

# Daehyun Kim

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## Education

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**University of Texas at Austin, McCombs School of Business**  
Doctor of Philosophy 2016

**University of North Carolina at Chapel Hill, Kenan-Flagler Business School**  
Bachelor of Science in Business Administration 2004

## Academic Appointments

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**University of Maine, Maine Business School**  
Assistant Professor of Accounting September 2025 – Present

**University of Toronto, Rotman School of Management**  
Assistant Professor of Accounting July 2016 – August 2025

## Research Interests

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- Corporate Governance; Board of Directors; Shareholder Control; Environmental, Social, and Governance

## Research

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### Publication

- "The Impact of Board Environmental Expertise and Social Engagement on Firm Environmental Performance" (with Michael J. Marin, Gordon D. Richardson, Steven E. Salterio, and Albert Tsang), 2023, *Accountability in a Sustainable World Quarterly*, 1(4): 118-128.
- "Modeling Board Governance, Environmental Expertise, and Social Engagement Effects on Firm Environmental Performance: Panel Data Evidence" (with Michael J. Marin, Gordon D. Richardson, Steven E. Salterio, and Albert Tsang), 2023, *Journal of Contemporary Accounting & Economics*, 19(2): 100364.
  - Citation Count: 21 (Google Scholar); 10 (Web of Science)
- "Gender Diversity on Corporate Boards: Do Women Contribute Unique Skills?" (with Laura T. Starks), 2016, *American Economic Review*, 106(5): 267-271.
  - Citation Count: 649 (Google Scholar); 386 (Web of Science)
  - Cited by a number of policy reports, including the 2018 *Report of the United Nations Secretary-General's High-Level Panel on Women's Economic Empowerment*

## Working Papers

- "Board Classification and Shareholder Value: Evidence from Corporate Law Amendments"
- "Board Expertise Heterogeneity and Firm Performance" (with Laura T. Starks)

## Work-in-Progress

- "Underrepresentation of Women on Boards: Supply or Demand Issue?" (with Laura T. Starks)
- "Board Governance and the Quality of Regulatory Disclosure: Evidence from the SEC Proxy Disclosure Enhancements"
- "Which CEO Characteristics Affect Board Gender Diversity?" (with Alex L. Priest and Laura T. Starks)
- "Do Bank Risk Committees Effectively Manage Risk?"

## Teaching Interests

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- Managerial Accounting; Data Analytics

## Teaching

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### University of Maine, Maine Business School

- Principles of Managerial Accounting (Undergraduate) Fall 2025 (In Progress)

### University of Toronto, Rotman School of Management

- Managerial Accounting I (Undergraduate) Every Fall 2018-2024
  - Instructor Rating (Max Scale: 5)
    - Fall 2024: 4.9; 4.9; 4.9
    - Fall 2023: 4.8; 4.9
    - Fall 2022: 4.9; 4.9; 4.9
    - Fall 2021: 5.0; 5.0; 4.9
    - Fall 2020: 4.7; 4.8; 4.8
    - Fall 2019: 4.6; 4.7; 4.1
    - Fall 2018: 4.5; 4.6; 4.8
  - Rotman School of Management Teaching Award: 2019, 2020, 2021, 2022, 2023, 2024, 2025
- Managerial Accounting (Full-Time MBA) Winter 2017 & Winter 2018
  - Instructor Rating (Max Scale: 7)
    - Winter 2018: 5.7; 4.1; 4.3
    - Winter 2017: 5.5; 5.5; 5.3

### University of Texas at Austin, McCombs School of Business

- Fundamentals of Managerial Accounting (Undergraduate) Summer 2014
  - Instructor Rating (Max Scale: 5)
    - Summer 2014: 4.3
  - Nominated for the Fred Moore Assistant Instructor Award for Teaching Excellence: 2014

## Professional Activities

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### Invited Conference/Seminar Presentations

