

ALEX EDMANS

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ACADEMIC EMPLOYMENT

5/13 - date	London Business School <i>Professor of Finance</i> <i>Governing Body Faculty Representative (10/16-9/19)</i> <i>Academic Director, Centre for Corporate Governance (1/17-3/22)</i>
8/18 – 7/22	Gresham College <i>Mercers’ School Memorial Professor of Business</i>
7/13 - 6/15 7/07 - 6/13	The Wharton School, University of Pennsylvania <i>Associate Professor of Finance (with tenure, on leave from 1/14)</i> <i>Assistant Professor of Finance</i>
5/13 - date	Centre for Economic Policy Research <i>Research Fellow (Financial Economics)</i>
11/17 - date	European Corporate Governance Institute <i>Fellow (Research Associate from 9/11)</i>
5/11 - 12/15	National Bureau of Economic Research <i>Faculty Research Fellow (Corporate Finance)</i>

EDUCATION

2003-2007	Massachusetts Institute of Technology, Sloan School of Management <i>PhD Financial Economics (defended 5/06). UK/US Fulbright Scholar</i> <i>Advisors: Stewart Myers (chair), Xavier Gabaix, Dirk Jenter, Gustavo Manso</i>
1998-2001	Merton College, University of Oxford <i>BA (Hons) Economics and Management, Double First Class, top of university</i>

RESEARCH

Research Interests

Corporate finance (corporate governance, executive compensation, long-term investment, M&A);
responsible business/investing; behavioral finance; financial markets and the real economy

Refereed Publications

1. “Sports Sentiment and Stock Returns” (with Diego García and Øyvind Norli) *Journal of Finance* 62(4), 1967-1998, August 2007
 - *Finalist, Smith-Breeden Prize for Best Paper in the Journal of Finance*
 - *Best Paper Award, Caesarea Center 3rd Annual Conference*
 - *Featured in the CFA Digest, February 2008, Volume 38*
2. “Is CEO Pay Really Inefficient? A Survey of New Optimal Contracting Theories” (with Xavier Gabaix) *European Financial Management* 15(3), 486-496, June 2009 (lead article)

3. “Blockholder Trading, Market Efficiency, and Managerial Myopia.” *Journal of Finance* 64(6), 2481-2513, December 2009
4. “A Multiplicative Model of Optimal CEO Incentives in Market Equilibrium” (with Xavier Gabaix and Augustin Landier) *Review of Financial Studies* 22(12), 4881-4918, December 2009
5. “Inside Debt” (with Qi Liu) *Review of Finance* 15(1), 75-102, January 2011
 - *Spängler IQAM Prize for Best Paper in the Review of Finance (runner-up)*
 - *McGraw-Hill/Irwin Best Paper in Corporate Finance Award, FMA 2006*
6. “Do Investment Banks Matter For M&A Returns?” (with Jack Bao) *Review of Financial Studies* 24(7), 2286-2315, July 2011
7. “Governance Through Trading and Intervention: A Theory of Multiple Blockholders” (with Gustavo Manso) *Review of Financial Studies* 24(7), 2395-2428, July 2011
8. “The Effect of Risk on the CEO Market” (with Xavier Gabaix) *Review of Financial Studies* 24(8), 2822-2863, August 2011
9. “Does the Stock Market Fully Value Intangibles? Employee Satisfaction and Equity Prices” *Journal of Financial Economics* 101(3), 621-640, September 2011
 - *Moskowitz Prize for Best Paper in Socially Responsible Investing, 2007*
 - *FIR-PRI Prize for Best Paper in Finance and Sustainability, 2011*
10. “Tractability in Incentive Contracting” (with Xavier Gabaix) *Review of Financial Studies* 24(9), 2865-2894, September 2011 (lead article)
 - *NYU Glucksman Prize for Best Working Paper in Finance, 2008/9 (First Place)*
11. “Short-Term Termination Without Deterring Long-Term Investment: A Theory of Debt and Buyouts” *Journal of Financial Economics* 102(1), 81-101, October 2011
12. “The Real Effects of Financial Markets: The Impact of Prices on Takeovers” (with Itay Goldstein and Wei Jiang) *Journal of Finance* 67(3), 933-971, June 2012
 - *Terker Prize in Investment Research (Honorable Mention), 2009*
13. “Dynamic CEO Compensation” (with Xavier Gabaix, Tomasz Sadzik and Yuliy Sannikov) *Journal of Finance*, 67(5), 1603-1647, October 2012
 - *Best Paper Award, Financial Research Association, 2009*
 - *Finalist, Harvard Business Review/McKinsey “Management Innovation of the Year”, 2012*
14. “The Link Between Job Satisfaction and Firm Value, With Implications for Corporate Social Responsibility” *Academy of Management Perspectives* 26, 1-19, November 2012 (lead article)
15. “The Effect of Liquidity on Governance” (with Vivian Fang and Emanuel Zur) *Review of Financial Studies* 26(6), 1443-1482, June 2013
16. “Feedback Effects, Asymmetric Trading, and the Limits to Arbitrage” (with Itay Goldstein and Wei Jiang) *American Economic Review* 105(12), 3766-3797, December 2015
17. “The Real Costs of Financial Efficiency When Some Information Is Soft” (with Mirko Heinle and Chong Huang) *Review of Finance* 20(6), 2151-2182, October 2016
18. “Executive Compensation: A Modern Primer” (with Xavier Gabaix) *Journal of Economic Literature* 54(4), 1232-1287, December 2016
19. “Equity Vesting and Investment” (with Vivian Fang and Katharina Lewellen) *Review of Financial*

