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Kenan-Flagler Business School  
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**Professional Experience:**

- 2016 – Present Associate Professor of Finance, Kenan-Flagler Business School,  
University of North Carolina
- 2008 – 2015 Assistant Professor of Finance, Kenan-Flagler Business School,  
University of North Carolina

**Editorships:**

- 2017 – Present Associate Editor of the *Review of Finance*
- 2017 – Present Editorial Advisory Board of the *Journal of Participation and  
Employee Ownership*

**Education:**

- 2002-2009 Ross School of Business at the University of Michigan  
PhD
- 2000-2002 Ross School of Business at the University of Michigan  
Masters in Business Administration  
Graduated with high distinction
- 1993-1997 Dartmouth College  
Bachelor of Arts

**Refereed Journal Papers:**

Mueller, Ouimet and Simintzi. 2017. *Within Firm Pay Inequality*, Review of Financial Studies, forthcoming.

Mueller, Ouimet and Simintzi. 2017. *Wage Inequality and Firm Growth* American Economic Review P&P, forthcoming.

Aldatmaz, Ouimet and Van Wesep. 2018. *The Option to Quit: The Effect of Employee Stock Options on Turnover* Journal of Financial Economics, 127, 136-151.

Ouimet and Zarutskie. 2014. *Who Works for Startups? The Relation between Firm Age, Employee Age and Growth* Journal of Financial Economics 112, 386-407.

Kim and Ouimet. 2014. *Employee Stock Ownership Plans: Employee Compensation and Firm Value* Journal of Finance 69: 1273-1319.

Ouimet. 2013. *What Motivates Minority Acquisitions? The Trade-Offs between a Partial Equity Stake and Complete Integration* Review of Financial Studies 26: 1021-1047.

Chari, Ouimet and Tesar. 2010. *The Value of Control in Emerging Markets* Review of Financial Studies 23: 1741-1770.

Brophy, Ouimet, and Sialm. 2009. *Hedge Funds as Investors of Last Resort?* Review of Financial Studies 22: 541-574.

### **Working Papers:**

*Learning from Coworkers: Peer Effects on Individual Investment Decisions* (with Geoff Tate)

Revise and Resubmit at the **Journal of Finance**

*Acquiring Labor* (with Rebecca Zarutskie)

2<sup>nd</sup> Round Revise and Resubmit at the **Review of Financial Studies**

*The Cross-section of Non-wage Amenities: Who Uses Them and Why?* (with Tim Liu, Christos Makridis and Elena Simintzi)

Reject and Resubmit at the **Review of Financial Studies**

*Binding Labor Contracts, the 2008 Financial Crisis, and Firm Outcomes* (with Elena Simintzi)

*Going Entrepreneurial? IPOs and New Firm Creation* (with Tania Babina and Rebecca Zarutskie)

*Mergers and Acquisitions, Technological Change and Inequality* (with Wenting Ma and Elena Simintzi)

*Investor Experience and Attention: The Effect of Financial Shocks on Individual Trading Decisions* (with Geoffrey Tate)

*Entrepreneurial Wages* (with Tania Babina, Wenting Ma and Rebecca Zarutskie)

*Understanding Entrepreneurship: Facilitating Academic Research with a Shared Data Repository* (with Greg Brown, David Robinson and Ted Zoller)

**Conference Presentations (including by co-authors):**

2018: American Finance Association Annual Meeting, Philadelphia (discussion and paper presentation), Kelso workshop, Newark (discussion and paper presentation), Kenan Institute Frontiers of Entrepreneurship conference, West Palm Beach (session chair), RCFS conference, Baha Mar, Bahamas (discussion), Third Annual “Smokey” Mountain Finance Conference, Asheville NC (scheduled), Society of Labor Economists Annual Meeting, Toronto Canada (scheduled), IZA World Labor Conference, Berlin Germany (scheduled), SFS Cavalcade, New Haven CT (scheduled), Texas Finance Festival, Austin TX (scheduled), Western Finance Association Annual Meeting, Coronado, CA (scheduled).

