Junior Finance Conference at Yale SOM, Mountain Finance Conference*, American Accounting Association Meetings*, Accounting Conference at Temple (Fox)*, Federal Reserve Bank of New York/Journal of Accounting and Economics Conference*, Conference on The Future of Large Financial Institutions*
- Seminars: University of Virginia (Darden), Rice University (Jones), Aalto University, Hanken School of Economics, Duke (Fuqua)

“A Corporate Culture Channel: How Increased Shareholder Governance Reduces Firm Value”

- Conferences: Western Finance Association, Adam Smith Workshop at LBS, BlackRock, Ackerman Corporate Governance Conference, Weinberg Corporate Governance Symposium, Northeastern Corporate Finance Conference, Olin Corporate Finance Conference, Conference on Empirical Legal Studies (University of Pennsylvania Law)
- Seminars: Boston College (Carroll), Brookings Institute, Columbia GSB, Cornell (Johnson), Duke (Fuqua), Harvard Business School, Imperial College London, Maryland (Smith), Michigan (Ross), North Carolina State (Poole), Northwestern (Kellogg), Notre Dame (Mendoza), Oxford (Said), University of Toronto (Rotman), UCLA (Anderson), UCSD (IRPS), UNC (Kenan-Flagler), University of Pennsylvania (Wharton), Washington University in St. Louis (Olin), U.S. Federal Reserve Board

“Who Benefits from Bond Market Modernization”

- Conferences: NBER (Law and Economics), American Finance Association, FIRS, Fixed Income and Financial Institutions Conferences, Conference on Empirical Legal Studies (Duke Law), Corporate Finance Conference at Ohio State (Fisher), Napa Conference on Financial Markets, Olin Corporate Finance Conference, Corporate Law Roundtable at University of Pennsylvania (Law)*
- Seminars: NYU (Stern), Yale (SOM), UCLA (Anderson), University of Chicago (Law), Duke (Law), Duke (Fuqua)

“Patent Value and Citations: Creative Destruction or Strategic Disruption”

- Conferences: NBER (Innovation)*, NBER (Industrial Organization)*, Western Finance Association, American Law and Economics Association*, Conference on Empirical Legal Studies (Berkeley), Innovation Law and Policy Colloquium at NYU (Law)*, OECD Patent Statistics Conference*, Patent Conference*, IP Scholars Conference*, Roundtable on Empirical Methods in Intellectual Property*

“The Deleveraging of U.S. Firms and Institutional Investors’ Role”

- Conferences: NBER (Corporate Finance), Western Finance Association, SunTrust Finance Conference at

Seminars: FSU, Law, Finance, and Accounting Conference at NYU (Stern)
Duke (Fuqua), NYU Law & Economics Workshop

“Dividend Payments as a Response to Peer Influence”

Conferences: American Finance Association, TADC Conference at LBS

Seminars: University of Pennsylvania (Wharton)

Research Grants and Fellowships:

2024 Research Grant, IE Virtual Asset Regulation Lab (€25,000)
2023-2024 Research Grant, Center for Responsible Decentralized Intelligence (\$40,000)
2023 Research Affiliate, UCSC Center for Analytical Finance
2023 NSF CORE Institute Fellow at UCSD for “Tackling Climate-Induced Challenges with AI”
2022-2023 Research Grant, Leavey Grant (\$5,000)
2022-2024 Berkeley Lab for Inclusive FinTech (LIFT) (\$30,000)
2022-2024 Research Grant, IBSI-Haas Lab for Sustainable Financial Services & Innovation (\$30,000)
2022 Research Grant, Institute for Humane Studies (\$5,000)
2022-2024 Research Grant, HKU-SCF FinTech Academy (HK\$150,000)
2022 Research Grant, Center for Growth Markets (\$5,000)
2021-2023 Research Grant, Ripple University Blockchain Research Initiative (\$50,000)
2021 Research Grant, INQUIRE Europe (€10,000)
2021 Research Grant, Chaire FinTech Paris Dauphine (€10,000)
2021 Research Grant, Wells Fargo (\$10,000)
2019-2020 Duke Intellectual Community Planning Grant, “*Big Data and Social Interactions*”
2017-2019 Thomas Edison Innovation Fellowship, George Mason University
2016-2019 Research Grant, Junior Faculty Recognition, Fuqua School of Business
2015 American Economic Association’s CSWEP CeMENT Fellow
2014-2015 Research Grant, KPMG’s Global Valuation Institute
2014-2015 Research Grant, Center for Financial Excellence
2012-2014 Research Grant, Mack Institute for Innovation Management
2012 NBER Entrepreneurship Research Boot Camp

Teaching:

