

Charles (Chad) G. Ham
Kelley School of Business | Indiana University
hamch@iu.edu | [SSRN](#) | [Google Scholar](#)

ACADEMIC EXPERIENCE

Indiana University, Kelley School of Business
Associate Professor, 2022 – Present
Blanche “Peg” Philpott Faculty Fellow, 2024 – Present

Washington University in St. Louis, Olin Business School
Assistant Professor, 2016 – 2022
Visiting Assistant Professor, 2015 – 2016

EDUCATION

PhD, Accounting, University of Maryland, 2015
Master of Accountancy, Villanova University, 2010
BSBA, Accounting, Bucknell University, 2007

RESEARCH

Published Papers

- The Association Between Corporate General Counsel and Firm Credit Risk (with Kevin Koharki). 2016. *Journal of Accounting and Economics*.
- CFO Narcissism and Financial Reporting Quality (with Mark Lang, Nick Seybert, Sean Wang). 2017. *Journal of Accounting Research*.
- Narcissism is a Bad Sign: CEO Signature Size, Investment, and Performance (with Nick Seybert, Sean Wang). 2018. *Review of Accounting Studies*.
- Do Analysts Say Anything About Earnings Without Revising Their Earnings Forecasts? (with Phil Berger, Zach Kaplan). 2019. *The Accounting Review*.
- Do Dividends Convey Information about Future Earnings? (with Zach Kaplan, Mark Leary). 2020. *Journal of Financial Economics*.
- Rationalizing Forecast Inefficiency (with Zach Kaplan, Zawadi Lemayian). 2022. *Review of Accounting Studies*.
- Legal Expertise and the Role of Litigation Risk in Firms’ Conservatism Choices (with Jonathan Black, Michael Kimbrough, Ha Yoon Yee). 2022. *The Accounting Review*.
- Attention to Dividends, Inattention to Earnings? (with Zach Kaplan, Steve Utke). 2023. *Review of Accounting Studies*.
- Auditor Skill Demands and Audit Quality: Evidence from Job Postings (with Rebecca Hann, MaryJane Rabier, Wenfeng Wang). Forthcoming. *Management Science*.

Working Papers

- Disclosing Work-From-Home Flexibility to Compete for Talent? Evidence from Job Postings (with Rebecca Hann, Wenfeng Wang, Jingwen Yang).
- CFO Narcissism and the Power of Persuasion: Evidence from the Laboratory and Sell-Side Analyst Valuations (with Mark Piorkowski, Nick Seybert, Sean Wang).
- Consequences of Implied Analyst Recommendation Revisions in Reiteration Research Reports (with Mark Bradshaw, Jared Flake, Mark Piorkowski).
- Volatility, Dividend Yield and Stock Returns (with Seong Jin Ahn, Zach Kaplan, Todd Milbourn).
- Corporate Investment Under the Cloud of Litigation (with Benjamin Bennett, Todd Milbourn, Zexi Wang).
- Dividend *Levels* Signal Future Earnings (with Zach Kaplan).
- The Real Effects of CEO Depression: Evidence from Corporate Investment Behavior (with Salman Arif, Nargess Golshan, Brian Miller).
- Employee Use of Financial Reporting Information: Survey Evidence (with Christian Hutzler, Joe Pacelli, David Volant).

Works in Progress

- Is There a Brain Drain in Accounting? (with Ken Merkle, Joe Pacelli, Joe Schroeder).
- Internal and External Information Flows: Survey Evidence of Corporate Counsel (with Andy Call, Justin Hopkins, Kevin Koharki).

PAPER PRESENTATIONS

University of Miami, 2024	University of Connecticut, 2019
University of Utah, 2024	University of Notre Dame, 2019
NCSU Risk Governance Conference, 2023	University of Oregon, 2019
University of Amsterdam, 2023	Villanova University, 2019
Goethe University, 2023	CFO Select, 2018
University of Bath, 2023	AAA Midwest Meeting, 2018
Rutgers University, 2023	Purdue University, 2017
Indiana University, 2022	AAA Annual Meeting, 2016
Penn State University, 2022	EAA Annual Congress, 2016
University of Connecticut, 2022	Washington University Dopuch Conf, 2016
University of Maryland, 2021	Boston University, 2015
City University of Hong Kong, 2021	Georgia State University, 2015
Labor and Accounting Conference, 2021	HEC Paris, 2015
University of Colorado, 2021	INSEAD, 2015
AAA Annual Meeting, 2020	Saint Louis University, 2015
AAA Audit Midyear, 2020	Washington University in St. Louis, 2015
University of Illinois, 2020	Georgetown University, 2014
University of Missouri-St. Louis, 2020	Univ of Maryland, 2014, 2013, 2012, 2011