2017: American Finance Association Annual Meeting, Chicago; American Economic Association Annual Meeting, Chicago; Kelso Workshop, New Brunswick (paper and 2 discussions); Midwest Finance Association Chicago IL (paper presentation and discussion); Kenan Institute Frontiers in Entrepreneurship Research, Chapel Hill NC; FIRS, Hong Kong (3 papers); SFS Cavalcade, Nashville TN (3 papers and a discussion), Society for Institutional and Organizational Economics conference at Columbia University, NY; The Changing Role of Stock Markets in Capital Formation organized by the Vincent C. Ross Institute of Accounting Research and the Salomon Center for the Study of Financial Institutions at NYU, NY; Society of Labor Economists, Raleigh, NC; Western Finance Association Annual Meeting, Whistler, Canada (paper, discussion, session chair); 27th Mitsui Finance Symposium: Labor and Corporate Finance, Ann Arbor MI (discussant); 20<sup>th</sup> ICEF Anniversary Economics Conference, Moscow Russia; Washington University Corporate Finance Conference, St. Louis MO (discussion), UC Davis GSM Symposium on Inequality, Davis CA; Tuck Private Equity and Entrepreneurship Research Conference, Hanover, NH, Beyster Symposium, La Jolla CA, 28th Annual Conference on Financial Economics & Accounting, Philadelphia, PA, Labor and Finance Group, Tempe AZ.

2016: American Finance Association Annual Meeting, San Francisco CA; SMLR Fellowship Program Workshop; the 2<sup>nd</sup> Caltech/USC Private Equity Finance Conference (discussion); Society of Labor Economists (SOLE) annual conference, Seattle; Mitsui Finance Symposium, Ann Arbor; SFS Finance Cavalcade, Toronto (session chair); Tsinghua Finance Workshop, Beijing (discussant and paper presentation); Darden and Cambridge Judge Entrepreneurship and Innovation Research Conference, Washington DC; University of Washington Summer Finance Conference, Seattle (discussion); CSEF-EIEF-SITE Conference on Finance and Labor; NBER Corporate Finance, Boston MA (discussion); Beyster Symposium, La Jolla CA, NBER Productivity Seminar, Boston MA; 28th Annual Conference on Financial Economics & Accounting, Philadelphia, PA.

2015: NBER Entrepreneurship Working Group, FRBNY/JAE joint conference, Economics of Culture: Balancing Norms against Rules, Labor and Finance Group, Nashville TN; CSEF-EIEF-SITE Conference on Finance and Labor, Rome Italy (discussant); Workshop on the “The Economics of Corporate Ownership”, Vaxholm Sweden (discussant and paper presentation); Society for Labor Economists (SOLE) annual conference, Montreal Canada; FSU SunTrust Beach Conference, Destin FL; SFS Finance Cavalcade, Atlanta GA; Western Finance Association, Seattle WA (discussant); NBER Summer Institute (discussant).

2014: American Economic Association Annual Meeting, Philadelphia PA (discussant); UBC Summer Conference; Conference on Finance, Organization, and Markets, Los Angeles, CA.

2013: 1st CSEF Conference on Finance and Labor, Capri Italy; 21st Mitsui Finance Symposium, Ann Arbor MI; Mid-Year Fellows Workshop in Honor of Louis O. Kelso, New Brunswick NJ; 24th Annual Conference on Financial Economics and Accounting, Chapel Hill NC (discussant)

2012: 6<sup>th</sup> Jackson Hole Finance Conference, Jackson Hole, WY; FIRS, Minneapolis, MN; WFA, Las Vegas NV, Society of Labor Economists Annual Meeting, Chicago IL; Advances in Research with Census and NIHS Microdata, Athens GA

2011: Beyster Conference on Employee Ownership, New Jersey; 2011 Census Research Data Center Conference, Minneapolis, MN; Triangle Census Research Center 4<sup>th</sup> Annual Research Conference, Durham, NC; American Economic Association Annual Meeting, Denver CO

2010: American Finance Association Annual Meeting, Atlanta GA; Early Career Women in Finance Conference, Vancouver, BC; Labour and Finance Conference, Oxford UK; NBER Summer Institute, Boston, MA

2009: Conference on Financial Economics and Accounting, Piscataway NJ; Western Finance Association Meetings, San Diego CA; ISCTE Mergers & Acquisitions Conference, Lisbon, Portugal; COPPEAD Corporate Governance in Emerging Markets Conference, Sao Paulo, Brazil

2008: Frank Batten Young Scholars Conference, Williamsburg, VA; Understanding Corporate Governance, Fundacion Ramon Areces, Madrid, Spain; Western Finance Association Meetings, Waikoloa, Hawaii (discussant); UNC-Duke Corporate Finance Conference (discussant), Chapel Hill, NC; Census Research Data Centers Annual Conference, Durham, NC.

2007: European Finance Association, Ljubljana, Slovenia (paper presentation and discussant)

2006: The Financial Intermediation Research Society Conference, Shanghai, China.

