

Curriculum Vitae ZENU SHARMA

RESEARCH INTERESTS

Climate Change, Executive Compensation, Innovation, and Capital Structure.

PROFESSIONAL EXPERIENCE

2019-Current	Assistant Professor of Finance, St John's University
2018-2019	Visiting Professor, Rensselaer Polytechnic Institute, NY
2011-2018	Assistant Professor, Long Island University, NY
2009-2011	Assistant Professor, EDHEC Business School, France
2004-2009	Research Assistant, Rensselaer Polytechnic Institute, NY
1999-2004	PNB Gilts (Primary Dealer); ICICI Bank (Bank), India
Visiting Scholar	Fordham University (May-Aug 2019) University of International Business and Economics, China (June 2017) Bank of Finland, Finland (June 2013) Vrije University, Netherlands (March 2008)

EDUCATION

2004-2009	PhD – Finance, Rensselaer Polytechnic Institute
1997-1999	MS in Finance, Punjab University, Chandigarh, India
1994-1997	Bachelor of Commerce, Punjab University, Chandigarh, India
Summer Institute	Centre for Financial Studies- Frankfurt, Germany (Aug 2007)

PUBLICATIONS

1. Gender Pay Gap in American CFOs-Theory and Evidence (with Bill Francis, Iftekhar Hasan, and Gayane Hovakimian) - *Journal of Corporate Finance*, 2022.
2. Investment management post-COVID, post-global warming, post resource depletion (with Frank Fabozzi and Sergio Focardi) - *Journal of Portfolio Management*, 2021.
3. Global syndicated lending during the COVID-19 pandemic (with Iftekhar Hasan and Panagiotis Politsidis) -*Journal of Banking and Finance*, 2021.
4. Firm Social Networks, Trust, and Security Issuances (with Ming Fang, Iftekhar Hasan, and An Yan) - *European Journal of Finance*, 2020.
5. The Impact of Organization Capital on Firm Innovation (with Bill Francis, Suresh Mani, and Qiang Wu) - *Journal of Financial Stability*, 2020.
6. Platform building in Initial Coin Offering Market: Empirical Evidence (with Yun Zhu) - *Pacific-Basin Finance Journal*, 2020.
7. Motivating high-impact innovation: Evidence from managerial compensation contracts (with Bill Francis, Iftekhar Hasan, and Maya Waisman) - *Financial Markets, Institutions, and Instruments*, 2019.
8. The impact of business group affiliation on stock price informativeness: Evidence from an emerging market (with Douglas Dyer, Mel Küllü, and Gokhan Yilmaz) - *Financial Markets, Institutions, and Instruments*, 2019.

9. Corporate social responsibility (CSR) practices by SIN firms: Evidence from CSR activity and disclosure (with Liang Song) - *Asian Review of Accounting*, 2018.
10. Is there a bright side to government banks? Evidence from the global financial crisis (with Y. Chen, Y. Chen, C. Lin) - *Journal of Financial Stability*, 2016.
11. Board Composition and Innovation - *Applied Finance Letters*, 2016.
12. When do pay spreads influence firm value? (with Weihua Huang) - *Applied Financial Economics*, 2014.
13. Asymmetric benchmarking of pay in firms (with Bill Francis, Iftekhar Hasan, and Kose John) - *Journal of Corporate Finance*, 2013.
14. Do Banks Value Innovation? Evidence from US Firms (with Bill Francis, Iftekhar Hasan, Ying Huang) - *Financial Management*, 2012.
15. Environmental corporate social responsibility and financial performance: Disentangling direct and indirect effects, (with Abraham Lioui) - *Ecological Economics*, 2012.
16. Leverage and growth: Effect of stock options (with Bill Francis and Iftekhar Hasan) - *Journal of Economics and Business*, 2011.
17. Pay disparity and innovation: Evidence from firm-level data - *International Journal of Banking, Accounting and Finance*, 2011.

REVISE AND RESUBMIT

1. Climate change and Debt Specialization (with Bill Francis, Iftekhar Hasan, Chunxia Jiang, and Yun Zhu). R&R at the *British Accounting Review*.

WORKING PAPERS

2. Bank Stress Test and Executive Pay (with Raffi E Garcia and Johan Maharajan)
3. The Big Three, Climate Change and Innovation (with Bill Francis and Maya Waisman)
4. International Corporate Debt Structure: Evidence from the COVID-19 Shock (with Bill Francis and Raffi E Garcia)
5. CEO Pay duration and CO2e emissions (solo-authored).

CONFERENCE AND SEMINAR PRESENTATIONS

1. Impact of COVID-19 on Corporate Debt Structure: Cross Country Evidence - 2020, Global Economy and Financial Sector beyond COVID-19 – International Webinar, Indonesia.
2. The Global Blockchain Congress -2019 -Blockchain Research and Education: Reducing the Blockchain Knowledge Gap Panel, Malaga, Spain.
3. Impact of Societal Trust On R&D Across the World- 2018, Financial Management Association, San Diego, U.S.A.
4. Motivating Innovation: Evidence from Chief Executive Officer Compensation Contracts - 2017, Financial Management Association, Boston, U.S.A.
5. Incentives and Innovation: Evidence from CEO Compensation Contracts - 2015, Financial Management Association, Orlando, U.S.A.
6. Financial Contracting – Case of BRICS - 2013, Bank of Finland, Helsinki, Finland.
7. Incentives and Innovation: Evidence from CEO Compensation Contracts –2013, Twenty Years after Cadbury, Ten Years after Sarbanes-Oxley: Challenges of Corporate Governance, Bath, UK.