- Studies* 30(7), 2229-2271, July 2017 (lead article, Editor's choice)
- *Wharton School-WRDS Award for Best Empirical Finance Paper, WFA 2014*
 - *Investor Responsibility Research Center (IRRC) Institute Research Award, 2017*
 - *Featured in UK Government's Green Paper on Corporate Governance Reform, November 2016*
20. "The Source of Information in Prices and Investment-Price Sensitivity" (with Sudarshan Jayaraman and Jan Schneemeier) *Journal of Financial Economics* 126(1), 74-96, October 2017
- *Best Paper Award, German Finance Association, 2016*
21. "Does Improved Information Improve Incentives?" (with Pierre Chaigneau and Daniel Gottlieb) *Journal of Financial Economics* 130(2), 291-307, November 2018
22. "Strategic News Releases in Equity Vesting Months" (with Luis Goncalves-Pinto, Moqi Groen-Xu, and Yanbo Wang) *Review of Financial Studies* 31(11), 4099-4141, November 2018 (lead article, Editor's choice)
- *Featured in the NBER Digest, January 2015*
23. "The Informativeness Principle Without The First-Order Approach" (with Pierre Chaigneau and Daniel Gottlieb) *Games and Economic Behavior* 113, 743-755, January 2019
24. "Financing Through Asset Sales" (with William Mann) *Management Science* 65(7), 3043-3060, July 2019
25. "Governance under Common Ownership" (with Doron Levit and Devin Reilly) *Review of Financial Studies* 32(7), 2673-2719, July 2019
26. "How Should Performance Signals Affect Contracts?" (with Pierre Chaigneau and Daniel Gottlieb) *Review of Financial Studies* 35(1), 168-206, January 2022
27. "The Purpose of a Finance Professor" *Financial Management* 51(1), 3-26, Spring 2022 (lead article)
28. "The Long-Term Consequences of Short-Term Incentives" (with Vivian Fang and Allen Huang) *Journal of Accounting Research* 60(3), 1007-1046, June 2022
- *Investor Responsibility Research Center (IRRC) Institute Research Award, 2017*
 - *International Centre for Pension Management Research Award, 2018*
29. "Music Sentiment and Stock Returns Around the World" (with Adrian Fernandez-Perez, Alexandre Garel, and Ivan Indriawan) *Journal of Financial Economics* 145(2A), 234-254, August 2022
- *Featured in "When People Listen to Happy Songs, the Market Outperforms" (interview with Scott Berinato) Harvard Business Review, January-February 2022*
30. "The End of ESG" *Financial Management* 52(1), 3-17, Spring 2023 (lead article)
- *SSRN #3 download for Sept-Nov 2022, across all SSRN journals*
31. "Applying Economics – Not Gut Feel – To ESG" *Financial Analysts Journal* 79(4), 16-29, 2023
- *SSRN #7 download for Feb-Apr 2023, across all SSRN journals*
32. "CEO Compensation: Evidence From the Field" (with Tom Gosling and Dirk Jenter) *Journal of Financial Economics* 150(3), 103718, December 2023 (Editor's choice)
- *Best Paper in Corporate Finance, SFS Cavalcade, 2022*
33. "Employee Satisfaction, Labor Market Flexibility, and Stock Returns Around the World" (with Darcy Pu, Chendi Zhang, and Lucius Li) *Management Science*, forthcoming
- *Honorable Mention, Moskowitz Prize for Best Paper in Socially Responsible Investing, 2014*

