

# Luke C.D. Stein

Finance Division  
Babson College

Tomasso Hall  
Babson Park, MA 02457  
lcdstein@babson.edu  
www.lukestein.com  
@lukestein  
(781) 239-5060

---

## Employment

- From 2020 **Assistant Professor of Finance**, Babson College
- 2013 – 2019 **Assistant Professor of Finance**, W.P. Carey School of Business, Arizona State University  
Honors Faculty; Barrett the Honors College (2015–19)

---

## Education

- 2013 **Ph.D.**, *Economics*, Stanford University  
Dissertation committee: Nicholas Bloom (chair), Ran Abramitzky, Caroline Hoxby
- 2002 **A.B. magna cum laude**, *Applied Mathematics with citation in Japanese Language*, Harvard University

---

## Research

### Refereed publications

#### **Financial inclusion, human capital, and wealth accumulation: Evidence from the Freedman's Savings Bank,**

In press, *The Review of Financial Studies* (with Constantine Yannelis)

*Best Paper*, 2019 University of Oregon Summer Finance Conference

This paper studies how access to financial services among a previously unbanked group affects human capital, labor market, and wealth outcomes. We use novel data from the Freedman's Savings Bank—created following the American Civil War to serve free Blacks—employing an instrumental variables strategy exploiting the staggered rollout of bank branches. Families with accounts are more likely to have children in school, be literate, work, and have higher occupational income, business ownership and real estate wealth. Placebo effects are not present using planned but unbuilt branches, or for Whites, suggesting significant positive effects of financial inclusion.

#### **Independent executive directors: How distraction affects their advisory and monitoring roles,**

*Journal of Corporate Finance*, 56, 199–223, June 2019 (with Hong Zhao)

Active corporate executives are a popular source of independent directors. Although their knowledge, expertise, and network can bring value to firms on whose boards they sit, independent executive directors may be more likely to be distracted than other directors due to their outside executive roles. Using newly constructed data linking independent directors to their employers, we identify periods when employers' poor performance may distract them from board service. We find that firms with distracted independent executive directors have lower performance and value, higher CEO compensation, reduced CEO turnover–performance sensitivity, lower earnings quality, and lower M&A performance. These adverse effects are mainly driven by distracted directors who sit on relevant committees, and are stronger for small boards.

#### **The “visible hand”: Race and online market outcomes,**

*The Economic Journal*, 123 (572), F469–F492, November 2013 (with Jennifer L. Doleac)

We examine the effect of race on market outcomes by selling iPods through local online classified advertisements throughout the United States. Each advertisement features a photograph including a dark- or light-skinned hand, or one with a wrist tattoo. Black sellers receive fewer and lower offers than white sellers, and the correspondence with black sellers indicates lower levels of trust. Black sellers' outcomes are particularly poor in thin markets (suggesting that discrimination may not “survive” competition among buyers) and those with the most racial isolation and property crime (consistent with channels through which statistical discrimination might operate).

## Working Papers

### **Angels, entrepreneurship, and employment dynamics: Evidence from investor accreditation rules** (with Laura Lindsey)

This paper examines the effects of a shock to angel finance on entrepreneurial activity and employment. Using U.S. Census data, we estimate the state-level fraction of households that lost accreditation status from Dodd–Frank’s elimination of housing wealth in determining accreditation. A larger reduction in the pool of potential investors reduces firm entry and employment at small entrants, particularly in areas with alternate sources of financing. Employment increases at small and young incumbents, and relative wages for the startup sector decline, especially for high-skilled workers and industries. These results suggest that angels are an important source of entrepreneurial finance to high-quality, competitive firms.

