Minjia Li
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March 1, 2024

Dear conference organizers,

I am writing to apply for the participation of the NBER Doctoral Training Workshop on Economics of Executive Compensation. I am currently a Ph.D. candidate in Accounting at the University of British Columbia, and I will join the University of Alberta in 2024 summer as an Assistant Professor in Accounting.

My reference will be provided by the chair of my supervisory committee, Dr. Jenny Li Zhang.

Jenny Li Zhang
Ronald L. Cliff Professor in Accounting
Sauder School of Business, University of British Columbia
Office Tel: 1-604-822-0791
Email: jenny.zhang@sauder.ubc.ca

Sincerely,

Minjia Li



MINJIA LI

UBC Sauder School of Business ◇ HA391 2053 Main Mall, Vancouver BC V6T 1Z2
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EDUCATION

University of British Columbia 2024 (Expected)
Ph.D., Accounting
Dissertation committee: Kai Li, Russell Lundholm, Jenny Li Zhang (Chair), Xin Zheng

Massachusetts Institute of Technology 2019
M.S., Finance

Wuhan University 2018
B.A., Economics (Specialized in Financial Engineering)

RESEARCH INTERESTS

Archival-based research in financial and managerial accounting - with special focuses on ESG, supply chain management, political costs, artificial intelligence, executive compensation, etc.

DISSERTATION

[1] Climate-linked Pay and Supply Chain Management

- Winner of $14,000 USD academic grant of 2023 IMA Research Foundation Special Call
- Presented at 2024 MAS Midyear Meeting, 2023 NBER Conference on Compensation of Top Executives, 2023 JMAR Rookie Camp, 33rd Annual CFEA, Boston Accounting Student Symposium, 2023 ECGI Young Scholar Workshop, 2023 AAA Annual Meeting, 2023 Haskayne and Fox Accounting Conference, 2023 CAAA Annual Meeting, 2023 McGill Accounting Research Conference, 2023 Hawaii Accounting Research Conference, 2022 AAA/Deloitte Foundation Doctoral Consortium

WORKING PAPER (^{p}: presenter, ^{c}: coauthor presentation)

[2] Navigating Political Risks: The Role of Firm Political Alignment *with Ping Jiang (UIBE), Jing Li (SFU), and Jenny Li Zhang (UBC)* (SSRN)

- Under review at *The Accounting Review*
- Presented at 2023 China International Conference in Finance^p, 2023 Haskayne and Fox Accounting Conference^c, 2023 McGill Accounting Research Conference^c, Peking University^c, Simon Fraser University^c, University of Delaware^c

[3] Voluntary Climate Disclosures: A Tale of Two Venues *with Sanjay Banerjee (UAlberta), Ailin Chen (UAlberta), Vikas Mehrotra (UAlberta) and Rajesh Vijayaraghavan (UBC)* (SSRN)

- 100% complete and to be submitted to a top accounting journal
- Presented at Indian School of Business^c, 2023 McMaster Accounting Research Symposium^c, Kyoto University^c, Waseda University^c, Concordia University^c, 2022 Canadian Sustainable Finance Network Conference^c, Development Bank of Japan^c

[4] Beyond Tokenism: The Impact of Board Ethnic Diversity on Supply Chain Diversification *with Yiwen Jin (UBC) and Jenny Li Zhang (UBC)*

- Winner of $5,000 CAD EDI Catalyst Grant of UBC Sauder School of Business
- Presented at 2024 MAS Midyear Meeting

WORK-IN-PROGRESS

[5] Human Capital Disclosure and Employee Wellness *with Jenna D'Adduzio (UBC), Gilles Hilary (GU) and Yifang Xie (GU)*

[6] Missing Pessimism: How Do Financial Analysts Respond to Activist Short Seller Campaign *with Emily Wang (HKUST) and Jenny Li Zhang (UBC)*

[7] Workforce Exposure to AI and Supply Chain Management

CONFERENCES AND WORKSHOPS (^{p}: presenter, ^{d}: discussant, ^{m}: moderator)

MAS Midyear Meeting^p, *Orlando*	2024
Accounting PhD Rookie Camp^p, *Dallas*	2023
NBER Conference on Compensation of Top Executives^p, *Cambridge*	2023
JMAR Rookie Camp^p, *Virtual*	2023
33rd Annual Conference on Financial Economics and Accounting^p, *New Brunswick*	2023
Contemporary Accounting Research Conference, *Vancouver*	2023
Boston Accounting Students Symposium^p, *Boston*	2023
AAA Annual Meeting^{p,d}, *Denver*	2023
China International Conference in Finance ^{p}, *Shanghai*	2023
CAPANA Conference, *Kunming*	2023
Haskayne and Fox Accounting Conference^{p,d}, *Lake Louise*	2023
Rutgers Supply Chain Management in the Post-Pandemic and AI Age Conference, *Virtual*	2023
McGill Accounting Research Conference^p, *Montreal*	2023
CAAA Annual Meeting^{p,d,m}, *Québec City*	2023
POMS Conference, *Orlando*	2023
Hawaii Accounting Research Conference^{p,d,m}, *Honolulu*	2023
UBC/Oregon/Washington Conference, *Seattle*	2022
Canadian Sustainable Finance Network Conference, *Victoria Island*	2022
AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium^p, *Dallas*	2022
FARS Midyear Meeting, *Virtual*	2022
University of British Columbia	2020, 2023