Working Papers

34. “Rational Sustainability”
35. “Contracting With Synergies” (with Itay Goldstein and John Zhu)
36. “When Is (Performance-Sensitive) Debt Optimal?” (with Pierre Chaigneau and Daniel Gottlieb)
37. “Socially Responsible Divestment” (with Doron Levit and Jan Schneemeier)
 - *PRI Best Paper Award, 2022*
38. “A Theory of Fair CEO Pay” (with Pierre Chaigneau and Daniel Gottlieb)
39. “Learnings From 1,000 Rejections”
 - *SSRN #3 download for Jan-Mar 2023, across all SSRN journals*
40. “Diversity, Equity, and Inclusion” (with Caroline Flammer and Simon Glossner)
41. “Does the Carbon Premium Reflect Risk or Mispricing?” (with Yigit Atilgan, Ozgur Demirtas, and Doruk Gunaydin)
 - *SSRN #4 download for Nov 2023-Jan 2024, across all SSRN journals*
42. “The Responsible Homeowner Reward: An Incentive-Based Solution to Strategic Mortgage Default”
 - *Named one of the 50 Best Inventions of 2010 by Time magazine*

Work in Progress

43. “Sustainable Investing: Evidence From the Field” (with Tom Gosling and Dirk Jenter)

Survey Papers

- S1. “The Real Effects of Financial Markets” (with Philip Bond and Itay Goldstein) *Annual Review of Financial Economics* 4, 339-360, October 2012
- S2. “Blockholders and Corporate Governance” *Annual Review of Financial Economics* 6, 23-50, December 2014
- S3. “Blockholders: A Survey of Theory and Evidence” (with Cliff Holderness). Chapter 8 in Benjamin E. Hermalin and Michael S. Weisbach (eds.), *Handbook of the Economics of Corporate Governance*, Elsevier: Amsterdam, 541-636, 2017
- S4. “Executive Compensation: A Survey of Theory and Evidence” (with Xavier Gabaix and Dirk Jenter). Chapter 9 in Benjamin E. Hermalin and Michael S. Weisbach (eds.), *Handbook of the Economics of Corporate Governance*, Elsevier: Amsterdam, 383-539, 2017

Editorials

- E1. “Editorial” (with Franklin Allen) *Review of Finance* 21(1), 1-6, March 2017
- E2. “Sustainable Finance” (with Marcin Kacperczyk) *Review of Finance* 26(6), 1309-1313, November 2022

Books

- B1. *Grow the Pie: How Great Companies Deliver Both Purpose and Profit*. Cambridge University Press, 2020. ISBN 978-1108494854. Revised edition 2021, ISBN 978-1009054676

- *Financial Times* Books of the Year, 2020
- *Financial Times* / ISFFC Award for Excellence in Sustainable Finance Education, 2021
- Chartered Management Institute Management Books of 2020
- Axiom Business Book Awards, 2020
- Published in:
 - Arabic as كبر الكعكة: كيف تقدم الشركات العظيمة قيمة وربحًا
 - Chinese as “蛋糕经济学：如何实现企业商业价值和社会责任的双赢”
 - French as “Grow the Pie: Comment les Entreprises Peuvent Faire des Bénéfices et Servir le Bien Commun”. *Dirigeants Commerciaux de France distinguished book of 2023*
 - Japanese as “GROW THE PIE パーパスと利益の二項対立を超えて、持続可能な経済を実現する”
 - Korean as “ESG 파이코노믹스”
 - Turkish as “Pastayı Büyüt: Büyük Şirketler Nasıl Hem Değer Yaratır Hem De Kâr Ederler”. *Amazon #1 bestseller in Business and Economy, #8 across all books*
 - Being translated into Italian, Portuguese, and Russian

B2. *Principles of Corporate Finance*, 14th edition (with Richard Brealey, Stewart Myers, and Franklin Allen). McGraw-Hill, 2022. ISBN 978-1264080946.

