

# Tor-Erik Bakke

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## Employment

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Assistant Professor of Finance, **University of Oklahoma**, 2009-2016  
Associate Professor of Finance (tenured), **University of Oklahoma**, 2016-2017  
Associate Professor of Finance (tenured), **University of Illinois at Chicago**, 2017-

## Education

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Ph.D., Finance, **University of Wisconsin-Madison**, 2009, Advisor: Toni Whited  
B.A., Mathematics, **University of Oslo**, 2003  
B.A., Finance and Real Estate, **University of Wisconsin-Madison**, 2001

## Publications

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Does Independent Advice to the Board Affect CEO Compensation, (with Hamed Mahmudi), **Journal of Financial and Quantitative Analysis**, 2021, 56(2) 693-744.

Performance Peer Groups in CEO Compensation Contracts, (with Hamed Mahmudi and Ashley Newton), **Financial Management**, 2020, 49(4) 997-1027.

Diversification and Cash Dynamics, (with Tiantian Gu) **Journal of Financial Economics**, 2017, 123, 580-601

The Causal Effect of Option Pay on Corporate Risk Management, (with Hamed Mahmudi, Chitru Fernando and Jesus Salas), **Journal of Financial Economics**, 2016, 120 623-643

The Real Effects of Market Liquidity: Causal Evidence from Delisting, (with Toni Whited and Candace Jens), **Finance Research Letters**, 2012, 9 183-193. *Ross Prize for the Best Paper 2012*

“Threshold Events and Identification: A Study of Cash Shortfalls,” (with Toni Whited), **Journal of Finance**, 2012, 25 1286-1329.

Which Firms Follow the Market? An Analysis of Corporate Investment Decisions, (with Toni Whited), **Review of Financial Studies**, 2010, 23 1941-1980.

## Working Papers

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Do Agency Problems Drive Political Spending? Evidence from Dodd-Frank Clawback Regulation (with Hamed Mahmudi and Aazam Virani), *Revise and Resubmit, Journal of Accounting Research*, May 2020

Foreign Competition and CEO Risk-Incentive Compensation? (with Hamed Mahmudi, Felix Feng and Caroline Zhu), *Revise and Resubmit, Journal of Corporate Finance*, March 2021

Director Networks and Firm Value (with Jeff Black, Scott Linn and Hamed Mahmudi)

The Value Implications of Mandatory Clawback Provisions, June 2019, (with Hamed Mahmudi and Aazam Virani).

## **Conferences (including presentations by co-author):**

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1. “Which Firms Follow the Market? An Analysis of Corporate Investment Decisions,” (with Toni Whited).

**2007 American Finance Association Meetings, Chicago, IL.  
2007 Minnesota-Wisconsin Corporate Finance Conference**

**Presentations:** University of California-Berkeley, Carleton University, Hong Kong University of Science and Technology, National University of Singapore, Singapore Management University, Stanford University, Tel Aviv University, University of California-Los Angeles, University of Southern California, Temple, University of Wisconsin–Madison, Vanderbilt University

2. “Threshold Events and Identification: A Study of Cash Shortfalls,” (with Toni Whited).

**2008 Western Finance Association Meetings, Waikoloa, HI  
2009 European Finance Association Meetings, Bergen, Norway  
2010 Southwest Finance Symposium, Tulsa, OK**

**Presentations:** Claremont-McKenna College, Columbia University, Stockholm School of Economics, Norwegian School of Management, Norwegian School of Economics and Business Administration, New York University and Wirtschaftsuniversitat Wien

3. “How does Financial Development Affect Productivity?: Evidence from a Natural Experiment”

**Presentations:** University of Notre Dame, Vanderbilt University, University of California-San Diego, Michigan State University, University at Buffalo, University of Calgary, University of Oklahoma, Oklahoma State University, University of Wisconsin-Madison, Centro de Estudios Monetarios y Financieros (CEMFI), EMFI, European School of Management and Technology, Instituto Tecnológico Autónomo de México, Swiss Finance Institute, Norwegian School of Economics, Norwegian School of Management, Norwegian School of Economics and Business Administration,

4. “The Causal Effect of Option Pay on Corporate Risk Management,” (with Hamed Mahmudi, Chitru Fernando and Jesus Salas)

**2013 Northern Finance Association Meetings, Quebec City, Canada**

**Seminar Presentations:** Lehigh University, University of Delaware, University of Oklahoma

5. “Do Clawback Provisions Have Claws? The Value Implications of Mandatory Clawback Provisions” (with Hamed Mahmudi and Aazam Virani)

**Presentations:** Clemson University, University of New South Wales, University of Oklahoma, University of Texas-Dallas, University of Arizona, University of Illinois at Chicago, Universidad de los Andes, University of Kansas, University of Delaware, University of Miami, University of Nevada at Las Vegas, University of Technology Sydney, 2017 Conference on Empirical Legal Studies.