8. Environmental Corporate Social Responsibility and Firm Value - 2011, Financial Management Association, Denver, U.S.A.
9. Do Pay Spreads Generate Incentives - 2011, China International Conference in Finance, Wuhan, China.
10. Leverage and growth: Effect of options - 2010, Financial Management Association, New York City, U.S.A
11. Do Incentives Commit Managers: Evidence from Effect of Leverage on Growth - 2009, Maastricht University, Maastricht, Netherlands.
12. Do Incentives Commit Managers: Evidence from Effect of Leverage on Growth - 2009, Tor Vergata Conference, Rome, Italy.
13. Do Incentives Commit Managers: Evidence from Effect of Leverage on Growth - 2009, Financial Management Association, Nevada, U.S.A.
14. The bright side of asymmetric benchmarking of pay: Evidence from top management team members, Doctoral Consortium-2008, Financial Management Association, Texas, U.S.A
15. Pay-Gap and Total Factor Productivity - 2008, Financial Management Association, Texas, U.S.A.
16. Pay-Gap and Total Factor Productivity - 2008, Poster Presentation for Graduate Accepted Student Celebration, Rensselaer Polytechnic Institute.
17. Pay-Gap and Total Factor Productivity - 2008, Vrije University, Amsterdam, Netherlands.
18. Pay-Gap and Total Factor Productivity - 2007, Centre for Financial Studies-European Corporate Governance Training Network Summer School, Eltville, Germany.
19. Leverage, Growth and Managerial Compensation - 2007, Financial Management Association, Orlando, U.S.A.

INVITED BOOK CHAPTER

- Platform Development in Blockchains, Risks, and Regulation with Yun Zhu

INVITED BLOG CONTRIBUTION

- Columbia Law School – Blue Sky Blog
<https://clsbluesky.law.columbia.edu/2020/11/12/bank-lending-during-the-covid-19-pandemic/>

TEACHING EXPERIENCE

Fintech

- Crypto investment and trading strategies (2022-23, UG)
- Introduction to FinTech (2018-23) (G/UG)
- Fintech: Machine Learning (2019-23) (G)

Corporate Finance

- Mergers, Acquisitions, and Corporate Takeovers, 2011- 2017 (G)
- Investments, 2011- 2018 (UG)
- Derivatives, 2017 (UG)
- Foundations of Finance, 2018-2022 (UG)
- Corporate Finance, 2013 (UG)
- Corporate Finance and Asset Markets, 2010 (G)
- Principles of Corporate Finance, 2009 (G)
- Financial Management, 2009, 2016 (G)
- Options, Futures and Derivatives, 2007 (G)
- Principles of Finance, 2016 (G)

Money and Banking

- Money, Banking and Capital Markets, 2011- 2018 (G)
- Economics and Business Decisions, 2015 (G)
- Financial Markets and Institutions, 2011- 2018 (G)

Others

- International Finance, 2007 (Both G and UG Levels)
- Master Honors Thesis Supervisor/Assessor – 15
- Intermediate Accounting (2018) (UG)
- Financial Accounting (2017-18) (UG)
- Managerial Accounting (2017) (UG)
- Introduction to Accounting & Financial Management (2018) (G)

HONORS AND AWARDS

- Ellis and Karin Chingos '37 Fellowship Award, RPI, Troy, NY (2004-2005)
- Travel Grant - CFS-ECGTN Summer School – Corporate Governance and Capital Markets, Eltville, Germany (2007)
- Teaching and Research Assistantship, Lally School of Management and Technology, RPI, Troy, NY (2005-2008)
- Founders Award: Best Graduate Student at RPI, 2008

SERVICE

Teaching

- New Minor Design – FinTech Minor, St John's University, 2022.
- New Course Design – Crypto Assets and Trading Strategies – and Student Managed Blockchain Fund, St John's University, 2022.
- New Course Design – Fintech ■ Machine Learning, St John's University, 2021.
- New Program Design –Corporate Finance Master program, EDHEC Business School, 2010

Academia

- Review Editor – Frontiers in Applied Mathematics and Statistics, 2012.
- Discussant at Twenty Years after Cadbury, Ten Years after Sarbanes-Oxley: Challenges of Corporate Governance, 2013.
- Discussant at Annual Financial Management Conference, 2006 - 2021
- Reviewer for *Financial Management Association, International Journal of Banking, Accounting, and Finance, Singapore Economic Review, Managerial Finance, International Review of Environmental and Resource Economics, Journal of Business Management and Change, Economics Letters, Applied Financial Economics, Asian Accounting Review, Journal of Economics and Business, Journal of Financial Stability, Applied Finance Conference, Sustainability, International Review of Economics and Finance, Quarterly Review of Economics and Finance, Journal of Banking and Finance, China Accounting and Finance Review.*

Other

- Organized the Fin&Tech Conference at St John's University in 2022.
- Organized the Regulatory Uncertainty in the Cryptocurrency Markets at the Applied Finance Conference at St John's University in 2023.