AWARDS AND GRANTS

IMA Research Foundation Academic Grant ($14,000 USD)	2023
UBC Sauder EDI Research Catalyst Grant ($5,000 CAD)	2023
British Columbia Graduate Scholarship ($15,000 CAD)	2022
AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium Fellow	2022
UBC President's Academic Excellence Initiative PhD Award	2020-2023
UBC Dean Earle D MacPhee Memorial Fellowship	2019-2023

TEACHING EXPERIENCE

Solo Instructor:

COMM 294 Managerial Accounting (Undergraduate) — Fall 2022

- Teaching Evaluation: 4.8/5.0, Class size: 68
- Winner of 2023 UBC Paul Chwelos Memorial Graduate Scholarship for Teaching Excellence

Teaching Assistant:

BAAC 501 Financial Statement Analysis (MBA)	Spring 2022
COMM 294 Managerial Accounting (Undergraduate)	Spring 2022/Fall 2020
COMR 457 Fundamental Financial Accounting (Undergraduate)	Fall 2021

PROFESSIONAL EXPERIENCE

Morgan Stanley Huaxin Fund Management Co., Ltd., Quantitative Risk Analyst Internship 2017

SERVICES

Ad-hoc reviewer for Journal of Accounting, Auditing & Finance, CAAA conference, AAA annual conference, Hawaii Accounting Research Conference

MISCELLANEOUS

Programming: R, Julia, Python, Stata
Interests: Cooking, Hiking, Swimming, Free diving, Erhu

REFERENCES

Russell Lundholm
Deloitte and Touche Professor in Accounting
Sauder School of Business, University of British Columbia
Office Tel: 1-604-822-0431
Email: russell.lundholm@sauder.ubc.ca

Jenny Li Zhang (Chair)
Ronald L. Cliff Professor in Accounting
Sauder School of Business, University of British Columbia
Office Tel: 1-604-822-0791
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Xin Zheng
Assistant Professor in Accounting
Sauder School of Business, University of British Columbia
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Please contact Debra Harris (debra.harris@sauder.ubc.ca) for reference letters from my dissertation committee.

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March 4, 2024

Dear conference organizers,

My research interest lies in the intersection of managerial accounting and corporate governance, with a special focus on executive compensation. In my dissertation, I examine the effects of climate-linked metrics used in executive compensation. My findings provide insights that climate-linked pay may trigger emissions leakage to the supply chain and impact supplier switching decisions. This research was selected for the presentation at the 2023 NBER Conference on Compensation of Top Executives: Determinants and Consequences. The dynamic discussions and practitioner perspectives at this conference have invigorated my determination to further expand my academic expertise in this field. Participation in the Doctoral Training Workshop on the Economics of Executive Compensation would be an invaluable step forward in my academic path, as it offers an structured platform for rigorous training and vibrant interactions with leading scholars in this field.

Looking ahead, my commitment to advancing the field of executive compensation remains unwavering. I am eager to explore the antecedents and consequences of various forms of executive contracts and the economics dynamics behind. My research interests in both managerial accounting and corporate governance, coupled with my passion for executive compensation align seamlessly with the ethos of the Doctoral Training Workshop on Economics of Executive Compensation hosted by NBER.

Enclosed is my curriculum vitae. I am grateful for your consideration of my application!

Sincerely,

Minjia Li



Jenny Li Zhang
Ronald L. Cliff Professor in Accounting
Associate Professor, Accounting and Information System Division
Sauder School of Business
Jenny.zhang@sauder.ubc.ca
Phone: 1 (604) 822 0791

March 4, 2024

Dear Conference Organizers:

I am writing to strongly recommend Minjia Li's application for the Doctoral Training Workshop on Economics of Executive Compensation hosted by NBER. Minjia Li is a fifth-year Ph.D. candidate in the accounting department at the University of British Columbia. I am the Chair of Minjia's dissertation committee.

I am pleased to inform you that Minjia Li has completed all required coursework and is currently in good academic standing. Her dissertation proposal has been accepted by the department. Minjia is anticipated to defend her thesis before August 2024.

In her dissertation, she examines how the use of climate-related performance metrics in CEO compensation contracts leads managers to shift pollutants along the supply chain. Given the growing trend of using ESG targets in executive pay, her study is important and can help inform different stakeholders and policymakers. Since her study is relevant to executive contracts, I believe Minjia will benefit tremendously from the doctoral training workshop. If you need additional information about Minjia Li, please feel free to contact me at jenny.zhang@sauder.ubc.ca.

Best regards,



Jenny Li Zhang