B3. *May Contain Lies: How Stories, Statistics, and Studies Exploit Our Biases – And What We Can Do About It*. Penguin Random House, forthcoming 2024. ISBN 978-0241630167.

- Amazon #1 category bestseller (UK and US), Amazon top 100 across all categories (UK)
- *Financial Times* Business Books of the Month, April 2024
- Adam Grant’s 8 New Idea Books to Start Spring
- Next Big Idea Club’s Must-Read Book for May 2024

Book Chapters

C1. “The Rights and Wrongs of CEO Pay”. Chapter 4 in J. R. Shackleton (ed.), *Top Dogs & Fat Cats: The Debate on High Pay*, Institute of Economic Affairs, 57-70, 2019

Government-Commissioned Studies

G1. “Share Repurchases, Executive Pay, and Investment” (with PwC) *BEIS Research Paper* 2019/011, July 2019. (BEIS is the UK government department for Business, Energy and Industrial Strategy)

G2. “Executive Pay and Investment in the UK” (with PwC) *BEIS Research Paper Number* 2021/007, June 2021

Other Academic Papers

O1. “Company Purpose and Profit Need Not be in Conflict if We ‘Grow the Pie’ ” *Economic Affairs* 40(2), 287-294, June 2020.

Practitioner Publications (online)

P1. “Performance-Based Pay for Executives Still Works” *Harvard Business Review*, February 2016

P2. “28 Years of Stock Market Data Shows a Link Between Employee Satisfaction and Long-Term Value” *Harvard Business Review*, March 2016

P3. “Stop Making CEO Pay a Political Issue” *Harvard Business Review*, July 2016

Updated: April 2024

- P4. “Why We Need to Stop Obsessing Over CEO Pay Ratios” *Harvard Business Review*, February 2017
- P5. “The Answer to Short-Termism Isn’t Asking Investors to Be Patient” *Harvard Business Review*, July 2017
- P6. “The Case for Stock Buybacks” *Harvard Business Review*, September 2017
- P7. “Why Elon Musk’s Compensation Plan Wouldn’t Work for Most Executives” *Harvard Business Review*, January 2018
- P8. “Study: When CEOs’ Equity Is About to Vest, They Cut Investment to Boost the Stock Price” *Harvard Business Review*, February 2018

ADDITIONAL ACADEMIC HONORS

- 2023 Fellow of the Academy of Social Sciences
- 2023 Invited to the Royal Garden Party at Buckingham Palace to celebrate the coronation of King Charles III, in recognition of public service to economics
- 2023 Honorary Doctorate, Open Universiteit, The Netherlands
- 2023 Honorary Award from the European Finance Association for service as *Review of Finance* Managing Editor
- 2023-4 Ford Foundation / Just Capital grant for “Diversity, Equity, and Inclusion”
- 2022-4 Leverhulme Trust grant for “Responsible Investing” (£250,000)
- 2022 Kenan Institute Distinguished Fellow
- 2021 MBA Professor of the Year, Poets and Quants
- 2021 Finance for the Future Jeffrey Unerman award for Driving Change in the finance community
- 2021 Fellow, Financial Management Association
- 2020 Thinkers50 Radar
- 2017 Best 40 Under 40 Professors, Poets and Quants
- 2016 Mitsui Distinguished Visitor, University of Michigan
- 2016 Rising Star in Finance (Fordham/NYU/Imperial)
- 2015-8 European Research Council grant for “Long-Term Investing” (€900,000)
- 2013 Meritorious Service Award, *Management Science*
- 2011 Rising Star in Corporate Governance, Yale University’s Millstein Center
- 2009 Inaugural Distinguished Referee Award, *Review of Financial Studies*