2005: NBER Productivity Program, Cambridge, Massachusetts; The Batten Institute at the Darden Graduate School of Business Administration 4<sup>th</sup> annual Conference on Emerging Markets Finance, Charlottesville, VA; Tenth Mitsui Life Symposium on Global Financial Markets, Ann Arbor, Michigan; Western Finance Association Annual Meeting, Portland, Oregon; European Finance Association Annual Meeting, Moscow, Russia

2004: European Financial Management Association Meetings, Basel Switzerland; NBER Summer Institute, Cambridge, Massachusetts; European Finance Association Annual Meeting, Maastricht, Netherlands; Rutgers Conference on Financial Innovation, New York, NY

**Invited Seminars:**

2018: HEC (scheduled), Tsinghua PBC (scheduled), Notre Dame (scheduled), Chicago (scheduled)

2017: University of Amsterdam, Georgia State University, Singapore Management University, The Chinese University of Hong Kong, National University of Singapore, Hong Kong University, Georgia Tech; Yale, SEC, University of Alberta, Cornell, Dartmouth

2016: NC State, Minnesota's Carlson School of Management, George Mason; University of Virginia; Indiana University

2015: University of Michigan

2014: University of Illinois, Vanderbilt University

2013: Harvard Business School, University of Georgia

2010: University of Maryland

2009: North Carolina State University, Washington University at Saint Louis

2008: Arizona State University, Boston College, Columbia University, Dartmouth College, Duke University, Harvard University, Indiana University, Michigan State University, Rochester University, United States Bureau of Census, University of California at Los Angeles, University of California at Irvine, University of North Carolina, University of Southern California, University of Washington, Vanderbilt University, Washington University at Saint Louis

**Books and Chapters:**

Aldatmaz and Ouimet. 2011. The Determinants and Consequences of Broad-Based Stock Option Plans: The View from Economics and Finance in **Employee Ownership and Shared Capitalism New Directions and Research**, Labor and Employment Relations Association Series, edited by Edward J. Carberry.

**Selected Media:**

“3 Cities That Have Found the Secret Sauce for Startup Success” Entrepreneur magazine, August 2015 <http://www.entrepreneur.com/article/248182>

“The Bigger, the Less Fair” The Economist, March 2015  
<http://www.economist.com/news/finance-and-economics/21646266-growing-size-firms-may-help-explain-rising-inequality-bigger>

“When Workers are Owners” The Economist, August 2015.

**Honors:**

Teaching All Star (2010-2011, 2012-2013, 2013-2014, 2015-2016, 2016-2017)  
Senior Fellow at the School of Management and Labor Relations at Rutgers for 2017-2018 (\$15,000)  
J. Robert Beyster Fellow (2010) (\$25,000)  
Rutgers Fellowship (2009) (\$5,000)  
PhD Emeriti Fellowship Award (awarded to top dissertation at Ross School of Business)  
Racham Predoctoral Fellowship (University-wide award given to top students)  
Neary Scholarship (awarded for exceptional performance in the PhD doctoral program)  
Allen Gilmour Fellowship in Finance (awarded to an outstanding student in Finance)  
Mitsui Life Award for Best First Year Performance  
Graduate Fellowship at UMBS (2002 – 2006)  
Rodkey Fellowship at UMBS (2002 – 2006)  
Henry Ford II Scholar (awarded for highest GPA overall in MBA program)  
Citibank Academic Excellence Scholar (awarded for highest GPA in MBA program section)  
MBA2 Scholar (awarded for leadership and commitment to the academic community)

**PhD Committee Member:**

Chang Hyun “CH” Kim (Singapore Management University) *strategy*

Serdar Aldatmaz (George Mason)

Han Xia (UT Dallas)

Tania Babina (Columbia University)

Chanil Boo (Lehman College, CUNY) *marketing*

**Professional Service:**

**Ad Hoc Referee:** Journal of Banking and Finance, Journal of Corporate Finance, Journal of the European Economic Association, Journal of Finance, Journal of Financial Economics, Journal of Financial Intermediation, Management Science, Review of Corporate Finance Studies, Review of Finance, Review of Financial Studies

**Program Committee:** Western Finance Association, European Finance Association, FIRS, SFS Cavalcades, CSEF Conference on Finance and Labor, CSEF-EIEF-SITE Conference on Finance and Labor; 27th Mitsui Finance Symposium: Labor and Corporate Finance, SFS Finance Cavalcade Asia-Pacific; the 15<sup>th</sup> Annual Conference on Corporate Finance at Washington University in St. Louis, The Midwest Finance Association (track chair)

**Co-organized:** 28<sup>th</sup> Mitsui Finance Symposium: Labor and Corporate Finance; The 2015 UNC-Duke Corporate Finance conference; The 2015 Junior Faculty Finance Roundtable; The 2013 UNC-Duke Corporate Finance conference; The 2013 Junior Faculty Finance Roundtable; Labor and Finance Group (founding board member)

**Judge:** Investment for Impact Research Prize, 2017, 2018.

Last updated 2/2018