

CURRICULUM VITAE – Updated 9/23/2009

Charles J. Hadlock

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Personal Data:

Date of Birth: November 7, 1968
Marital Status: Married, Three Children (ages 9, 12, 14)
Citizenship: United States

Fields of Interest: Corporate Finance, Management Incentives and Labor Markets, Capital Structure, Financial Intermediation

Education:

1994 Ph.D., Economics, Massachusetts Institute of Technology,
1989 B.A., University of Michigan, with highest honors and highest distinction (concentration in economics and mathematics)

Academic Appointments:

Michigan State University

Professor of Finance (2008 – current)
Associate Chairperson with Acting Chairperson Responsibilities (2008 –current)
A.J. Pasant Endowed Professor of Finance (2007 - present)
Associate Professor of Finance (2002-2004, 2005-2008)
Philip J. May Endowed Professor of Finance (2002-2004, 2005-2007)
Director of the Ph.D. Program in Finance (2002-2004, 2005-current)
Adjunct Associate Professor of Economics (2002-2004, 2005-2007)
Assistant Professor of Finance (1998-2002, promoted and tenured 7/2002)

University of Michigan (Ann Arbor)

Visiting Professor of Finance (2008)
Visiting Associate Professor of Finance (2002-2003, 2005-2008)

University of Virginia

Associate Professor of Commerce (with tenure) (2004-2005)

University of Illinois (Urbana-Champaign)

Assistant Professor of Finance (1997-1998)

University of Florida

Assistant Professor of Finance (1994-1997)

Academic and Teaching Awards and Honors:

Broad School WMBA Teaching Excellence Award - Class of 2006, Class of 2007
Nominated for Ross School of Business MBA Teaching Excellence Award, 2007/2008
List of top 10 rated MBA instructors at Ross School of Business, 2005/2006
Withrow Emerging Scholar Award, Michigan State University, Fall 2003
Chosen by Broad Weekend MBA students for graduation speech, Fall 2002
Department of Finance teaching excellence award, Michigan State, Fall 1999, Fall 2008
List of excellent teachers at U. Illinois, nominated for MBA teaching award, 1997/1998
Merton Miller Prize for the best paper in the *Journal of Business*, 1997
National Science Foundation Graduate Student Fellowship, 1990-1993
Most outstanding junior and senior in economics prizes, University of Michigan, 1988, 1989

Professional Activities and Organizations:

Associate Editor:

Review of Financial Studies (2008 - current)
Journal of Corporate Finance (2002 - current)
Pacific Basin Finance Journal (2006 - current)
International Review of Economics and Finance (2008 –current)

Reviewer for:

Journal of Finance, *American Economic Review*, *RAND Journal of Economics*, *Review of Financial Studies*, *Journal of Financial Economics*, *Journal of Accounting and Economics*, *Journal of Financial and Quantitative Analysis*, *Journal of Law and Economics*, *Journal of Law, Economics, and Organization*, *Journal of Industrial Economics*, *Journal of Money, Credit, and Banking*, *Journal of Financial Intermediation*, *Journal of Corporate Finance*, *Journal of Empirical Finance*, *Journal of Banking and Finance*, *Journal of Economics and Management Strategy*, *Financial Management*, *Journal of Industrial Economics*, *International Journal of Industrial Organization*, *Quarterly Review of Economics and Finance*, *Review of Industrial Organization*, *Southern Economic Journal*, *Economica*, *Social Sciences and Humanities Research Council of Canada*, *Financial Review*, *Managerial and Decision Economics*, *Pacific Basin Finance Journal*, *B.E. Journal of Economic Analysis and Policy*, *Journal of Sports Economics*

Member:

American Finance Association
Western Finance Association
American Economics Association

Discussant:

UVA Law and Finance Conference, 2007
American Finance Association Meetings, 1998, 2002, 2004, 2006, 2008, 2009
Mitsui Life Symposium, 2005
Washington University JFI Symposium on Corporate Governance, 2004
Texas Finance Festival, 2001
Annual Conference on Finance and Account., 1996, 1997, 1999, 2000
Financial Management Association Meetings, 1997
Winter Meetings of the Econometric Society, 1996

Publications:

“New Evidence on Measuring Financial Constraints: Moving Beyond the KZ Index,” (with J. Pierce), **Review of Financial Studies** (forthcoming).

"Promotions, Turnover, and Performance Evaluation: Evidence from the Careers of Division Managers," Michael S. Cichello, C. Edward Fee, Charles J. Hadlock, Ramana Sonti, **The Accounting Review**, 2009, 84-4, pp. 1119-1143.

"Investment, Financing Constraints, and Internal Capital Markets: Evidence from the Advertising Expenditures of Multinational Firms," (with C. E. Fee and J. Pierce), **Review of Financial Studies**, 2009, 22-6, pp.2361-2392.

"Corporate equity ownership and the governance of product market relationships," (with C. E. Fee and S. Thomas) – **Journal of Finance**, June 2006, 61-3, pp. 1217-1250.

“Promotions in the Internal and External Labor Market: Evidence from Professional Football Coaching Careers,” (with C. E. Fee and J. Pierce), **Journal of Business**, May 2006, 79-2, 821-850.