### **Economic uncertainty and earnings management** (with Charles C.Y. Wang)

In the presence of managerial short-termism and asymmetric information about skill and effort provision, firms may opportunistically shift earnings from uncertain to more certain times. We document empirically that when financial markets are less certain about a firm’s future value, the firm reports more negative discretionary accruals. Stock-price responses to earnings surprises are moderated when firm-level uncertainty is high, consistent with performance being attributed more to luck rather than skill and effort, which can create incentives to shift earnings toward lower-uncertainty periods. We document that the resulting opportunistic earnings management is concentrated in CEOs, firms, and periods where such incentives are likely to be strongest: (1) where CEO wealth is sensitive to change in the share price, (2) where announced earnings are particularly likely to be an important source of information about managerial ability and effort, and (3) before implementation of Sarbanes-Oxley made opportunistic earnings management more challenging. Our evidence highlights a novel channel through which uncertainty affects managerial decision making in the presence of agency conflicts.

### **Tax-timing options and the demand for idiosyncratic volatility** (with Oliver Boguth)

Investors have a choice over when to incur taxes on individual investments, and typically benefit from delaying the realization of capital gains while harvesting losses. This option implies that the effective tax rate on capital losses exceeds the one on capital gains, resulting in a convex after-tax payoff. Convexity creates a demand for idiosyncratic volatility (IVOL) within a well-diversified portfolio, and can therefore explain the puzzling negative relation between IVOL and expected stock returns. A simple model with tax-timing options predicts that the demand for idiosyncratic volatility increases with the tax rate, the nominal interest rate, and unrealized capital gains, and we show that all three measures predict the IVOL premium in the time-series. In the cross-section, we show that the magnitude of the IVOL premium increases with investors’ average tax exposure.

### **The effect of uncertainty on investment, hiring, and R&D: Causal evidence from equity options** (with Elizabeth C. Stone)

There is wide debate over the impact of uncertainty on firm behavior, due to the difficulty both of measuring uncertainty and of identifying causality. This paper takes three steps that attempt to address these challenges. First, we develop an instrumental variables strategy that exploits firms’ differential exposure to energy and currency prices and volatility. For example, airlines are negatively affected by high oil prices while oil refiners benefit from them, but both are sensitive to oil price volatility; retailers, in comparison, are not particularly sensitive to either the level or volatility of oil prices. Second, we use the expected volatility of stock prices as implied by equity options to obtain forward-looking measures of uncertainty over firms’ business conditions. Finally, we examine how uncertainty affects a range of outcomes: capital investment, hiring, research and development, and advertising. We find that uncertainty depresses capital investment, hiring, and advertising, but encourages R&D spending. This perhaps-surprising result for R&D is consistent with a theoretical literature emphasizing that long investment lags create valuable real put options which offset the effects of call options lost when projects are started. Aggregating across our panel of Compustat firms, we find that rising uncertainty accounts for roughly a third of the fall in capital investment and hiring that occurred in 2008–10.

## **Race, skin color, and economic outcomes in early twentieth-century America (with Roy Mill)**

We study the effect of race on economic outcomes using unique data from the first half of the twentieth century, a period in which skin color was explicitly coded in U.S. censuses as “White,” “Black,” or “Mulatto.” We construct a panel of siblings by digitizing and matching records across the 1910 and 1940 censuses, identifying all 12,000 African-American families in which enumerators classified some children as light-skinned (“Mulatto”) and others as dark-skinned (“Black”). Siblings coded “Mulatto” when they were children (in 1910) earned similar wages as adults (in 1940) as their Black siblings. This within-family earnings difference is substantially lower than the Black-Mulatto earnings difference in the general population, suggesting that skin color *in itself* played only a small role in the earnings gap. In the second half of the paper, we focus on individuals who “passed for White,” an important social phenomenon at the time. To do so, we identify individuals coded “Mulatto” as children but “White” as adults. Passing meant that individuals changed their racial affiliation by changing their social presentation while skin color remained unchanged. Comparing passers to their siblings who did not pass, we find that passing was associated with substantially higher earnings, suggesting that social presentations of race could have significant consequences for economic outcomes.

