

## Tim Liu

---

tim.liu@eccles.utah.edu

**ACADEMIC POSITIONS** Assistant Professor of Finance 2021 – Current  
University of Utah - David Eccles School of Business

**EDUCATION** *PhD*, Finance Graduated 2021  
University of North Carolina at Chapel Hill - Kenan-Flagler Business School

*BS*, Statistics, Summa Cum Laude Graduated 2014  
University of Pennsylvania - Wharton School

*BA*, Economics, Summa Cum Laude Graduated 2014  
University of Pennsylvania - School of Arts and Sciences

**NATIONALITY** United States

**WORKING PAPERS** *How Does Leasing Affect Leverage*, 2021  
*Job Market Paper*

**Abstract:** Studying leasing's impact on capital structure has proven challenging in the literature, as corporate leasing policy is 1) difficult to measure and 2) highly endogenous. I address these empirical challenges by 1) developing a novel measure of new lease contracting, and 2) exploiting a Moody's accounting policy change that made leasing more attractive and resulted in an economically meaningful increase in leasing. Concurrent with this uptick in leasing, I find that secured debt decreased on average. I also find that leasing has a non-negative impact on secured debt capacity. While leasing preserves secured debt capacity across the sample of firms, only high investment opportunity firms use their secured debt capacity to increase secured borrowing. Firms with low investment opportunities, lacking reason to increase aggregate financing, substitute out secured debt when leases increase.

**Presented at:** UNC Chapel Hill, University of Utah, University of Iowa, Rice, University of Houston, UCLA, Wilfrid Laurier, and Queen's University

*The Distribution of Non-Wage Benefits: Maternity Benefits and Gender Diversity*, 2021 (with Christos Makridis, Paige Ouimet, and Elena Simintzi)

*R&R at RFS*

**Abstract:** Why do firms offer non-wage compensation instead of the equivalent amount in financial compensation? We argue that firms use non-wage benefits, specifically female-friendly benefits such as maternity leave, to increase gender diversity by efficiently attracting women. Using Glassdoor data, we show that firms offer higher quality maternity leave benefits in labor markets where female talent is relatively scarce. This result also holds more generally when examining all female-friendly non-wage benefits and is not present when looking at benefits which are gender-neutral. Moreover, using staggered adoption of state laws, we show that voluntary provision of these benefits can increase firm value.

**Presented at:** AFA 2019, Calvacades 2018, SOLE 2018, IZA 2018, and UNC Chapel Hill

***Do Credit Ratings Matter? Evidence from S&P's 2013 Methodology Revision***, 2019 (with Anil Shivdasani)

**Abstract:** Exploiting exogenous variation introduced by a significant change in S&P's methodology, we show that credit ratings have a first-order causal impact on capital structure and investment decisions. Quantifying debt capacity within a firm's credit rating (*Ratings Capacity*) using precise metrics, we show that capital structure is highly sensitive to changes in *Ratings Capacity*. Credit ratings explain more variation in capital structure changes than other firm-specific determinants. Firms with low adjustment costs and attractive investment opportunities are more responsive to *Ratings Capacity*. Increased *Ratings Capacity* causes significant expansions in investment and reductions in share repurchases, suggesting wide impacts on financial policy.

**Presented at:** Ohio State University and UNC Chapel Hill

**WORKS IN PROGRESS**      *Did Dodd-Frank Make Rating Agencies More Conservative*, 2021 (with Petrus Ferreira, Wayne Landsman, and Donny Zhao)

**TEACHING**      *Investments*      2022 - Current  
University of Utah

*Introduction to Corporate Finance*      2019  
UNC Chapel Hill  
Instructor Evaluation 4.6/5

**OTHER PROFESSIONAL EXPERIENCE**      *Research Assistant*      2016 - 2021  
UNC Chapel Hill - Finance Department

*Investment Banking Analyst*      2014 - 2016  
Citigroup, New York City

**AWARDS AND HONORS**      Kenan-Flagler School of Business Outstanding Graduate Student Award      2021  
UNC Graduate School Travel Grant      2018

**REFERENCES**

**Prof. Anil Shivdasani**

---

Kenan-Flagler Business School  
University of North Carolina  
Anil.Shivdasani@kenan-flagler.unc.edu

**Prof. Paige Ouimet**

---

Kenan-Flagler Business School  
University of North Carolina  
Paige.Ouimet@kenan-flagler.unc.edu

**Prof. Elena Simintzi**

---

Kenan-Flagler Business School  
University of North Carolina  
Elena.Simintzi@kenan-flagler.unc.edu