

NICHOLAS SEYBERT

Robert H. Smith School of Business
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EDUCATION

Ph.D. in Management (concentrations in Accounting, Biological Statistics, and Behavioral Science) Cornell University Johnson Graduate School of Management	2008
M.S. in Management Cornell University Johnson Graduate School of Management	2007
B.S. in Accounting (<i>magna cum laude</i>) University of Maryland Robert H. Smith School of Business	2003

EXPERIENCE

Associate Professor of Accounting University of Maryland Robert H. Smith School of Business	2016-present
Assistant Professor of Accounting University of Maryland Robert H. Smith School of Business	2010-2016
Assistant Professor of Accounting University of Texas at Austin McCombs School of Business	2008-2010

PRIMARY AREAS OF INTEREST

Financial accounting, behavioral accounting, behavioral finance, and their intersections

PEER REVIEWED ACADEMIC PUBLICATIONS

Harris, L., Jackson, S., Owens, J., and Seybert, N. 2021. Recruiting dark personalities for earnings management. *Journal of Business Ethics*, forthcoming.

Rennekamp, K., Rupa K., and Seybert, N. 2020. Short-selling pressure, reporting transparency, and the use of real and accruals earnings management to meet benchmarks. *Journal of Behavioral Finance* 21(2): 186-204.

Clor-Proell, S., Hirst, E., Koonce, L., and Seybert, N. 2019. How disaggregated forecasts influence investor response to subsequent earnings announcements. *Journal of Financial Reporting* 4(1): 157-171.

Ge, R., Seybert, N., and Zhang, F. 2019. Investor sentiment and accounting conservatism. *Accounting Horizons* 33(1): 82-102.

Ham, C., Seybert, N., and Wang, S. 2018. Narcissism is a bad sign: CEO Signature size, investment, and performance. *Review of Accounting Studies* 23(1): 234-264.

Ham, C., Lang, M., Seybert, N., and Wang, S. 2017. CFO narcissism and financial reporting quality. *Journal of Accounting Research* 55(5): 1089-1135.

Seybert, N. 2016. Experienced executives' views of the effects of R&D capitalization on reputation-driven real earnings management: A replication of survey data from Seybert (2010). *Behavioral Research in Accounting* 28(2): 85-90.

Koonce, L., Seybert, N. and Smith, J. 2016. Management speaks, investors listen: Are investors too focused on managerial disclosures? *Journal of Behavioral Finance* 17(1): 33-44.

Libby, R., Rennekamp, K., and Seybert, N. 2015. Regulation and the interdependent roles of managers, auditors, and directors in earnings management and accounting choice. *Accounting, Organizations, and Society* 47: 25-42.

Rennekamp, K., Rupa K., and Seybert, N. 2015. Impaired judgment: The effects of asset impairment reversal and cognitive dissonance on future investment. *Accounting Review* 90 (2): 739-759.

Seybert, N. and Yang, H. 2012. The party's over: The role of earnings guidance in resolving sentiment-driven overvaluation. *Management Science* 58: 308-319.

Koonce, L.; Seybert, N.; and Smith, J. 2011. Causal reasoning in financial reporting and voluntary disclosure. *Accounting, Organizations, and Society* 36 (4-5): 209-225.

Seybert, N. 2010. R&D capitalization and reputation-driven real earnings management. *Accounting Review* 85 (2): 671-693.

-AAA/ABO 2009 Best Dissertation Award

Seybert, N., and Bloomfield, R. 2009. Contagion of wishful thinking in markets. *Management Science* 55 (5): 738-751.

Libby, R., and Seybert, N. 2009. Behavioral studies of the effects of regulation on earnings management and accounting choice. *Accounting, Organizations, and Institutions: Essays for Anthony Hopwood*. Oxford University Press.

OTHER PUBLICATIONS

Seybert, N. Size does matter (in signatures). *Harvard Business Review Magazine* (May 2013).

WORK IN PROCESS

Cao, Y., and Seybert, N. 2021. Does routine labor generate routine earnings? Working paper.