## Research presentations

- 2019 U.C. Davis (economic history); Babson (brown bag); Univ. of Lausanne (brown bag); European Finance Association; Financial Intermediation Research Society; NBER Summer Institute (Development of the American Economy); Adam Smith Workshop in Corporate Finance\*; Bocconi/Sapienza/RFS New Frontiers in Banking Conf.\*; BYU Red Rocks Finance Conf.\*; CSEF/RCFS Conf. on Finance, Labor and Inequality; European Winter Finance Conf.; Univ. of Kentucky Finance Conf.; Midwest Finance Association (×2); Northeastern Univ. Finance Conf.; Univ. of Oregon Summer Finance Conf.; SEC Conf. on Financial Market Regulation\*; Society of Labor Economics Annual Meeting\*; FDIC\*; Univ. of Georgia\*; Rutgers Univ.\*
- 2018 Cambridge Univ.; Suffolk Univ.; Western Finance Association; SFS Cavalcade; Financial Intermediation Research Society\*; CEIBS Accounting and Finance Symposium; Chicago Fed/Notre Dame Conf. on Labor Market Dynamism; China International Conf. in Finance\*; European Winter Finance Summit\*; French Finance Association\*; Univ. of Kentucky Finance Conf.; Texas A&M Young Scholars Finance Consortium; UNC Kenan Institute Frontiers of Entrepreneurship Conf.\*; U.C. Riverside\*
- 2017 Johns Hopkins (brown bag); European Finance Association (×2); Arizona Junior Finance Conf.\*; CalTech/USC/UCSD Southern California Private Equity Conf.\*; Christmas Meeting of the German Economists Abroad\*; Columbia-NYU Junior Finance Conf.\*; European Financial Management Association\*; Melbourne Business School Financial Institutions, Regulation, and Corporate Governance Conf.; Midwest Finance Association; Univ. of Oregon Summer Finance Conf.; Stevens Institute of Technology Emerging Trends in Entrepreneurial Finance Conf.; Stanford Institute for Theoretical Economics Labor and Finance Conf.; Univ. of Wisconsin Junior Finance Conf.; Goethe Univ. Frankfurt\*
- 2016 Univ. of Texas at Austin (brown bag); Arizona Junior Finance Conf.; Financial Management Association; Northern Finance Association\*
- 2015 Hong Kong Polytechnic Univ.; Univ. of Hong Kong; Chinese Accounting Academic Conf.\*; Econometric Society World Congress; MIT Asia Conf. in Accounting
- 2014 Univ. of Arizona; Federal Reserve Bank of Chicago; American Economics Association; Midwest Finance Association
- 2013 Arizona State Univ.; Cambridge-INET Institute; Dartmouth; Federal Reserve Board of Governors; Univ. of Michigan Ford School of Public Policy; Univ. of Minnesota; Univ. of San Francisco; Univ. of Utah; Univ. of Wisconsin; APPAM Annual Fall Research Conf.; CES/Ifo Macroeconomics and Survey Data Conf.; Stanford Institute for Theoretical Economics Macroeconomics of Uncertainty and Volatility Conf.
- 2012 All-U.C. Economic History Graduate Student Conf.\*; Association for the Study of Religion, Economics, and Culture\*; Becker Friedman Institute Policy Uncertainty and Its Economic Implications Conf.; Northwestern (economics)\*
- 2011 Economic History Association (poster); International Industrial Organization Conf.

2010 Univ. of Chicago (brown bag); Federal Reserve Bank of San Francisco Applied Microeconomics Summer Conf.; U.C. Santa Barbara All-California Labor Economics Conf. (poster)