Citation count: 17,750 in Google Scholar

SEMINAR PRESENTATIONS

Amsterdam (x2), Arizona, Arizona State (x2), Bank of England, Baruch, Berkeley, Brigham Young, Boston College (x3), Carnegie-Mellon, Cambridge, Cass, Central Bank of Peru, Chicago, Colorado, Columbia (x2), Dartmouth (x2), DePaul, Drexel, Duke, Exeter, Federal Reserve (Board, Cleveland, New York, Philadelphia, Richmond), Frankfurt, Geneva, George Mason, Georgia State (x2), HBS, HEC Paris (x2), HM Treasury, Houston, HKUST, IMF, Imperial, Indiana (x2), INSEAD, Lausanne (x2), LBS (x2), LSE, Maastricht, Mannheim, Maryland (x3), Melbourne, Miami, MIT (x2), National University of Singapore, Norwegian School of Management (x2), Northwestern, Notre Dame, NYU, Ohio State, Oregon, Oxford, PBC Tsinghua, Penn State, Pittsburgh, Reading, Rice, Rochester, Rotterdam, SEC, Singapore Management University, South Carolina, Stanford, Stockholm, Temple, Tilburg, Toronto, Toulouse, Tulane, UBC, UC Irvine, UCLA, UHK, UNC, UNSW, USC, UT Austin, UT Dallas, Utah,

Updated: April 2024

Vanderbilt, Vienna, Virginia, Virginia Tech, Warwick, Wash U, Wharton, Wisconsin, Yale (x3), York

PROFESSIONAL ACTIVITY

Appointments

Blueprint for Better Business: Advisory Council, 2023-

Federal Reserve Bank of Philadelphia: Visiting Scholar, 2010-3

First Sentier MUFG Sustainable Investment Institute: Academic Advisory Board, 2022-

Investor Forum: Non-Executive Director, 2022-

Novo Nordisk: Sustainable Advisory Council, 2024-

Research Affiliates: ESG Advisor, 2018-2020

Royal London Asset Management: Responsible Investment Advisory Committee, 2016-

The Purposeful Company: Steering Group member, 2016-

World Economic Forum: Member of Expert Network on Banking and Capital Markets (2016-); member of Global Future Council on the Future of Responsible Investing (2023-5)

Talks

Co-led a session on Behavioural Economics at the World Economic Forum in Davos

Spoke on Sustainable Economic Growth at the World Economic Forum in Dubai

Testified in House of Commons as part of UK Parliament's inquiry into corporate governance

Financial Reporting Council, launch of revised UK Corporate Governance Code (2018)

Gresham College public lecture series (6 lectures each) on:

- 2018-9: "How Business Can Better Serve Society"
- 2019-20: "Business Skills for the 21st Century"
- 2020-1: "The Psychology of Finance"
- 2021-2: "The Principles of Finance"

Talks At Google, [How Great Companies Deliver Both Purpose and Profit](#)

TED talk, [What to Trust in a Post-Truth World](#), 1.97 million views

- Featured in TED Circles, Nov 2020

TEDx talk, [The Social Responsibility of Business](#), 794,000 views

UN Principles for Responsible Investment, "Reforming Pay to Serve Society" keynote

Presentations to Accenture, AQR, Bank of America, Bank of England, Barclays, Behavioural Insights Team ("Nudge Unit"), Bloomberg, Bridges, BNP Paribas, CFA Institute, Clifford Chance, Coca-Cola, Coutts, CPPIB, Danone, Deloitte, Deutsche Bank, Elliott, Exxon, Federal Reserve, Federated Hermes, Fidelity, Goldman Sachs, Google, Grant Thornton, Guardian Masterclasses, Hg Capital, HM Treasury (UK), IMF, Invesco, Investec, IoD, Linklaters, Lloyds, London Stock Exchange, McDonald's, McKinsey, Morgan Stanley, NatWest, Norges Bank Investment Management, Network Rail, Newton, No. 10 Policy Unit (UK), OECD, Olam, PwC, Rockefeller, SAP, Schroders, SEC, Slaughter and May, Smurfit Kappa, UBS, UN PRI, Unilever, World Bank Distinguished Speaker Series