Rennekamp, K., Rugar, K., and Seybert, N. 2021. Using the unconscious to improve detection of managerial deception. Working paper.

MEDIA COVERAGE

30-minute Radio Interview and Podcast – <i>The Attitude with Arnie Arnensen</i>	04/14/2021
“Companies are hiring bosses with these qualities for a terrible reason,” <i>Ladders</i>	04/06/2021
“Jaw-dropping study: executives who manipulate earnings are hired for their lack of ethics,” <i>Fast Company</i>	04/05/2021
“Amazon Now Owns \$1 Billion Worth of Other Companies,” <i>CNBC</i>	8/14/2018
“Have a Large Signature? For CFOs, that Could Spell Trouble,” <i>Washington Post</i>	7/10/2015
“A Bigger Signature CFO Signature Could Spell Trouble,” <i>Washington Business Journal</i>	7/2/2015
“Bosses Who Love Themselves,” <i>New York Times</i>	3/7/2015
“What Your Signature Says About You,” <i>The Atlantic</i>	2/5/2013
“What Does the Bosses Signature Reveal?” <i>MSN Money</i>	2/10/2013
“CEO Signature Size Linked to Narcissism in New Study,” <i>Huffington Post</i>	2/8/2013
“CEOs: Big Signature, Big Narcissist, Big Trouble,” <i>ABC News/Money</i>	2/7/2013
“Does Your Signature Reflect the Size of Your Ego?” <i>BusinessWeek</i>	2/3/2013
“HP vs. Dell: Success Could be in the Size of the Signature,” <i>Fast Company</i>	2/1 2013
“Three Must-Read Articles,” <i>CFO Journal</i>	9/14/2012
“Fortune Telling,” <i>The Daily</i>	7/3/2011
“When you Wish Upon a Stock,” <i>Austin Business Journal</i>	3/29/2009

HONORS AND AWARDS

Allen J. Krowe Award for Teaching Excellence, Robert H. Smith School of Business	2021
Distinguished Teaching Award (top 10%), Robert H. Smith School of Business	2018-2019
AAA/FARS Distinguished Service Award	2018
Distinguished Teaching Award (top 10%), Robert H. Smith School of Business	2015-2016
Allen J. Krowe Award for Teaching Excellence, Robert H. Smith School of Business	2015
Distinguished Teaching Award (top 10%), Robert H. Smith School of Business	2013-2014
Top 15% Teaching Award, Robert H. Smith School of Business	2012-2013
Best Discussant Award, Conference on Investor Protection, George Mason University	2012
AAA/ABO Best Dissertation Award	2009

AAA/Deloitte/J. Michael Cook Doctoral Consortium Fellow	2006
Deloitte Foundation Doctoral Fellowship	2006
Johnson School Teaching Honor Roll, Cornell University	2006
Ernst & Young Education Excellence Scholarship, Robert H. Smith School of Business	2002

INVITED RESEARCH PRESENTATIONS

University of Kentucky	2019
Erasmus University	2016
University of Iowa	2016
Queen's University	2015
Accounting, Organizations and Society 40 th Anniversary Conference, LSE	2015
Singapore Management University	2014
University of Baltimore	2013
Virginia Tech	2013
University of Florida	2013
AAA/FARS Midyear Meeting, San Diego	2013
AAA/ABO Midyear Meeting, Atlanta (presented by coauthor)	2012
AAA Annual Meeting, National Harbor (presented by coauthor)	2012
DC Area Accounting Symposium, George Washington University	2012
AAA/ABO Midyear Meeting, Kansas City	2011
Georgia Institute of Technology	2011
DC Area Accounting Symposium, George Washington University	2010
University of Maryland	2009
Emory University	2008
University of Maryland	2008
University of Notre Dame	2008
University of Washington in St. Louis	2008
University of Illinois, Urbana-Champaign	2008
University of Texas at Austin	2008

TEACHING

Instructor evaluation scores listed below are the average of three items: "The instructor treated students with respect," "The instructor was well prepared for class," and "Overall, the instructor was an effective teacher."