\*Coauthor presentation

---

## Fellowships and prizes

- 2019 **Huizingh Outstanding Undergraduate Teacher Award**, W.P. Carey School of Business, ASU  
Annual award to two instructors “dedicated to inspiring students through excellence in teaching and mentoring”
- 2019 **Dean’s Excellence in Research Summer Grant**, W.P. Carey School of Business, ASU (declined)
- 2016 – 2018 **Huizingh Outstanding Undergraduate Teacher Award Finalist**, W.P. Carey School of Business, ASU
- 2011 – 2012 **Walter J. Gores Faculty Achievement Award for Excellence in Teaching**, Stanford University  
Stanford’s “highest award for excellence in teaching,” awarded annually to one graduate student university-wide
- 2011 – 2012 **Shultz Graduate Fellowship in Economic Policy**, Stanford Institute for Economic Policy Research
- 2010 – 2011 **Gerald J. Lieberman Fellowship**, Stanford University
- 2009 – 2010 **George Shultz Dissertation Support Fellowship**, Stanford Institute for Economic Policy Research
- 2009 **Economics Department Outstanding Teaching Assistant Award**, Stanford University
- 2007 – 2008 **Forman Family Fellowship in Economics**, Stanford University  
Highest overall score on graduate qualifying examinations
- 2006 – 2008 **Economics Department Graduate Fellowship**, Stanford University
- 1998 **USA Mathematical Olympiad Honorable Mention**

---

## Teaching experience

- 2020 **Finance**, M.B.A. (Babson Finance 7800)
- 2020 **Introduction to Financial Management**, “Blended” Online M.B.A. (Babson Finance 7200)
- 2019 **Identification Strategies in Corporate Finance**, Ph.D. (ASU Finance 791; with Mark Seasholes)
- 2014 – 2019 **Managerial Finance**, Undergraduate (ASU Finance 302)
- 2010 – 2011 **OHS Microeconomics**, High School (Stanford EPGY OHS Econ. 20)
- 2009 **Intermediate Microeconomics**, Undergraduate (Stanford Econ. 50)
- 2007 – 2008 **Microeconomic Theory for Non-Economics Ph.D. Students**, Ph.D. (Stanford Econ. 202N)

## Teaching Assistant

- 2013 **Introduction to Financial Economics**, Undergraduate (Stanford Econ. 140)
- 2012 **Managerial Economics**, M.B.A. (Stanford GSB Management Econ. 200)
- 2012 **Economics for Sloan Fellows**, M.S. (Stanford GSB Management Econ. 209)
- 2011 **Emergency Medical Technician Training**, Undergraduate (Stanford Surgery 111/211A)
- 2009 **First-Year Macroeconomics**, Ph.D. (Stanford Econ. 210)

---

## Advising

**Doctoral**, Anthony Rice (expected 2021), Sean Flynn (2017, Colorado State University), Hong Zhao (2017, NEOMA Business School, France), Yung-Ling Chi (2016, National Chung Hsing University, Taiwan), Qi Dong (2015, King Fahd University of Petroleum and Minerals, Saudi Arabia)

**Undergraduate**, Hailey Avery (2020), Chadwick Ali'varius (2020), Max Bamford\* (2020) Alexander Doughty\* (2020) Neil Jha\* (2020) Zach Leibovit-Reiben\* (2020) John Charette (2019), Harshit Thacker (2019), Hamza Amjad\* (2018), Gurkaran Chotalla\* (2017), Landon Gagner (2017), Matthew Klein (2017), John Lauro (2017), Michael Muscheid (2017), Aaron Chavez (2016), A. J. Gilman (2016), Steven Kaye (2016), Samir Reddy\* (2016) \*Thesis chair

---

## University and professional service

**Arizona State University**, Graduate College Completion Fellowship Faculty Review Cmte. (2019–20), Finance Dept. Undergraduate Programs Cmte. (2016–19), Truman Scholarship mock interviewer (2017–2019), Sonoran Winter Finance Conf. Organizing Cmte. (2015–16), Finance Dept. Research Seminar Cmte. (2014–15), Finance Dept. Faculty Recruiting Cmte. (2013–14)

**Harvard University**, Undergraduate admissions interviewer (2008–15)

**Stanford University**, Stanford Emergency Medical Service (2010–13), Univ. Bicycle Safety Cmte. (2008–12), Registrar's Student Advisory Group (2007–11)

