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**Academic Positions**

2017 - **Kelley School of Business, Indiana University, Bloomington, IN**

2020- Associate Professor of Finance (with tenure)

2017-2020 Assistant Professor of Finance

2009 -2017 **Marshall School of Business, University of Southern California, Los Angeles, CA**

Assistant Professor of Finance and Business Economics

**Education**

2004 - 2009 **Harvard University, Cambridge, MA**

Ph.D., Economics

Committee: Jeremy Stein, Andrei Shleifer, Michael Kremer, Gary Chamberlain

M.A., Economics

2002 – 2004 **Catholic University, Rio de Janeiro (PUC-Rio)**

M.S. in Economics

1997 – 2001 **Catholic University, Rio de Janeiro (PUC-Rio)**

B.S. in Mathematics

## **Publications**

The Working Capital Credit Multiplier (with Heitor Almeida and Taehyun Kim), 2023, *Journal of Finance*, Conditionally Accepted.

Loan Spreads and Credit Cycles: The Role of Lenders' Personal Economic Experiences (with Janet Gao and Pengfei Ma), 2023, *Journal of Financial Economics* 148(2), 118-149.

The Impact of Bank Credit on Labor Reallocation and Aggregate Industry Productivity (with John Bai and Gordon Phillips), 2018, *Journal of Finance* 73(6), 2787-2836.

How Do Financing Constraints Affect Firms' Equity Volatility?, 2018, *Journal of Finance* 73(3), 1139-1181.

Financing Constraints and the Amplification of Aggregate Downturns, 2015, *Review of Financial Studies* 28(9), 2463-2501. (Lead article, Editor's choice article)

*Featured in the RFS Editorial Blog*

Lending Relationships and the Effect of Bank Distress: Evidence from the 2007-2008 Financial Crisis (with Miguel Ferreira and Pedro Matos), 2015, *Journal of Financial and Quantitative Analysis* 50(6), 1165-1197. (Lead article)

*Winner of the Best Paper Award – California Corporate Finance Conference*

The Real Effects of Government-Owned Banks: Evidence from an Emerging Market, 2014, *Journal of Finance* 69(2), 577-609.

*Featured in the World Bank's 2013 Global Financial Development Report ("Rethinking the Role of the State in Finance") and World Bank's policy research papers on bank ownership. Cited in policy papers on the banking sector by regional departments of the International Monetary Fund (IMF)*

## Working Papers

### Firm-Level Uncertainty and Human Capital, Working Paper.

**Abstract:** Firms often face significant uncertainty about their future conditions. How do persistent differences in this uncertainty shape a firm's workforce and its human capital? I study the idea that firms with skill-intensive operations can have incentives to increase their skilled workforce when faced with uncertainty. Using a simple theoretical framework, I illustrate why these incentives can be important when training and learning by new workers take time. When this is the case, a firm's current skilled workforce (previously hired and trained) determines its ability to expand in response to new opportunities, providing a growth option that becomes more valuable with uncertainty. To empirically analyze this idea, I develop a new approach to isolate the effect of persistent shocks to the volatility of importers' firm-specific exchange rates and combine it with detailed plant- and worker-level data. This allows me to examine how uncertainty shocks shape firms' employment through different margins at a granular level. Higher uncertainty leads the average firm to reduce its total hiring and employment. However, firms with skill-intensive plants significantly increase their skilled workforce by hiring new high skilled workers for jobs in these plants. These positive effects of uncertainty on hiring are consistent with the mechanism proposed in this paper. For example, these effects are not present for low skilled workers in skill-intensive plants or jobs outside of these plants, and they are driven by skill-intensive plants located inside smaller firms.

### Uncertainty and Exit Decisions: Evidence from Plant-Level Data, Working Paper.

**Presentations:** Boston College, Indiana University (Kelley), UCSD (Rady), University of Illinois at Urbana-Champaign, USC Marshall, UC Chile Finance Conference, SFS Cavalcade Conference, and Western Finance Association Meetings.

**Abstract:** Theory suggests that uncertainty can play an important role in determining firms' decisions to shut down operations. In this paper, I provide evidence that input-price uncertainty leads to significant reductions in plant exits in the context of Brazilian manufacturing. I analyze this effect by combining differences in plants' exposure to import price uncertainty within a same industry and region with shocks to exchange rate uncertainty, and monthly data on the timing of plant closures. The results consider both a natural experiment that leads to firm-specific changes in the exchange rate uncertainty faced by importers and broader aggregate shocks to exchange rate uncertainty. The evidence supports the view that these results capture real-options effects where firms delay market exit decisions that are costly to reverse.

