March 2024

Aliya Korganbekova

Boston University
Questrom School of Business
595 Commonwealth Avenue, Boston, MA, 02215

Email: aliyak@bu.edu
Phone: +1 857 381 6939

RECOMMENDATION LETTER

Peter Wysocki (Chair)
Everett W. Lord Distinguished Faculty Scholar
Professor of Accounting
Boston University
wysockip@bu.edu

March 2024

Aliya Korganbekova

Boston University Questrom School of Business
595 Commonwealth Avenue, Boston, MA, 02215

Email: aliyak@bu.edu
Phone: +1 857 381 6939
Citizenship: Kazakhstan

EDUCATION

***Boston University* Questrom School of Business** 2024 *(Expected)*
PhD in Accounting

Central European University 2018
MA in Economics (*with distinction*)

Lomonosov Moscow State University 2012
MA in Economics (*summa cum laude*)

Lomonosov Moscow State University 2010
BA in Economics (*summa cum laude*)

RESEARCH INTERESTS

My research focuses on accounting disclosure and regulation with an emphasis on sustainability, and recent developments in Artificial Intelligence (AI) topics.

RESEARCH PORTFOLIO (PRESENTER *)

"Real, Disclosure and Spillover Effects of U.S. State-Level Climate Change Regulations"

- Job Market Paper
- Committee: Peter Wysocki (Chair), Rui Albuquerque, Francois Brochet, Edward Riedl
- Organizations and Environmental Sustainability Conference *Stanford University* 2024*, Boston Empirical Accounting Conference 2023*; *Boston University* IMAP Seminar 2023*; *MIT* Rising Scholars Conference 2023*; *Boston University* 2023*; Questrom PhD Ideas 2023*

"ESG Risk Disclosures: The Predictive Ability of Industry Best Practice"

- with Edward Riedl (*BU*), Federico Siano (*University of Texas at Dallas*) and Estelle Sun (*BU*)
- EAA Annual Meeting (scheduled); Santa Clara University 2023; CAPANA 2023; *Boston University* IMAP Seminar 2023* and 2021; *Boston University* 2023*

"Assessing the Environmental Impact of Fast Shipping: Towards Sustainable Ranking Solutions"

- with Malika Korganbekova (*Northwestern*), Cole Zuber and Yasaman Khazaeni
- **Revise and Resubmit at *Management Science***
- Environmental Sustainability Conference *Stanford University* 2023; KDD Workshop 2023; INFORMS Business Analytics Conference 2023; Rising Scholars *Chicago Booth* 2022; Code *MIT* 2022; Trans-Atlantic Doctoral Conference *LBS* 2022
- Media Coverage: ORMS Today INFORMS Magazine

"Large Language Models and Financial Analysis: Early Evidence"

- with Jesse Chan (*BU*), Alibek Korganbekov (*BU*) and Edward Riedl (*BU*)
- **Under 2nd round review at *Management Science***

– Digital Business Research Showcase *BU* 2024 (scheduled); *Bentley* Research Conference 2024; *Columbia University* 2023

"The Economic Consequences of Mandated Disclosures for Exchange-Traded Funds"

– *Boston University* 2022*

"Ranking Algorithms and Equilibrium Prices"

– with Yufeng Huang (*University of Rochester*) and Malika Korganbekova (*Northwestern*)

– *Wharton* Innovation Doctoral Symposium 2022; INFORMS Marketing Science Conference 2022

RESEARCH-IN-PROGRESS

"Pay Dispersion and Firm Performance"

– with Ana Albuquerque (*BU*) and Pedro Raposo (*Catolica-Lisbon*)

– Corporate Governance and Executive Compensation Research Seminar (CGECRS) 2022

"Alternative Measures of ESG: Investor Perception of ESG Exposures and Managerial Attribution"

– AAA/Deloitte Foundation/J.Michael Cook Doctoral Consortium 2022*; *Boston University* 2021*

TEACHING EXPERIENCE, BOSTON UNIVERSITY

Instructor: **Introduction to Financial Analytics** Summer 2022
Instructor rating: 5.0/5.0 (In-person)

Instructor: **Financial Accounting** Summer 2021
Instructor rating: 4.4/5.0 (Online via Zoom)