Awards: Duke Excellence in Teaching Award 2017, Berkeley Haas “Club 6” teaching award 2023
Emory: Economics of Blockchain and Digital Assets (BA) (mean rating = 8.6/9), Financial Economics of Sustainability (BA) (mean rating = 8.7/9)
Berkeley: Sustainable Investment Fund (MBA) (mean rating = 6.4/7), Corporate Culture (JD) (mean rating = 6.3/7), Corporations (JD) (mean rating = 5.9/7), Advanced Corporate Finance (EWMBA) (mean rating = 5.8/7)
Santa Clara: Business Law (BA) (mean rating = 4.7/5)
Duke: Corporate Finance (EMBA and MBA) (mean rating = 6.3/7), Foundations of Corporate Finance (Masters in Management = 6.1/7), Empirical Methods in Corporate Finance (PhD), Environmental, Social, Governance (PhD)
Wharton: Business in the Global Political Environment (BA); Capital Markets (MBA); Corporate Taxation (MBA); Corporate Valuation (MBA); Financial Derivatives (MBA); Global Strategy (MBA); Quantitative Methods for Lawyers (JD); Risk Management (MBA/JD)
Georgetown: Introductory Statistics (BA); Probability Theory (Masters)

Service to the University:

Emory: Faculty Advisor for Emory Economics Investment Forum (EEIF), Alumni Relations & Fundraising Committee, judge for Plastic Free Emory’s plastic-free Hack-a-thon (i.e., the “Plastathon”), guest lectures for student clubs, including the Emory Economics Student Society and the Emory Economics Investment Forum

- Berkeley: Berkeley Blockchain Xcelerator application reviewer, Berkeley Business Journalism Certificate planning committee, Berkeley Law Boosts webinar on the Fundamentals of Blockchain, and various guest lectures for student clubs, including Haas Investment Club and the Berkeley FinTech Club.
- Santa Clara: Finance seminar coordinator, Sustainable SCU Laudato Si' community working group member, Faculty mentor for Hackworth Fellows in Business Ethics
- Duke: Finance seminar coordinator (x2), UNC/Duke conference organizer (x2), Co-chair for faculty recruiting, Department liaison for teaching innovations, undergraduate independent study advisor (x2), Fuqua Faculty Live on LinkedIn (x2), and various guest lectures for student clubs, including the Association of Women in Business, the Investment Club, the Artificial Intelligence Club, and the FinTech Club.

Service to the Profession:

Editorial: *Cambridge Elements in Law, Economics and Politics* (2021-), Co-editor

Referee for: *Journal of Finance, Journal of Financial Economics, Review of Financial Studies, Journal of Political Economy, Journal of Law and Economics, American Law and Economics Review, Journal of Industrial Economics, Journal of Public Economics, AEJ: Applied Economics, Journal of Economic Behavior and Organization, Economica, Economy Policy, Economic Journal, Journal of Economic Dynamics and Control, Management Science, Strategy Science, Strategic Management Journal, Review of Finance, Journal of Financial and Quantitative Analysis, Journal of Corporate Finance, Review of Corporate Finance Studies, Journal of Banking & Finance, Journal of Financial Intermediation, Journal of Financial Services Research, Journal of Empirical Finance, Financial Review, Financial Analysts Journal, Review of Accounting Studies, Journal of Accounting and Public Policy, Journal of the Economic Science Association, Cambridge Elements, Frontiers in Artificial Intelligence, Financial Innovation, PLOS ONE, National Science Foundation, Hi!Paris (AI and Data Analytics Fellows), MIT Press Books, Routledge Books*

- Conf. Organizer:
1. [16th Annual Early Career Women in Finance Conference](#)
 2. UNC/Duke Corporate Finance Conference
 3. [Web3 Financing and Inclusion Virtual Symposium](#)
 4. [Innovator Diversity Pilots Conference](#)
 5. [AI and Platform Evolution: Business Perspectives and Policy Implications](#)

- Program Committee:
1. Western Finance Association
 2. European Finance Association
 3. Washington University in St. Louis Corporate Finance Conference
 4. Society for Financial Studies Cavalcade Conference
 5. Society for Institutional and Organizational Economics
 6. Financial Management Association Conference
 7. FMA Wine Country Conference (“The Napa Conference”)
 8. Duke-UNC Corporate Finance Conference
 9. Financial Intermediation Research Society (FIRS) Conference
 10. Crypto and Blockchain Economics Research (CBER) Annual Conference
 11. Midwest Finance Association
 12. International Corporate Governance Society

- Session Chair/
Organizer:
1. “Securities Law” at Conference on Empirical Legal Studies
 2. “Shareholder Activism” at NYU/Penn Conference on Law & Finance