### How Do Banks Shape Lending Co-Movement? (with Nelson Camanho), Working Paper.

**Abstract:** Local lending decisions in distant areas of a country often move together and become unusually correlated around bad times such as financial crises. We study the role of individual banks in shaping this lending co-movement. As common banks operate in distant areas, many lending decisions are made within a same firm, creating potential linkages across local credit markets. In the context of Brazil, we exploit variation in these connections across areas through individual banks due to unique historical shocks to firm boundaries in banking. We find that, during normal times, the presence of common banks is an important determinant of local lending co-movement. However, individual banks have a much weaker and economically insignificant effect on the link between local credit markets around a financial crisis. We provide evidence that the reallocation of credit inside banks limits their effect on lending co-movement

during bad times. Our findings are consistent with the predictions of a simple framework, where banks have increased incentives to reallocate credit across areas with different conditions during bad times and this limits their net effect on lending co-movement.

### **Invited Presentations\***

- 2022-2023 SFS Cavalcade (d), Wabash Finance Conference (d).
- 2021-2022 UT Austin (McCombs), University of Houston (Bauer), North American Summer Meetings of the Econometric Society, RCFS Winter Conference (d)
- 2020-2021 AFA Meetings, EFA Meetings, FIRS Annual Conference, Bank of Canada, National University of Singapore (Finance), Ohio State University (Fisher), University of Bath, Georgia State University, University of British Columbia, CICF conference (d)
- 2019-2020 University of Rochester (Simon), Michigan State University (Eli), City University of Hong Kong, Seoul National University
- 2018-2019 SFS Cavalcade, SFS Cavalcade (d), FIRS Annual Conference, Boston College (Carroll), NTU Finance Conference, USC Marshall, Doug Diamond 65<sup>th</sup> Birthday Conference at Chicago Booth, Chicago Federal Reserve
- 2017-2018 University of Toronto (Economics), UCLA(Anderson), SFS Cavalcade (d), Edinburgh Business School, Cass Business School, George Washington University, Washington University at St Louis (Olin), University of Colorado at Boulder, University of Illinois at Chicago, Minnesota Corporate Finance Conference, RCFS Conference, University of Kentucky, Texas A&M Young Scholar Consortium.
- 2016-2017 Boston College (Carroll), Indiana University (Kelley), Ohio State University (Fisher), UC San Diego (Rady), University of Florida (Warrington), University of Maryland (Robert H. Smith), University of Illinois at Urbana-Champaign (Finance), Washington University at St. Louis (Olin), Western Finance Association Meetings
- 2015-2016 AFA Meetings, AEA Meetings (d), Yale Program on Financial Stability (d), CSEF-EIEF-SITE Conference on Finance and Labor, University of Florida (Warrington), SFS Cavalcade (d), Annual FIRS Conference, Brazilian Finance Association Meetings (invited plenary lecture), UC Chile Finance Conference
- 2014-2015 NBER Corporate Finance Summer Institute, NBER CRIW Summer Institute, AFA Meetings (d), SFS Cavalcade, University of Wisconsin-Madison, University of New South Wales, FOM Conference (d), Northeastern University, University

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\* This includes presentations by co-authors and discussions. Discussions are denoted using (d).

of Hong Kong, City University of Hong Kong, Hong Kong Polytechnic University, EPGE, PUC-Rio, EESP, Insper

- 2013-2014 Catholic University – Rio (PUC-Rio)
- 2012-2013 Bank of Canada (d), Texas Finance Festival (UT Austin)
- 2011-2012 NBER Corporate Finance Summer Institute, Harvard University (Economics-HBS), Yale University (SOM), North-American Meetings of the Econometric Society (invited session on financial crisis)
- 2010 -2011 Tilburg University, University of Rotterdam, Universidade Nova de Lisboa, Bank of Portugal, ESSEC-Paris, Western Finance Association Meetings, Annual FIRS Conference, Annual FIRS Conference (d)
- 2009-2010 University of Southern California (Economics), Financial Management Association (Invited Panelist - The Frontiers of Research in Corporate Finance), USC-UCLA Finance Day, Western Finance Association Meetings
- 2008-2009 Brown University (Economics), Dartmouth College (Tuck), Harvard University (Economics), Stockholm School of Economics (Finance), University of Illinois at Urbana-Champaign (Finance), University of Southern California (Marshall), Washington University at St. Louis (Olin), Yale University (SOM)