- University of Maine; May 2025
- McMaster Accounting Research Symposium; McMaster University; May 2025
- University of Toronto; Oct. 2020
- University of Illinois/PwC Young Scholars Research Symposium; University of Illinois; Apr. 2019
- Yonsei University; Mar. 2019
- Seoul National University; Mar. 2019
- Korea Advanced Institute of Science and Technology/Korea University; Mar. 2019
- Research Roundtable on Gender and the Economy; University of Toronto; Nov. 2018
- ReUnite at Rotman – Governance Panel; University of Toronto; Oct. 2018
- Canadian Law and Economics Association Annual Meeting; Toronto, ON; Sept. 2018
- Institute for Gender and the Economy Partner Meeting; University of Toronto; Feb. 2018
- Conference on Convergence of Financial and Managerial Accounting Research; University of Calgary; June 2017
- American Accounting Association Financial Accounting and Reporting Section Midyear Meeting; Charlotte, NC; Jan. 2017
- Research Roundtable on Gender and the Economy; University of Toronto; Nov. 2016
- Conference on Financial Economics and Accounting; University of Toronto; Sept. 2016
- University of Toronto; Sept. 2016
- Southern Methodist University; Feb. 2016
- Michigan State University; Feb. 2016
- University of Minnesota–Twin Cities; Feb. 2016
- University of Texas at Dallas; Feb. 2016
- University of North Carolina at Chapel Hill; Feb. 2016
- University of Toronto; Jan. 2016
- American Accounting Association Financial Accounting and Reporting Section Midyear Meeting; Newport Beach, CA; Jan. 2016
- London Business School; Jan. 2016
- Arizona State University; Jan. 2016
- American Economics Association Annual Meeting (Jointly with Co-Author); San Francisco, CA; Jan. 2016
- Australasian Finance and Banking Conference – PhD Forum; University of New South Wales; Dec. 2015
- University of Texas at Austin; Oct. 2015
- Haskell & White Corporate Reporting and Governance Conference; California State University, Fullerton; Sept. 2015
- IFABS Oxford Corporate Finance Conference; University of Oxford; Sept. 2015
- Conference on Convergence of Financial and Managerial Accounting Research; University of Calgary; June 2015
- University of Texas at Austin; Sept. 2013

### Invited Conference Discussions

- American Finance Association Annual Meeting; San Francisco, CA; Jan. 2025
- Conference on Financial Economics and Accounting; New York University; Nov. 2019
- Canadian Academic Accounting Association Annual Conference; Calgary, AB; June 2018

- American Accounting Association Financial Accounting and Reporting Section Midyear Meeting; Austin, TX; Jan. 2018
- American Accounting Association Financial Accounting and Reporting Section Midyear Meeting; Charlotte, NC; Jan. 2017

### **Invited Conference Participations**

- Journal of Contemporary Accounting & Economics; University of Texas at Arlington (Online); Jan. 2023
- McMaster Accounting Research Symposium; McMaster University; Apr. 2022
- Contemporary Accounting Research Conference; Online; Oct. 2021
- Rotman Accounting Research Conference; University of Toronto (Online); Aug. 2021
- McGill Accounting Research Conference; McGill University (Online); May 2021
- Research Roundtable on Sustainable Finance; University of Toronto (Online); Feb. 2021
- Contemporary Accounting Research Conference; Online; Nov. 2020
- Capital Markets Institute Panel at Rotman; University of Toronto; Feb. 2020
- Contemporary Accounting Research Conference; Ottawa, ON; Oct. 2019
- Institute for Gender and the Economy Partner Meeting; University of Toronto; Sept. 2019
- Rotman Accounting Research Conference; University of Toronto; Aug. 2019
- McGill Accounting Research Conference; McGill University; May. 2019
- Research Roundtable on Sustainable Finance; University of Toronto; Apr. 2019
- Rotman Accounting Research Conference; University of Toronto; Aug. 2018
- Research Roundtable on Gender and the Economy; University of Toronto; Nov. 2017
- Rotman Accounting Research Conference; University of Toronto; Aug. 2017
- NYU/Penn Conference on Law and Finance; New York University; Feb. 2017
- Stanford-Rotman Corporate Governance Day; University of Toronto; Nov. 2016
- Research Roundtable on CSR/Sustainability; University of Toronto; Nov. 2016
- Contemporary Accounting Research Conference and IASB Research Forum; University of Waterloo; Oct. 2016
- Rotman Accounting Research Conference; University of Toronto; Aug. 2016
- McCombs Accounting Research Conference on Experimental Research in Accounting; University of Texas at Austin; Apr. 2015
- NASD OMX Conference on Capital Markets (McCombs Accounting Research Conference on Accounting, Law, and Corporate Governance); University of Texas at Austin; Mar. 2014
- American Accounting Association Financial Accounting and Reporting Section Midyear Meeting & Doctoral Consortium; Houston, TX; Jan. 2014
- McCombs Accounting Research Conference on Analytical Research in Accounting; University of Texas at Austin; Mar. 2012
- McCombs Accounting Research Conference on Empirical Archival Research in Accounting; University of Texas at Austin; Mar. 2011