6. Does Independent Advice to The Board Affect CEO Compensation (with Hamed Mahmudi)

**Presentations:** University of Oklahoma, ESSEC, University of Toronto, Bank of Canada

**2012 Northern Finance Association Meetings,** Niagara Falls, Canada

**2013 Western Finance Association Meetings:** Lake Tahoe, NV

**2013 Corporate Governance Conference,** Drexel University

7. Performance Peer Groups in CEO Compensation Contracts (with Hamed Mahmudi and Ashley Newton)

**Presentations:** 2016 Northern Finance Association Meetings, University of Oklahoma.

8. Are Professional Director Networks Valuable for Shareholders? (with Jeff Black, Scott Linn and Hamed Mahmudi)

**Presentations:** Pontificia Universidad Católica de Chile, University of Oklahoma, 2018 Philly Five Research Symposium.

9. Does Product Market Competition Affect CEO Option Compensation? (with Hamed Mahmudi and Caroline Zhu)

**Presentations:** University of Notre Dame, University of Oklahoma, 2018 Midwest Finance Association meetings.

## **Discussions**

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**2010 Oklahoma Finance Conference,** Norman, OK

**2011 Southwest Finance Symposium,** Tulsa, OK

**2011 Oklahoma Finance Conference**, Norman, OK  
**2011 Financial Management Association Meetings**, New York, NY  
**2012 American Finance Association Meetings**, Chicago, IL  
**2012 Financial Management Association Europe**, Istanbul, Turkey  
**2014 Northern Finance Association**, Ottawa, Canada  
**2015 FIRS**, Reykjavik, Iceland  
**2017 Midwest Finance Association**, San Antonio, TX  
**2019 Northern Finance Association**, Vancouver, Canada  
**2019 Midwest Finance Association**, Chicago, IL  
**2020 Midwest Finance Association**, Virtual

## **Teaching**

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### University of Illinois at Chicago

Fall 2017: Investments (FIN 310) – BBA  
Fall 2017: Multinational International Corporate Finance (FIN 442) – BBA  
Fall 2018: Investments (FIN 310) – BBA  
Fall 2018: Multinational International Corporate Finance (FIN 442) – BBA  
Fall 2019: Investments (FIN 310) – BBA  
Fall 2019: Multinational International Corporate Finance (FIN 442) – BBA  
Fall 2020: Investments (FIN 310) – BBA  
Fall 2020: Multinational International Corporate Finance (FIN 442) – BBA

### University of Oklahoma

Fall/Spring 2015-2016: FIN 6970 Special Topics in Finance/Identification  
Techniques in Corporate Finance  
Spring 2016: Investments (FIN 3503/5103) – BBA and Masters  
Spring 2015: Investments (FIN 3503/5103) – BBA and Masters  
Spring 2014: Investments (FIN 3103/5103) – BBA and Masters  
Spring 2013: Investments (FIN 3103/5103) – BBA and Masters  
Spring 2012: Investments (FIN 4103/5103) – BBA and Masters  
Spring 2011: Investments (FIN 4103/5103) – BBA and Masters  
Spring 2010: Investments (FIN 4103/5103) – BBA and Masters

### University of Wisconsin-Madison

Spring 2008: Investment Theory (FIN 320) – BBA  
Spring 2007: Investment Theory (FIN 320) – BBA

### ***Teaching Assistant (University of Wisconsin-Madison):***

Fall 2003: Investment Theory (FIN320) - Professor Elizabeth Odders-White  
Investment Theory (FIN320) – Professor Bulent Paker  
Spring 2004: Investment Theory (FIN 320) – Professor Toni Whited  
Summer 2014: Introduction to Finance (FIN 300) – Professor Dean Johnson

Fall 2004: Investment Theory (FIN 320) – Professor Toni Whited  
Spring 2005: Investment Theory (FIN 320) – Professor Toni Whited  
Fall 2005: Corporate Finance (FIN 325) – Professor Martin Ruckes  
Spring 2006: Corporate Finance (FIN 725) – Professor Antonio Mello  
Fall 2006: Corporate Finance (FIN 325) – Professor Martin Ruckes  
Fall 2006 : Entrepreneurial Finance (FIN 757) – Professor Martin Ruckes  
Fall 2008: Corporate Finance (FIN 325) – Professor William Weld  
Spring 2009: Corporate Finance (FIN 325) – Professor Toni Whited

## **Awards**

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Spring 2016: Merrick Foundation Teaching Award  
Spring 2015: Houston and Mary Jo Johnson Master Teacher Award.  
Fall 2007: Stephen L. Hawk Fellowship, University of Wisconsin-Madison  
1997 1<sup>st</sup> Prize Norwegian Youth Science Competition

## **Referee**

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Journal of Financial Economics  
Review of Financial Studies  
Journal of Finance  
Journal of Financial and Quantitative Analysis  
Management Science  
Journal of Corporate Finance  
Review of Finance  
Economica  
Finance Research Letters  
Review of Financial Economics  
Journal of Banking and Finance  
Journal of Empirical Finance

## **Service**

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**Organizer of the Center for Financial Studies Seminar Series at the University of Oklahoma (2010-2017)**

**Seminar Organizer: University of Illinois at Chicago (2018-2020)**