

Jamie L. Weathers

Curriculum Vitae

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EDUCATION **Temple University**, Philadelphia, PA

Ph.D., Finance, June 2016 (*expected*)

University of Louisville, Louisville, KY

MBA with distinction, December 2009

B.S., Business Management, May 2002

HONORS & **Research/Teaching Assistantship**, Temple University, August 2013 - present
AWARDS

Future Faculty Fellowship, Temple University, August 2011 - August 2013

Dean's Citation Award, University of Louisville, December 2009

RESEARCH Empirical Corporate Finance, Corporate Innovation, Mergers & Acquisitions, Real Estate
INTERESTS

WORKING "Employee Treatment and Firm Innovation" with Connie X. Mao (job market paper).
PAPERS

Abstract: We identify firm innovation as a new channel by which employee treatment affects firm value. Growth and innovation incentive theories support positive effects of "good" employee treatment on innovation. Alternatively, entrenchment theory suggests such treatment will lead to complacency and shirking, hence deterring innovation. These opposing views merit investigation since in the "new economy", human capital is increasingly essential to firm value and the growth and success of a firm has become more reliant on corporate innovation. Using the KLD Research & Analytics, Inc. SOCRATES database and newly acquired patent/citation data, we find an overall significant positive relationship between positive employee treatment and innovation input (R&D), quantity (Patents), and quality (Citations). Furthermore, we find that favorable employee treatment improves innovation focus—innovation projects more related to firms' core business. These findings, robust to an alternate data source and endogeneity concerns, are consistent with the theories of growth and innovation incentive and suggest corporate innovation represents a channel by which employee treatment enhances firm value.

WORK IN "Returns to Innovation Acquirers"
PROGRESS

Abstract: Acquirer announcement returns are known for being low on average and large acquirers appear to suffer more from M&A transactions. Recent studies, however, show greater abnormal announcement and long-run returns to firms acquiring innovative targets due to the value of the innovative synergy with the target. Acquiring innovation is an important motive for M&A, however research has focused on the characteristics of and synergies with the target firm in determining acquirer valuation. It is not only the motive behind the merger and the innovativeness of the target that provides valuable information regarding merger quality. I propose that the ex-ante strategic positioning of the acquirer provides asymmetric information impacting firm value. Using a proxy for relative innovative proficiency to differentiate firms initially focused on innovation creation, I administer a different approach to explain the cross-sectional variation in acquirer valuation. This paper will show that innovation creators transitioning to innovation acquirers exhibit significantly different abnormal announcement returns relative to all other acquirers due to a differentiation in market perception of anticipated future cash flows.

CONFERENCE & SEMINAR PRESENTATIONS

“Employee Treatment and Firm Innovation”

Financial Management Association Annual Meeting, Orlando, FL USA, October 2015

Eastern Finance Association Annual Meeting, New Orleans, LA USA, April 2015

Department of Finance, Temple University Seminar, Philadelphia, PA USA, September 2014 and September 2013

“Returns to Innovation Acquirers”

Department of Finance, Temple University Seminar, Philadelphia, PA USA, August 2015 and February 2015

TEACHING EXPERIENCE

Temple University: Instructor

International Finance – FIN 3551

Fall 2015 (**TBD/5.00**)
 Summer 2015 (**4.10/5.00**)

This course surveys the theory and practice of finance on the international level. Topics include: global financial policy issues in historical and contemporary contexts, basic trends and workings of foreign exchange and global financial markets, and international firms’ management of international risk within changing economic conditions around the world.

Temple University: Teaching Assistant

Intermediate Corporate Finance – FIN 3504

Fall 2013 - Spring 2016

The course reviews the theory and empirical evidence related to the investment and financing policies of the firm, and endeavors to develop decision-making ability in these areas. Topics in corporate finance include: financial planning, valuation, capital budgeting, cost of capital, capital structure policy, and risk management.

Financial Management – FIN 3101

Fall 2014 - Spring 2015

This course provides a survey of the financial problems associated with the life cycle of a business firm. Topics include: financial analysis and planning, capital budgeting, cost of capital, and the sources and uses of business funds.

Real Estate Investment and Finance – FIN 3509

Fall 2014 - Spring 2015

This course provides theoretical and practical analysis for investments in real estate assets. Topics include: formulation of goals and objectives, market and site analysis, evaluation of financing alternatives, cash flow forecasting, and application of equity-valuation and other traditional investment decision-making models.

Temple University: Training

Fox Teaching Academy

Summer 2015

This course is part of our PhD curriculum and is designed to achieve the following two program goals: (a) Build effective teaching skills through organization and delivery of courses and (b) Build effective presentation skills to deliver effective academic presentations. Other topics include: discussion of teaching-related concerns, understand Student Feedback Forms (SFFs), and understand how to assess student learning.

PROFESSIONAL EXPERIENCE

Summit Energy, a subsidiary of Schneider Electric, Louisville, KY

Regional Energy Buyer II, July 2010 - July 2011

Sourcing Associate, September 2008 - July 2010

New Equity Financial Corporation, Louisville, KY
Loan Manager/ Officer/ Processor, January 2005 - January 2008

ACADEMIC
SERVICES

Eastern Finance Association
Discussant at the 2015 annual meeting

The PhD Project FDSA
Recorder on 2016 and 2013 planning committee; Research Facilitator on 2014 planning committee

The PhD Project Annual Recruitment Conference
Member of 2013 planning committee; Panelist on the “Finance breakout” panel (2011 - 2013);
Panelist on the “Life as a doctoral student” panel (2011 - 2013)

Temple University
Panelist for a DocNet recruiting event (2013); Booth representative at The PhD Project Annual
Recruitment Conference (2011 - 2013); Host to prospective PhD students (2011 - present)

PROFESSIONAL
AFFILIATIONS

American Finance Association (AFA)
Eastern Finance Association (EFA)
Financial Management Association (FMA)
Financial Women’s Association (FWA)
National Black MBA Association (NMBBAA)
The PhD Project Finance Doctoral Student Association (FDSA)

SKILLS &
LANGUAGES

LaTeX, R, SAS, Stata, Wharton Research Data Services (WRDS)

REFERENCES

Connie X. Mao (Chair)
Associate Professor of Finance
Fox School of Business, Temple University
Philadelphia, PA 19122
Phone: 215-204-4895
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Lalitha Naveen
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