Miscellaneous

Lead plaintiff in derivative lawsuit against Bazaarvoice (NASDAQ: BV), successfully implementing corporate governance reforms

Columnist for *Economia*, the magazine of the Institute of Chartered Accountants in England and Wales

ACADEMIC SERVICE

Managing Editor: Review of Finance (Jan 2017-Dec 2022). (Editor, Nov 2015-Dec 2016. Associate Editor, Jan 2014-Oct 2015)

Associate Editor: European Financial Management (2012-), Financial Management (2011-4), Journal of Financial and Quantitative Analysis (2012-8), Journal of Financial Economics (2016-), Review of Corporate Finance Studies (2015-), Review of Financial Studies (2011-4)

Association committees

- American Finance Association: Nominating Committee, 2017-8; Director, 2022-5
- Western Finance Association: Vice President-Elect, 2023-4
- Financial Management Association: Academic Director, 2022-5, Chair of Ethics Committee, 2023-
- Financial Intermediation Research Society: Director, 2019-22

Keynote speaker: Brazilian Society of Finance 2015; EFMA 2013, 2021; FMA 2021; GRASFI 2018; LBS Trans-Atlantic Doctoral Conference 2023; Paris Financial Management 2017; Swiss Finance Institute 2016; Tilburg Winter Symposium 2022

TEACHING

LBS – Professor, Corporate Finance (MBA Core, MFA Core)

Excellence in Teaching Award, across all programs: 2018

Best Teacher Award: MFA 2018, MFA 2019, MFA 2020, MFA 2021, MFA 2022, MFA 2023

Best Teacher Award: MBA 2016

MBA Class of 2016, 2019, 2021 Teaching Award

Orientation Speaker to MBA 2017, 2018, 2019, 2022; MFA/MiM/GMiM 2017, 2021

Graduation Speaker to MBA 2017, MBA 2020; MFA 2017, 2018, 2019, 2020; MiM 2017, 2020; MAM 2020

Wharton – Professor, Accelerated Financial Analysis (MBA Core) 2007-10, 12, 13

MBA Excellence in Teaching Award (2010, 12, 13)

MBA Core Teaching Award (2007, 8)

MBA Core Curriculum Award (“goes above and beyond the call of duty”) (2007-10, 12, 13)

MBA Core Curriculum Award (“tough, but we’ll thank you in 5 years”) (2008, 13)

MBA Teaching Commitment and Curricular Innovation Award (2012)

Graduation Speaker to Class of 2014; Faculty Marshal to Class of 2014

Keynote Speaker, 2009 Wharton Welcome Weekend

MIT Sloan – Teaching Assistant, Finance Theory and Options and Futures (MBA, undergrad)

MIT Graduate Teaching Award, 2006-7

MIT Sloan Outstanding Teaching Assistant of the Year, 2004-5

FULL-TIME INDUSTRY EMPLOYMENT

2004	Morgan Stanley – Fixed Income Division (New York). <i>Summer Associate</i>
2001-3	Morgan Stanley – Investment Banking Division (London). <i>Financial Analyst</i>
2000	Chase Manhattan – Global Investment Banking (London). <i>Summer Analyst</i>

SELECTED PRESS COVERAGE

TV interviews

- BBC World News (Business Edition From Davos, World Business Report)
- Bloomberg Surveillance
- Channel 4
- Channel 5
- CNBC (Closing Bell, Squawk Box)
- CNN International (Quest Means Business)
- ESPN Cold Pizza
- Fox Business Network (Money for Breakfast)
- ITV London News
- Reuters TV
- Sky News
- Sky Sports
- Yahoo Finance

Radio interviews

- BBC Five Live (Wake Up To Money)
- BBC London (The Breakfast Show)
- BBC Radio 2 (Simon Mayo Drivetime; The Chris Evans Show)
- BBC Radio 4 (In Business)
- BBC World Service (The World Today, World Business Report)
- NPR (Here and Now)
- Sirius Satellite Radio (Good Company)