### **Conference Attendances**

- American Economic Association Annual Meeting; San Francisco, CA; Jan. 2025
- American Finance Association Annual Meeting; San Francisco, CA; Jan. 2016
- American Accounting Association Annual Meeting; Chicago, IL; Aug. 2015
- Lone Star Accounting Conference; Texas A&M University; Feb. 2013
- American Accounting Association Financial Accounting and Reporting Section Midyear Meeting; San Diego, CA; Jan. 2013

### **Research Service – ad hoc Journal Reviews**

- *The Accounting Review*
- *Contemporary Accounting Research*
- *Management Science*
- *Human Relations*

### **Research Service – Conference Reviews**

- Conference on Financial Economics and Accounting; 2019
- Contemporary Accounting Research Conference; 2019
- Canadian Academic Accounting Association Annual Conference; 2018
- American Accounting Association Annual Meeting; 2018
- American Accounting Association Financial Accounting and Reporting Section Midyear Meeting; 2018
- American Accounting Association Financial Accounting and Reporting Section Midyear Meeting; 2017 (×3)
- Conference on Financial Economics and Accounting; 2016 (Accounting ×2; Finance ×1)
- American Accounting Association Annual Meeting; 2014 (×2)
- American Accounting Association Annual Meeting; 2013 (×2)

### **Faculty Service (University of Toronto)**

- Member, Tentative Supervisory Committee for Shibin Tang
- Member, Supervisory Committee for Muhammad Azim (Initial Placement: City University of Hong Kong)
- Member, Accounting Area Recruiting Committee
- Member, (Final Oral) Examination Committee for Ross Lu
- Member, (Final Oral) Examination Committee for Wuyang Zhao
- Member, (Final Oral) Examination Committee for Barbara Su
- Member, (Final Oral) Examination Committee for Stephanie Cheng
- Coordinator, Accounting Area Research Workshop
- Coordinator, Accounting Area Ph.D. Pre-workshop Session

### **Professional Affiliation and Certification**

- Member (Inactive), American Accounting Association
- Member (Inactive), Canadian Academic Accounting Association
- Member (Inactive), American Finance Association
- Member (Inactive), American Economic Association
- Member (Inactive), Canadian Law & Economics Association
- Series 7 & 63 Licenses (Inactive), National Association of Securities Dealers

### **Honors and Awards**

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- Rotman School of Management Teaching Award; University of Toronto; 2025
- Rotman School of Management Teaching Award; University of Toronto; 2024
- Rotman School of Management Teaching Award; University of Toronto; 2023
- Rotman School of Management Teaching Award; University of Toronto; 2022
- Rotman School of Management Teaching Award; University of Toronto; 2021
- Rotman School of Management Teaching Award; University of Toronto; 2020

- Rotman School of Management Teaching Award; University of Toronto; 2019
- Excellence in Reviewing Award; American Accounting Association Financial Accounting and Reporting Section; 2017
- Dean's Honor List; University of Texas at Austin; 2009 – 2010
- Dean's List; University of North Carolina at Chapel Hill; 2001 – 2004

