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POSITIONS & EDUCATION

University of Hong Kong (HKU)

HKU Business School, Finance Area	
Associate Professor (with tenure)	05/2021–
Assistant Professor	05/2015–04/2021
Visiting Research Associate	02/2014–06/2014

Technical University of Munich (TUM)

Department of Financial Management and Capital Markets	
Post-Doc, awarded habilitation	04/2011–04/2015
Doctoral studies, awarded doctoral degree	10/2006–10/2010
Studies of management and technology (TUM-BWL), awarded diploma	10/2002–09/2006

RESEARCH INTERESTS

Empirical corporate finance, focus on corporate governance, labor rights, and product markets

PUBLICATIONS

- Female Directors and firm value: new evidence from directors' deaths, with Daniel Urban
MANAGEMENT SCIENCE [forthcoming]
- Product price risk and liquidity management: evidence from the electricity industry, with Chen Lin and Mike Weisbach
MANAGEMENT SCIENCE, 2021, [67\(4\)](#), 2519–2540
- Is Skin in the game a game changer? Evidence from mandatory changes to D&O insurance policies, with Chen Lin, Micah Officer, and Hong Zou
JOURNAL OF ACCOUNTING AND ECONOMICS, 2019, [68\(1\)](#), 101225
- Employee representation and financial leverage, with Chen Lin and Yuhai Xuan.
JOURNAL OF FINANCIAL ECONOMICS, 2018, [127\(2\)](#), 303–324
- Production flexibility, product markets, and capital structure decisions, with Sebastian J. Reinartz.
REVIEW OF FINANCIAL STUDIES, 2016, [26\(6\)](#), 1501–1548
- Family firm heterogeneity and corporate policy - Evidence from diversification decisions, with A.-K. Achleitner, C. Kaserer & M. Ampenberger.
CORPORATE GOVERNANCE: AN INTERNATIONAL REVIEW, 2015, [23\(3\)](#), 285–302
- Modeling electricity spot prices: combining mean reversion, spikes, and stochastic volatility, with K. Mayer & F. Weber.
EUROPEAN JOURNAL OF FINANCE, 2015, [21\(4\)](#), 292–315
- The value of financial flexibility and corporate financial policy, with M. S. Rapp and D. Urban.
JOURNAL OF CORPORATE FINANCE, 2014, [29](#), 288–302
- Why do firms (not) hedge? - Novel evidence on cultural influence, with M. Lievenbrück.
JOURNAL OF CORPORATE FINANCE, 2014, [25](#), 92–106
- Family firms and R&D behavior - New evidence from a large-scale survey, with A.-K. Achleitner, C. Kaserer & M. Ampenberger.
RESEARCH POLICY, 2014, [43\(1\)](#), 233–244

Control considerations, creditor monitoring, and the capital structure of family firms.
JOURNAL OF BANKING & FINANCE, 2013, 37(2), 257–272

The Effect of family governance on corporate time horizons, with I. Kappes.
CORPORATE GOVERNANCE: AN INTERNATIONAL REVIEW, 2013, 21(6), 547–566

Capital structure decisions in family firms: Empirical evidence from a bank-based economy, with A.-K. Achleitner, C. Kaserer & M. Ampenberger.
REVIEW OF MANAGERIAL SCIENCE, 2013, 7(3), 247–275

WORKING PAPERS

Climate change and corporate investments: Evidence from planned power plants, with Chen Lin and Mike Weisbach [\[SSRN\]](#)
presented at the 2018 Summer Finance and Accounting Conference in Jerusalem, the 2019 Oklahoma Energy and Commodities Finance Research Conference, and EFA 2020 [virtual]
REVISE & RESUBMIT AT JOURNAL OF FINANCE

Employee representation and the manager-to-worker pay ratio, with Chen Lin and Yang Sun
presented at EFA 2016 and FIRS 2017
REVISE & RESUBMIT AT REVIEW OF CORPORATE FINANCE STUDIES

The green energy investment paradox

Risk perceptions, board networks, and directors' monitoring [\[SSRN\]](#), with Wenzhi (Dave) Ding, Chen Lin, and Mike Weisbach

Does board size matter?, with Dirk Jenter and Daniel Urban [\[link\]](#)
presented at AFA 2019, SFS Cavalcade 2018, CEPR Spring Symposium 2018, and Gerzensee 2018

Decomposing Within-Firm Wage Inequality, with Daniel Bias, Chen Lin, and Ben Lochner
presented at EEA 2019 and EFA 2021

Do employees prefer conservative accounting?, with Chen Lin and Huai Zhang

Do outside directorships influence CEO decision making? Evidence from labor strikes, with Daniel Bias [\[SSRN\]](#)
presented at AFA 2017

ACCEPTED CONFERENCES (selected)

AFA (2019, 2017, 2016, 2014), EEA (2019), EFA (2021, 2020, 2016, 2015, 2009), WFA (2015), SFS Cavalcade (2018, 2014), FIRS (2020, 2017, 2016), CICF (2016, 2014)

RESEARCH GRANTS

Hong Kong Research Grants Council (RGC), 2016, 517,000 HKD
Seed Funding, University of Hong Kong, 2015, 150,000 HKD

TEACHING EXPERIENCE

HKU: Financial markets and institutions, investments and portfolio analysis

TUM: Banking & risk management, derivatives, case study seminar, theory seminar, accounting

Others: Finance for engineers (GIST Singapore); banking seminar (Innsbruck University); case study seminar (HHL Leipzig)