## **Teaching**

- 2020- Instructor for Ph.D. Course Covering Research Topics in Banking and Credit Markets (F620: Special Topics - Banking), Kelley School of Business. Designed the course structure and content.
- 2018- Instructor for Undergraduate Finance Elective Course (F446 Banking and Financial Intermediation), Kelley School of Business. Designed the course structure and content.
- 2009-2017 Instructor for M.B.A. and Undergraduate Finance Elective Courses (Financial Analysis and Valuation), USC Marshall School of Business.
- 2006-2008 Ph.D. Courses in Econometrics, Economics Department, Harvard University. Teaching Assistant for Gary Chamberlain and Dale Jorgenson. Recipient of GIC Award for Excellence in Teaching Economics.

## **Referee Activity**

*Journal of Finance, Review of Financial Studies, Journal of Financial Economics, American Economic Review, Quarterly Journal of Economics, Review of Economic Studies, Review of Economics and Statistics, American Economic Journal: Economic Policy, Journal of Financial and Quantitative Analysis, Management Science, Review of Finance, Journal of Financial*

*Intermediation, Journal of Corporate Finance, Journal of Urban Economics, Journal of Public Economics*

### **Conference Program Committee**

Society of Financial Studies (SFS) Cavalcade Conference (2017-)

Financial Intermediation Research Society (FIRS) Conference (2018-)

European Finance Association (EFA) Annual Meetings (2018-)

Western Finance Association (WFA) Meetings (2021-)

Financial Management Association (FMA), Best Paper Awards for Financial Markets and Institutions (2022)

### **Internal Service**

Kelley School of Business, Finance Department: Tenure-Track Recruiting Co-Chair (2021-2022), Tenure-Track Recruiting Committee (2017-2018, 2018-2019, 2022-2023), Finance Seminar Coordinator (2019-2020, 2020-2021), PhD Admissions Committee (2019-2020, 2020-2021, 2022-2023)

USC Marshall School of Business, Finance and Business Economics Department: Tenure-Track Recruiting Committee (multiple years), Ph.D. Admissions Committee (multiple years), Finance Seminar Coordinator (multiple years).

### **Selected Policy Mentions**

The World Bank's Global Financial Development Report, 2013, "Rethinking the Role of the State in Finance"

International Monetary Fund, Middle East and Central Asia Department, 2018, "Building Resilient Banking Sectors in the Caucasus and Central Asia"

The World Bank, Finance and Private Sector Development Team, Policy Working Paper, 2012, "Bank Ownership and Credit over the Business Cycle"

Center for Economic Policy Research (CEPR) Policy Portal – VOX, 2016, "The Cost of Screening and the Allocation of Credit by Public Development Banks"

Inter-American Development Bank, 2014, "Rethinking Productive Development: Sound Policies and Institutions for Economic Transformation"

The Organization for Economic Co-operation and Development (OECD), 2014, Workshop on State-Owned Enterprises in the Development Process

Initiative for Policy Dialogue, Columbia University, 2018, “The Future of National Development Banks”

The Hutchins Center on Monetary and Fiscal Policy, Brookings Institute, The Hutchins Roundup, December 7, 2017

### **Fellowships and Honors**

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| 2018       | Best Paper Award, Annual Conference on Asia-Pacific Financial Markets                                  |
| 2015       | Editor’s Choice Paper Award. <i>Review of Financial Studies</i>  |
| 2010       | Best Paper Award, California Corporate Finance Conference  |
| 2008-2009  | Sandra Ohrn Family Graduate Dissertation Fund , Harvard University                                     |
| 2008-2009  | Harvard University Dissertation Completion Fellowship  |
| 2008       | GIC Award for Excellence in Teaching Economics, Harvard University                                     |
| 2007-2008  | Warburg Funds Research Grant, Economics Department, Harvard University                                 |
| 2004- 2006 | Harvard University Graduate School of Arts and Sciences Fellowship                                     |
| 2002-2004  | Academic Excellence Fellowship for Graduate Studies – Catholic University, Rio de Janeiro, Brazil      |
| 1997-2001  | Academic Excellence Fellowship for Undergraduate Studies – Catholic University, Rio de Janeiro, Brazil |