CONFERENCE PARTICIPATION

Tulane University Accounting Conference, 2024
Kelley Accounting Research Symposium, 2023, 2022
Notre Dame Accounting Conference, 2023, 2022, 2017
Midwest Accounting Research Conference, 2024, 2023
Labor and Accounting Conference, 2022, 2021
AAA FARS Mid-Year Meeting, 2023, 2018, 2017, 2016, 2015, 2013
WashU Nicholas Dopuch Accounting Conference, 2021, 2019, 2018, 2017, 2016, 2015
Journal of Accounting Research Conference, 2021
RAST Conference, 2021, 2020, 2018
CARE Conference, 2021, 2018
University of Illinois Young Scholars Research Symposium, 2021
AAA Annual Meeting, 2020, 2019, 2017, 2016, 2015, 2014, 2012
AAA Audit Mid-Year Meeting, 2020
University of Michigan Kapnick Conference, 2019
AAA Midwest Meeting, 2018
AAA New Faculty Consortium, 2017
EAA Annual Congress, 2016
DC Area Accounting Symposium, 2015, 2014, 2013, 2011
Accounting PhD Rookie Camp, 2014
AAA/Deloitte & Touche/J. Michael Cook Doctoral Consortium, 2013
University of Texas Spring Accounting Conference, 2011
University of Maryland Financial Information Systems & Cybersecurity, 2011
Conference on Financial Economics & Accounting, 2010

PROFESSIONAL SERVICE

Ad Hoc Referee: Journal of Accounting Research, Journal of Accounting and Economics, The Accounting Review, Review of Accounting Studies, Contemporary Accounting Research, Accounting Organizations and Society, Management Science, Journal of Financial and Quantitative Analysis, MIS Quarterly, Accounting Horizons, Journal of Management Accounting Research, Journal of Accounting and Public Policy, Journal of Research in Personality, AAA Annual Meetings, AAA FARS Mid-Year Meetings, AAA Midwest Meetings, MFA Annual Meeting, Hawaii Accounting Research Conference

FARS Excellence in Reviewing Award (2018)

INSTITUTIONAL SERVICE

KSB, Research Policy Committee, Member, 2023 – Present
KSB, Business Futurecast Committee, Member, 2023 – Present
KSB, Accounting Research Conference Planning Committee, Co-Chair, 2023 – Present
KSB, Accounting Doctoral Policy Committee, Member, 2023 – Present

TEACHING EXPERIENCE

Indiana University, Kelley School of Business
Management Decisions and Financial Reporting, 2022 – Present

Washington University in St. Louis, Olin Business School
Principles of Financial Accounting, 2015 – 2021 (Mean 9.2/10, Median 10/10)

University of Maryland, Smith School of Business
Intermediate Financial Accounting I, 2013 (Mean 3.6/4, Median 4/4)

PROFESSIONAL EXPERIENCE

Citco Fund Services, Malvern, PA
Senior Financial Reporting Accountant, 2008 – 2010

KPMG, Philadelphia, PA
Audit Associate, 2007 – 2008
Intern, Summer 2006

PricewaterhouseCoopers, Sydney, Australia
Intern, Spring 2006

CPA, Pennsylvania, Inactive

MEDIA COVERAGE

- Fast Company. January 15, 2013. “HP vs. Dell: Success Could Be in The Size of the Signature”
- Bloomberg Business. February 2013. “Does Your Signature Reflect the Size of Your Ego?”
- The Atlantic. February 5, 2013. “What Your Signature Size Says About You: You're a Narcissist and You'd Be a Bad CEO”
- ABC News. February 7, 2013. “CEOs: Big Signature, Big Narcissist, Big Trouble”
- Huffington Post. February 8, 2013. “CEO Signature Size Linked to Narcissism in New Study”
- Inc.com. February 13, 2013. “Can Your Signature Tell You What Kind of CEO You Are?”
- Harvard Business Review. May 2013. “Size Does Matter (in Signatures)”
- The New York Times. March 7, 2015. “Bosses Who Love Themselves”
- CFO.com. March 31, 2015. “CFOs With Big Signatures More Likely to Misreport”
- Harvard Law School Forum on Corporate Governance. June 10, 2015. “CFO Narcissism and Financial Reporting Quality”
- The Wall Street Journal. June 15, 2015. “Beware the Hancock-esque CFO Signature: Study”
- The Wall Street Journal. June 15, 2015. “The Morning Risk Report: CFO Signatures a Tip-off to Fishy Accounting”
- The Washington Post. July 10, 2015. “Have a Large Signature? For Chief Financial Officers, That Could Spell Trouble”
- The Columbia Law School Blue Sky Blog. February 25, 2016. “The Association Between Corporate General Counsel and Firm Credit Risk”
- St. Louis Post Dispatch. March 6, 2018. “Narcissism in the C-suite Affects Firms’ Financial Reports”
- CFO.com. February 19, 2019. “Analysts’ Current Earnings Forecasts Accentuate Bad News”
- Chicago Booth Review. July 8, 2019. “Why do analysts low-ball earnings forecasts?”