3. “FinTechs – Empirical” at Western Finance Association Annual Meeting
4. “Corporate Culture” at American Finance Association Annual Meeting
5. “The Value of Culture” at American Economic Association Annual Meeting
6. “Corporate Sustainability” at American Finance Association Annual Meeting
7. “Social and Political Factors” at Australasian Finance and Banking Conference
8. “Institutions and Analysts” at Machine Learning and Business Conference
9. “Gender” at Financial Management Association Meeting
10. “Activism, ESG and Social Objectives” at SFS Cavalcade
11. “Art Investment: Blockchain Technology” at Art, Finance, and Law Symposium
12. “Designing and Distributing Ownership” at Governance Learning Forum
13. “Investing Apps & Websites” at Financial Management Association Meeting
14. “Governance in a Digital Age” at International Corporate Governance Society
15. “Disparity in Human Capital and Incentives” at Midwest Finance Association
16. “Gender in Finance” at Financial Intermediation Research Society
17. “Finance and Equity” at Midwest Finance Association
18. “FinTech” at SFS Cavalcade
19. “Diversity & Gender in Finance” at Financial Management Association Meeting

Discussions:

1. “Bribes and Firm Value”
2. “Informed Short Selling in High Fail-to-Deliver Stocks”
3. “Law and Finance Matter: Lessons from Externally Imposed Courts”
4. “Intellectual Property Protection and Financial Markets: Patenting vs. Secrecy”
5. “Labor-induced Technical Change: Evidence from Doing Business in China”
6. “Does CEO Cultural Heritage Affect Performance under Competitive Pressure?”
7. “Trust Busting: The Effect of Fraud on Investor Behavior”
8. “Corporate Risk Culture”
9. “Man vs. Machine: Quantitative and Discretionary Equity Management”
10. “Mergers and Acquisitions, Technological Change and Inequality”
11. “Crowdsourced Employer Reviews and Stock Returns”
12. “Does Culture Pay? Evidence from Crowdsourced Employee Engagement Data”
13. “Fund What You Trust? Social Capital and Moral Hazard in Crowdfunding”
14. “Does Crowdsourced Research Discipline Sell-Side Analysts?”
15. “Corporate Culture as an Implicit Contract”
16. “Financial Inclusion, Human Capital, and Wealth Accumulation: Evidence from the Freedman’s Savings Bank”
17. “Do Venture Capitalists Stifle Competition?”
18. “Attracting the Sharks: Corporate Innovation and Securities Class Action Lawsuits”
19. “Alpha Portfolio for Investment and Economically Interpretable AI”
20. “Aggregating Artificially Intelligent Earnings Forecasts”
21. “It’s Not Who You Know—It’s Who Knows You: Employee Social Capital and Firm Performance”
22. “The Use and Usefulness of Big Data in Finance: Evidence from Financial Analysts”
23. “Engineering Value: The Returns to Technological Talent and Investments in Artificial Intelligence”
24. “Man vs. Machine Learning: The Term Structure of Earnings Expectations and Conditional Biases”
25. “Owner Culture and Pay Inequality within Firms”
26. “Innovation Networks and R&D Allocation”
27. “Falling through the Glass Ceiling: The Gender Gap in Directors' Career Paths after Financial Restatements”

28. “Relationship Banking and Credit Scores: Evidence from a Natural Experiment”
29. “The Disappearing Negative Effect of Board Diversity on Firm Performance”
30. “The Gender Pay Gap: Pay-for-performance and Sorting Across Employers”
31. “Displaced by Big Data - Evidence from Active Fund Managers”
32. “Does Generative AI Crowd Out Social Learning? Evidence from a Field Experiment with Entrepreneurs”
33. “Unveiling the Bond Between Artists and Their Work: A Vignette Study”

Advising:

Students: Niels Armbruster, Emory 2025, (senior thesis committee)
 Andre Poyser, University of Otago 2025, external PhD advisor
 Erkin Acsi, UC-Berkeley 2024, applying to PhD programs
 Yingyan Shi, Duke 2023, City University of Hong Kong, PhD
 Eleanor Robb, Duke 2023, Columbia University, Masters
 Yijin Wang, Duke 2022, University of Rochester, PhD
 Daniel Garcia, Duke 2022 (thesis advisor), Columbia University, PhD
 Cayley Ryan, Duke 2021 (thesis advisor), Pennsylvania State University, PhD
 Jayeon Lee, Duke 2019, UC-Berkeley, PhD
 Chengjun Wu, Duke 2019, University of Maryland, PhD
 Mark Sampson, Duke 2018, Georgetown University, Masters
 Mitchell Li, Duke 2018, San Francisco Federal Reserve (first job)

Prior Work Experience:

2009-2011 Wharton School, Research Assistant to Alex Gelber, David Abrams, Peter Linneman
 2006-2009 KPMG, Senior Associate, Economic and Valuation Services
 2007 World Trade Organization, Visiting Scholar, Division of Economics and Statistics
 2004-2006 Federal Reserve Board, Research Assistant, Division of International Finance, Trade and Quantitative Studies Section (covered oil, natural gas, and commodity markets)
 2003-2004 Wellesley College, Research Assistant to Mark Duggan and Melissa Kearney
 2003 Glance Networks, Programmer at Business Software Startup

Personal:

Born: Erie, Pennsylvania, United States.
 Family: I am married to [Matthew Grennan](#) and have three children (Jorie, Grant, and Franklin).