Teaching Assistant Roles:

Financial Analysis and Analytics (UG and MBA) Fall 2022
Instructor: Ana Albuquerque

Introduction to Financial Analytics (UG) Fall 2022
Instructor: Lynn Li

Financial Accounting (UG) Spring 2021
Instructor: Matthew Packard

Corporate Financial Reporting and Analysis (UG) Spring 2021
Instructor: Ray Wilson
Note: Invited lecture on Accounting and Finance data sources and data analytics

Topics in Financial and Accounting Analytics (G) Spring 2020
Instructor: Peter Wysocki

HONORS AND AWARDS

Women's Council Award, *Boston University*	2023
The Krish Menon Accounting Doctoral Fellowship, *Boston University*	2022
AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium Fellow	2022
FARS Excellence in Reviewing Award	2022
FARS Doctoral Consortium Fellow	2021
Boston University Conference/Research Funding Grant	2019-2023
Boston University Scholarship	2018-2024
Central European University Scholarship	2016-2018
Golden Medal for Outstanding Academic Performance, *Lomonosov Moscow State University*	2012

The Presidential Scholarship of Kazakhstan 2010
Lomonosov Moscow State University Scholarship 2006-2012

CONFERENCE ATTENDANCE AND PARTICIPATION

Labor and Accounting Group Conference, *Stanford University; University of Texas at Dallas* 2021, 2023
Rising Scholars Conference, *Chicago Booth; MIT (presenter 2023)* 2022, 2023
Multistakeholder Engagement on ESG, *Harvard University* 2022
AAA/Deloitte Foundation/J. Michael Cook Doctoral Consortium (*presenter*) 2022
The ICG Online Public Lecture Series on Corporate Governance 2021-2023
AAA Annual Meeting 2021
ECGI, Corporate Governance Symposium, *University of Delaware* 2021
FARS Midyear Meeting (*reviewer*) 2021
FARS Doctoral Consortium 2021
UN PRI Academic Seminar Series, Network Week 2020-2023
SASB Symposium 2020
Lisbon Accounting Conference, *Nova SBE* 2019
Boston Empirical Accounting Conference (*presenter 2023*) 2018, 2019, 2021-2023
Quantitative Marketing and Economics (QME) Conference, *The Wharton School* 2019

PROFESSIONAL EXPERIENCE

KPMG LLP 2012-2016
Auditor, Audit Department, Industrial Markets
KazMunaiGas Refining and Marketing JSC 2011
Intern, Treasury Department
United Chemical Company LLP 2011
Intern, Accounting and Reporting Department

SERVICE

Ad-Hoc Reviewer: *Journal of Corporate Finance*; *Journal of Banking and Finance*
Reviewer AAA Sustainability, ESG, and Accounting Conference 2024
Reviewer *MIT* Asia Conference in Accounting 2023
Reviewer AAA Annual Meeting 2023
Reviewer FARS Midyear Meeting 2021

TECHNICAL SKILLS

Python, Stata, Tableau, LaTeX

LANGUAGES

English, Kazakh, Russian

HOBBIES

Pastry, Crocheting, Knitting, Piano, Chess, Tennis, Swimming

COMPLETED PHD COURSES

Accounting and Finance Research Seminars

Corporate Governance (Fall 2018)
Tax Research (Fall 2018)
Corporate Finance and Banking (Fall 2018)
Corporate Finance and Banking (Fall 2018)
Financial Accounting Research (Spring 2019)
Empirical and Capital Markets Research in Accounting (Fall 2019)
Disclosure Theory (Fall 2019)
Accounting Theory (Spring 2020)
Research in Contracting (Spring 2020)

Econometrics and Machine Learning

Econometric Methods for Applied Research I (Fall 2018)
Applied Econometrics (Fall 2019)
Econometric Methods for Applied Research II (Spring 2019)
Machine Learning I (Spring 2019)
Causal Inference for Management Research (Fall 2019)
Econometric Methods (Spring 2020)
Empirical Methods in Financial Economics (Spring 2020)
Machine Learning II (Spring 2020)

Other

Philosophy of Science (Fall 2018)

Aliya Korganbekova
Ph.D. Candidate
Department of Accounting
Boston University
Questrom School of Business
aliyak@bu.edu

March 5, 2024

NBER
Doctoral Training Workshop on Economics of Executive Compensation

Dear Committee:

My name is Aliya Korganbekova, and I am writing to apply for the NBER Doctoral Training Workshop on Economics of Executive Compensation. I am currently a PhD Candidate in Accounting at Boston University's Questrom School of Business with an expected graduation date of May 2024. I will be joining Harvard Business School's Accounting and Management unit as an assistant professor in July 2024.