"Business school rankings and business school deans: A study of nonprofit governance," (with C.E. Fee and J. Pierce), **Financial Management**, Spring 2005, 39, pp. 143-166.

“Management Turnover across the Corporate Hierarchy,” (with C. E. Fee), **Journal of Accounting and Economics**, 2004, Vol. 37, pp. 3-38. (Lead Article)

“Raids, rewards, and reputations in the market for managerial talent,” (with C. E. Fee), **Review of Financial Studies**, Winter 2003, Vol. 16-4, pp. 1311-1353.

“Bargaining when Exchange Affects the Value of Future Trade,” (with T. Lewis), **Journal of Economics and Management Strategy**, Winter 2003, Vol. 12-4, pp. 557-589.

“CEO Careers in Regulated Environments: Evidence from Electric and Gas Utilities,” (with D. S. Lee and R. Parrino), **Journal of Law and Economics**, October 2002, Vol. 45, pp. 535-563.

“Do Banks Provide Financial Slack?” (with C. James), **Journal of Finance**, June 2002, Vol. 57-3, pp.1383-1419.

“Corporate Structure and Equity Offerings: Are there Benefits to Diversification?” (with S. Thomas and M. Ryngaert), **Journal of Business**, October 2001, Vol. 74-4, pp. 613-635.

“Management Turnover and Product Market Competition: Empirical Evidence from the U.S. Newspaper Industry,” (with C. E. Fee), **Journal of Business**, April 2000, Vol. 73, pp. 205-243.

“The role of managerial incentives in bank acquisitions,” (with J. Houston and M. Ryngaert), **Journal of Banking and Finance**, February 1999, Vol. 23, pp. 221-249.

“Ownership, Liquidity, and Investment,” **RAND Journal of Economics**, Autumn 1998, Vol. 29, pp. 487-508.

“Compensation, Turnover, and Top Management Incentives,” (with G. Lumer), **Journal of Business**, April 1997, Vol. 70, pp. 153-187. (lead article, Miller prize winning paper).

Working Papers

"What happens in acquisitions: Evidence from brand ownership changes and advertising investment,"
C. Edward Fee, Charles J. Hadlock, Joshua R. Pierce [Status: under submission]

"Financial Strength and Product Market Competition: Evidence from Asbestos Litigation," Charles J.
Hadlock and Ramana Sonti [Status: under submission]

Invited Paper Presentations:

Arizona State University
Columbia University
Dartmouth College
Federal Reserve Bank of Cleveland
Federal Reserve Bank of Chicago
Federal Reserve Bank of New York
Federal Reserve Board of Governors
George Mason University
George Washington University
Loyola University of Chicago
Louisiana State University
Michigan State University (2)
Northwestern University
New York University
Ohio State University
Pennsylvania State University
Purdue University (2)
Southern Methodist University
Temple University
Texas A&M
Texas Tech. (scheduled)
Tulane University
University of Alabama
University of Delaware

University of Florida
University of Georgia
University of Illinois (2)
University of Michigan (3)
University of North Carolina
University of Notre Dame
University of Oregon
University of Pittsburgh
University of Rochester
University of Texas at Austin (2)
University of Western Ontario
Washington University (St. Louis)
Wayne State University
1998 ASSA Meetings
1998 NBER Corporate Finance Summer Inst.
1999, 2006 Western Finance Association Meetings
2002, 2005 American Finance Association Meetings

Teaching:**Courses Taught**

Undergraduate: Investments, Advanced Corporate Finance, Cases in Corporate Finance

MBA: Introductory (Core) Finance, Advanced Corporate Finance, Financial Strategies,
Mergers and Acquisitions, Financial Restructuring

Ph.D.: Corporate Finance, Game Theory

Teaching Ratings

(Averages for the past five years, all ratings converted to a 5 point scale, 5 = highest)

Average Undergraduate Teaching Rating: 4.8

Average Required Course MBA Teaching Rating: 4.7

Average Elective Course MBA Teaching Rating: 4.9

Service:

Associate Chairperson (2008-current)

Director of doctoral program in finance (2003-2004, 2005-current)

College doctoral committee (2003-2004, 2005-current)

College master's program committee (2003-2004, 2005-2006)

College research committee (2006 - current)

College undergraduate program committee (2000-2002)

Weekend MBA curriculum review committee (2003-2004, 2006-2007)

Weekend MBA Task Force (2007-2008)

Chairperson of committee for 5-year review of Finance Department Chairperson (2003/2004)

Chairman of 6 Ph.D. dissertations at MSU and member of 18 other MSU dissertation committees

Member of 3 dissertation committees at the University of Michigan -- Ann Arbor

Consulting:

U.S. Steel Workers, 2005, Prepared report and provided deposition testimony concerning alleged damages from Titan International's disrupted bank relationship during strike activities

(Titan Intl., et. al. vs. George Becker, et. al., U.S. Dist. Court, Central Ill., No: 00-CV-3257)

Executive Education:

CorrChoice division of Greif, Inc. -- Financial Management for Senior Managers, 2008