Financial Statement Analysis (MBA): Rating 4.89/5.00 over most recent three years

Financial Statement Analysis (M.S.): Rating: 4.71/5.00 over most recent three years

Financial Statement Analysis (Undergraduate): Rating: 4.84/5.00 over most recent three years

Introduction to Accounting Research (PhD): Rating: 4.70/5.00 over most recent three years

SERVICE

Campus Service

University Senator, University of Maryland Senate	2020-present
AIA Ph.D. Program Coordinator	2020-present
AIA Ph.D. Committee Chair	2020-present
AIA Undergraduate Committee Member	2020-present
AIA M.S. Committee Member	2018-present
Smith Institutional Review Board Liaison	2018-present
Smith Undergraduate Curriculum Task Force (Honors Program Development)	2021
AIA Clinical Faculty Recruiting Committee Member	2021
Smith Associate Dean Selection Committee	2021
Smith Undergraduate Oversight Committee Member	2020-2021
AIA Assistant Professor Merit Review Committee	2019
Smith M.S. Oversight Committee Member	2018-2019
Smith MBA Oversight Committee Member	2016-2018
Smith Grading Task Force Member	2016-2017
Smith M.S. Oversight Committee Member	2014-2016
AIA Ph.D. Committee Member	2010-2014
AIA Recruiting Committee Member	2013
AIA Academic Rigor Committee Chair	2011-2012

Doctoral Committee Service

Dissertation Chair, Cody Hyman (Bentley University)	2021
Dissertation Committee Member, Ivy Feng (University of Wisconsin)	2020
Dissertation Committee Member, Yi Cao (Chinese University of Hong Kong – Shenzhen)	2018
Dissertation Committee Member, Sijing Wei (Creighton University)	2017
Dissertation Committee Member, Chad Ham (Washington University in St. Louis)	2015
Dissertation Committee Member, Amanda Wilford (Southern Utah University)	2012

Community Service

Treasurer and Chair, Finance and Audit Committee	2017-2018
Finance and Audit Committee Member	2014-2016
Wonders Early Learning and Extended Day (not-for-profit early childhood education organization serving over 600 children)	

Committee Memberships in Professional Organizations

AAA/ABO Research Conference Co-Chair	2022
AAA/ABO Research Conference Co-Chair	2021
AAA/FARS Steering Committee Member	2016-2018
Editorial Committee Member, AAA/FARS Midyear Meeting, Newport Beach, CA	2016
Editorial Committee Member, AAA/FARS Midyear Meeting, Nashville, TN	2015

Conference Reviewing

AAA/FARS Midyear Meeting, Newport Beach, CA	2016
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AAA/FARS Midyear Meeting, Nashville	2015
AAA/FARS Midyear Meeting, San Diego	2013
AAA/ABO Midyear Meeting, Atlanta	2012
AAA Annual Meeting, National Harbor	2012
AAA/ABO Midyear Meeting, Kansas City	2011

Journal and Grant Submission Reviewing

Accounting Horizons: 2015, 2016, 2020, 2021
 Accounting, Organizations and Society: 2010, 2012, 2014, 2015, 2016, 2017, 2018, 2021
 Accounting Review: 2009, 2010, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020
 Behavioral Research in Accounting: 2011, 2014, 2019, 2020, 2021
 Contemporary Accounting Research: 2011, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021
 Journal of Accounting and Public Policy: 2010, 2011, 2012, 2015, 2016
 Journal of Accounting Literature: 2015
 Journal of Accounting Research: 2013, 2014, 2020
 Journal of Behavioral Finance: 2015, 2019, 2020
 Journal of Management Accounting Research: 2018, 2019
 Management Science: 2010, 2013, 2015, 2018, 2019, 2021
 Research Grants Council of Hong Kong (Grant Review): 2015
 Review of Accounting Studies: 2018, 2019, 2020
 Social Sciences and Humanities Research Council of Canada (Grant Review): 2016

PROFESSIONAL AFFILIATIONS

American Accounting Association
 AAA Financial Accounting and Reporting Section
 AAA Accounting, Behavior and Organizations Section