Current research interests

Broadly, my research focuses on accounting disclosure and regulation with an emphasis on sustainability. In my research I apply causal inference tools and natural language processing (NLP) techniques.

In particular, in my research I study the factors that can influence corporate environmental behavior, and consequent effects of environmental disclosure on stakeholders' decision making. For example, in my job market paper, I examine the real, disclosure, and spillover effects arising from the staggered adoption of the U.S. state-level greenhouse gas (GHG) regulations. In one of my co-authored papers, we estimate causal impact of fast delivery labels on GHG emissions of large retail company. In another co-authored paper, we study how Environmental, Social and Governance (ESG) -related risk factor disclosures in annual 10-K filings can be helpful to stakeholders in predicting future negative ESG outcomes.

Interest in Executive Compensation research

Executive compensation is one of the major factors that can influence corporate behavior. According to recent statistics around 80% of companies incorporate ESG performance in executive compensation (ESG Today, 2024), and many companies employ chief sustainability officers to develop ESG-related strategies. Therefore, I am very interested in exploring the determinants and consequences of executive compensation with respect to corporate ESG outcomes. With co-authors we already have a work-in-progress, where we plan to examine the role of CEO-to-worker compensation ratio on ESG-related outcomes.

I strongly believe that participating in the NBER Doctoral Training Workshop on Economics of Executive Compensation will provide me with a thorough understanding of executive compensation research and enable me to further expand it to ESG area.

Thank you very much for your time and consideration.

Sincerely,
Aliya Korganbekova

Boston University
Questrom School of Business
595 Commonwealth Avenue
Boston, MA 02215

Professor Peter D. Wysocki
Everett W. Lord Distinguished Faculty Scholar
Department of Accounting
Phone: 617-353-4615
E-mail: wysockip@bu.edu

Brett Maranjian (maranjian@nber.org)
NBER, 1050 Massachusetts Ave.
Cambridge, MA 02138

March 5, 2024

RE: Recommendation for Aliya Korganbekova (*BU PhD Candidate / HBS Junior Faculty*) to attend NBER Doctoral Workshop on Executive Compensation

To Prof. Dirk Jenter and Prof. Kelly Shue:

I am writing to recommend and express my strong support for Aliya Korganbekova to attend the 2024 *NBER Doctoral Training Workshop on Economics of Executive Compensation.* Aliya is finishing her PhD in Accounting at the *Boston University Questrom School of Business*. She will defend her PhD dissertation in April 2024 and she has accepted a tenure-track faculty position at *Harvard Business School* (Accounting & Management) starting July 2024.

I have directly advised Aliya for 5 years and I am the chair of her PhD dissertation committee. Aliya's primary research interests are at the interface of empirical accounting topics and firms' ESG policies. Aliya has a desire to build on her current research agenda on ESG/governance to explore the interactions of executive compensation policies with firms/managers' ESG actions and disclosures. As you can see from Aliya's CV, she already has a solid research portfolio related to environmental, social and governance issues. In addition, she is a very engaging and personable individual. Thus, she would be very well suited to both learn from and contribute to the discussions at the 2024 *NBER Doctoral Training Workshop on Economics of Executive Compensation*.

In sum, I strongly recommend that you consider Aliya Korganbekova as an invited attendee at the 2024 *NBER Doctoral Workshop on Executive Compensation.* If you have any questions, please feel free to email me (*wysockip@bu.edu*).

Sincerely,



Peter D. Wysocki
Professor of Accounting and Everett Lord Distinguished Faculty Scholar
Department of Accounting
Boston University Questrom School of Business
Boston, Massachusetts