## Grants and Fellowships

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- Michael Lee-Chin Family Institute for Corporate Citizenship Travel Grant [Principal Investigator; C\$2,500]; University of Toronto; 2020
- Michael Lee-Chin Family Institute for Corporate Citizenship Research Grant [Principal Investigator; C\$5,000]; University of Toronto; 2019 – 2020
- CPA Centre for Governance & Accountability Research Grant [C\$15,000]; Queen's University; 2019
- CPA Canada-CAAA Management Accounting, Performance Management, Finance, Governance & Strategy Research Grant [C\$3,000]; CPA Canada & Canadian Academic Accounting Association; 2019 – 2021
- Connaught New Researcher Award [Principal Investigator; C\$10,000]; University of Toronto; 2017 – 2019
- Social Sciences and Humanities Research Council Institutional Grant [Principal Investigator; C\$6,500]; Social Sciences and Humanities Research Council of Canada; 2017 – 2018
- Michael Lee-Chin Family Institute for Corporate Citizenship Research Grant [Principal Investigator; C\$5,000]; University of Toronto; 2017 – 2018
- Institute for Gender and the Economy Research Grant [Principal Investigator; C\$6,500]; University of Toronto; 2017
- Rotman Research Data Grant [Principal Investigator; C\$4,000]; University of Toronto; 2017 – 2018
- Michael Lee-Chin Family Institute for Corporate Citizenship Travel Grant [Principal Investigator; C\$1,800]; University of Toronto; 2017
- Eugene and Dora Bonham Memorial Fund in Business [\$1,000]; University of Texas at Austin; 2015
- McCombs School of Business Doctoral Fellowship [\$15,000 (×5 years)]; University of Texas at Austin; 2011 – 2015
- Graduate School Recruitment Fellowship [\$30,000]; University of Texas at Austin; 2010 – 2011

## Media Mentions

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- "Gender Diversity on Corporate Boards: Do Women Contribute Unique Skills?"
  - *Wall Street Journal*, "What Women Add to Boards", Oct. 3, 2016 (Print ed.) & Oct. 2, 2016 (Online ed.).
  - *Becker's Hospital Review*, "Study Finds Women Bring Risk Management, HR Skills to Boards", Oct. 3, 2016.
  - *Human Resources Director Magazine*, "Women a 'Boon to Corporate Governance'", Oct. 5, 2016 (Australia ed.) & Oct. 6, 2016 (Canada ed.; New Zealand ed.).
  - *Next Avenue* (Twin Cities PBS), "The Double Payoff of Gender-Based Investing", Oct. 7, 2016.
  - *Forbes*, "The Double Payoff of Gender-Based Investing", Oct. 7, 2016 (Reprinted).
  - *MarketWatch*, "The Double Payoff of Gender-Based Investing", Oct. 24, 2016 (Reprinted).
  - *Texas Enterprise*, "Women Bring More Skills, Better Performance to C-Suite", Nov. 4, 2016.
  - Bloomberg, "The Double Payoff of Gender-Based Investing", Mar. 13, 2017 (Reprinted).
  - *McCombs Magazine*, "When the Glass Ceiling Shatters", Spring 2017 (Print ed.) & May 23, 2017 (Online ed.).

- *Rotman Management Magazine*, "Why the Most Valuable Companies Have Women on Their Boards", Fall 2017.
- *Forbes India*, "Why the Most Valuable Companies Bring Women to Boards", Jan. 18, 2018 (Reprinted).
- *International Banker*, "Achieving Diversity and Inclusion in the Banking Sector: a Work in Progress", July 11, 2019.

## Professional (Non-Academic) Experience

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<b>American Airlines, Inc.</b>	<b>Fort Worth, TX</b>
Financial Analyst – Airport Resources	Mar. 2007 – June 2009
<b>Barclays Capital, Inc.</b>	<b>New York, NY</b>
Debt Capital Markets Analyst – Investment Grade Bond Origination	Feb. 2006 – Mar. 2007
<b>Lehman Brothers, Inc.</b>	<b>New York, NY</b>
Research Analyst – Credit Risk Management	Jan. 2005 – Feb. 2006
<b>Banc of America Securities LLC</b>	<b>Charlotte, NC</b>
Debt Capital Markets Analyst (Summer Intern) – Syndicated Loans Origination	May – July 2004
<b>The Carson Medlin Co.</b>	<b>Raleigh, NC</b>
Research Analyst (Summer Intern) – Mergers & Acquisitions	May – Aug. 2003