Invited articles

- “What Social Responsibilities Should Companies Have? A New Approach” *Wall Street Journal*, 2/10/23
 - Front page of *Journal Report on Leadership in Corporate Social Responsibility*
- “A Progressive’s Case for Getting Rid of ‘ESG’ ” *Wall Street Journal*, 19/8/23
 - Front page of *Journal Report on ESG*
- “How the SEC’s Swaps Proposal Could Choke Off Shareholder Activism.” *Wall Street Journal*, 2/4/22
- “Does Sustainable Investing Really Help the Environment?” *Wall Street Journal* debate with Tariq Fancy, 7/11/21
 - Front page of *Journal Report on Investing in Funds & ETFs*
- “The Social Responsibility of Business Includes Profits” *ProMarket*, 19/10/21
- “No, Boardroom Diversity Does Not Mean Higher Profits” *The Telegraph*, 20/8/21
- “Two Years Later, Has the Business Roundtable Statement Transformed Capitalism?” *ProMarket*, 7/9/21
- “Why Companies Shouldn’t Tie CEO Pay to ESG Metrics” *Wall Street Journal*, 27/6/21
 - Front page of *Journal Report on ESG*
- “What Stakeholder Capitalism Can Learn From Jensen and Meckling” *ProMarket*, 9/5/21
- “How to Give Shareholders a Say in Corporate Social Responsibility” *Wall Street Journal*,

6/12/20

- “Here’s What We Can Learn About Stakeholder Capitalism From Milton Friedman” *World Economic Forum*, 30/10/20
- “What Stakeholder Capitalism Can Learn From Milton Friedman” *ProMarket*, 10/9/20
- “I Wrote, ‘Why Many People Misunderstand Dividends.’ Readers Had a Lot of Comments” *Wall Street Journal*, 5/7/20
- “Why Many People Misunderstand Dividends, and the Damage This Does” *Wall Street Journal*, 8/6/20
- “Future Leaders, Take Note: Finance and Sustainability Go Together” *Financial Times* 17/6/19
- “Three Tips For Breaking Through Bias and Seeing Evidence More Clearly” *World Economic Forum*, 29/5/19
- “Fund Industry Can Flush Out the Closet Trackers” *Financial Times* 8/5/19
- “Should the US Rein In Share Buybacks?” *Financial Times* 9/12/18
- “Stewardship Must Be Embedded Across the Investment Chain” *Financial Times* 20/3/18
- “Corporate Governance Green Paper is a Call To Arms” *Financial Times* 1/9/17
- “Link Executive Pay to Wider Societal Benefits” *Financial Times* 16/2/17
- “Why Purpose is Critical for Long-Term Success” *World Economic Forum*, 7/5/16
- “Should We Pay CEOs With Debt?” *World Economic Forum*, 14/3/16
- “Does Socially Responsible Investing Make Financial Sense?” *Wall Street Journal*, 28/2/16
- “How Much Do Financial Markets Matter?” *World Economic Forum*, 17/2/16
- “How Can We Help Businesses Think Long-Term?” *World Economic Forum*, 12/8/15
- “There Is No Trade-Off Between Purpose and Profit” *Huffington Post*, August 2015
- “Five Ways CFOs Can Focus on the Long Term” *Wall Street Journal Experts*, 24/6/15
- “Why Companies Need To Think Long-Term” *World Economic Forum*, 16/2/15
- “Why Happier Workers Matter More Than You Think” *World Economic Forum*, 16/1/15
- “How Should CEOs Be Paid?” *World Economic Forum*, 13/11/14
- “How to Fix Executive Compensation” *Wall Street Journal*, 27/2/12
 - Front page of *Journal Report on Leadership in Corporate Finance*

MISCELLANEOUS

Languages: English (native), French (advanced), German (advanced), Spanish (operational)

Other Service Activities: Head Running Coach, American Cancer Society Philadelphia (inaugural Nancy Lavelle award for service to ACS); Governor of Dolphin School (England) and trustee of Bursary Fund; Musician at Liberti Church Center City (Philadelphia), Holy Trinity Brompton (London); Advisory Council, Resurgo Trust

Interests: boxing, chess (England international junior team, former British squad champion and London junior champion), ice hockey, rowing, soccer, tennis, triathlon