**Conference organization**, Labor and Finance Group (2017), ASU Sonoran Winter Finance Conf. (2016)

**Program committee**, ASU Sonoran Winter Finance Conf. (2014–20), Midwest Finance Association (2019–20), Eastern Financial Association (2019–20), FIRN Financial Research Network (2017–19), AFFECT Showcasing Women in Finance EU Conf. (2019), SIT Emerging Trends in Entrepreneurial Finance Conf. (2018), FMA Best Paper Cmte. (2015), Financial Management Association (2014–15)

**Referee**, AER; Econometrica; JF; JFE; QJE; RFS; AEJ; Applied Economics; Journal of Applied Econometrics; Journal of Banking and Finance; Journal of Corporate Finance; Journal of Development Economics; Journal of Econometrics; Journal of Economic Behavior and Organization; Economic Inquiry; Economic Journal; Journal of Economics and Management Strategy; Journal of Empirical Finance; Entrepreneurship Theory and Practice; Journal of the European Economic Association; Explorations in Economic History; Israel Science Foundation; Journal of Labor Economics; Labour Economics; Journal of Law, Economics, and Organization; Journal of Legal Studies; Journal of Monetary Economics; Journal of Money, Credit, and Banking; Macroeconomic Dynamics; Management Science; Quarterly Review of Economics and Finance; Small Business Economics; Venture Capital

### Invited discussions

- 2020 **Overreaction in credit spreads: The role of lenders' personal economic experiences**  
Carvalho, Gao, Ma (Midwest Finance Association, *scheduled*)
- rTSR: When do relative performance metrics capture relative performance?**  
Ma, Shin, Wang (Midwest Finance Association, *scheduled*)
- 2019 **The effect of financial literacy on financial policies: Evidence from a randomized control experiment in Mozambique**  
Custódio, Mendes, and Metzger (European Finance Association)
- The leveraging of Silicon Valley: Venture debt in the innovation economy**  
Davis, Morse, and Wang (Midwest Finance Association)
- Creative destruction and venture capital investment**  
Wang and Yung (Midwest Finance Association)
- Cash to spend: Credit constraints, IPO lockups, and house prices**  
Hartman-Glaser, Thibodeau, and Yoshida (American Real Estate and Urban Economics Association–ASSA)
- 2017 **Roadblock to innovation: The role of patent litigation in corporate R&D**  
Mezzanotti (European Finance Association)
- Uncertainty and consumer credit decisions**  
DiMaggio, Kermani, Ramcharan, and Yu (Financial Intermediation Research Society)

### **Investor behavior in crowdfinancing**

Wallmeroth (Stevens Institute of Technology Emerging Trends in Entrepreneurial Finance Conf.)

### **What is revealed when firms disagree with short sellers?**

Bargeron and Bonaime (Arizona Junior Finance Conf.)

### **Do companies care about insider trading behavior? Evidence from director turnover**

De Groote, Bruynseels, and Gaeremynck (Midwest Finance Association)

- 2016 **Uncertainty, real options, and firm inaction: Evidence from monthly plant-level data**  
Carvalho (Western Finance Association)

- 2015 **Do managers do good with other people's money?**

Cheng, Hong, and Shue (Northern Finance Association)

### **Understanding director elections: Determinants and consequences**

Ertimur, Ferri, and Oesch (MIT Asia Conf. in Accounting)

- 2014 **A corporate finance application of the Oaxaca-Blinder decomposition**

Brendel, Rudolph, and Schwetzler (Midwest Finance Association)

- 2011 **Demographic preferences and price discrimination in new vehicle sales**

Langer (International Industrial Organization Conf.)

---

## **Other past positions**

- 2010 **Price Theory Scholar**, Becker Center on Chicago Price Theory, University of Chicago

- 2008 – 2009 **Economics and International Trade Team Member**, Obama-Biden Presidential Transition Team

- 2006 **Consultant**, Bain & Company (Tokyo)

- 2005 – 2006 **Senior Associate Consultant**, Bain & Company (New York and Tokyo)

- 2004 – 2005 **Special Assistant**, Office of Strategic Initiatives, New York City Department of Education

- 2002 – 2004 **Associate Consultant**, Bain & Company (New York)