

Scott Schaefer

OFFICE

1655 East Campus Center Drive
Salt Lake City, UT 84112
(801) 585-1925
scott.schaefer@utah.edu
<http://www.scott-schaefer.net>

HOME

1344 Yale Ave
Salt Lake City, UT 84105
(801) 884-7518

POSITIONS UTAH STATE UNIVERSITY Fall 2012
Jon M. Huntsman Presidential Visiting Professor, Jon M. Huntsman School of Business.

UNIVERSITY OF UTAH 2005-Present
Kendall D. Garff Chair in Business Administration (2011-present) and Professor of Finance (2007-present), David Eccles School of Business.

Associate Dean for Academic Affairs, 2009-2012.

NORTHWESTERN UNIVERSITY 1995-2005, 2008, 2012-present
Visiting Professor of Management and Strategy, Kellogg School of Management, 2008 and 2012-13

Richard M. Paget Associate Professor of Management Policy, Kellogg School of Management (tenured), 2001-2005.

EDUCATION STANFORD UNIVERSITY 1995
Ph.D. in Economic Analysis and Policy, Graduate School of Business

STANFORD UNIVERSITY 1990
B.A.S. with Distinction. Majors: Economics, Mathematical and Computational Sciences.

CURRENT PROJECTS

Paul Oyer and Scott Schaefer, 2012, "Firm/Employee Matching: An Industry Study of American Lawyers," working paper.

Paul Oyer and Scott Schaefer, 2012, "The Returns to Attending an Elite Law School," working paper.

Michael Mazzeo, Paul Oyer and Scott Schaefer, 2012, *The Roadside MBA for Small Business*, book proposal.

PUBLICATIONS IN REFEREED JOURNALS

Rachel M. Hayes and Scott Schaefer, 2009, "CEO Pay and the Lake Wobegon Effect," *Journal of Financial Economics* 94, 280-290.

Paul Oyer and Scott Schaefer, 2006, "Costs of Broad-Based Stock Option Plans," *Journal of Financial Intermediation* 15, 511-534.

Rachel M. Hayes, Paul Oyer and Scott Schaefer, 2006, "Co-Worker Complementarity and the Stability of Top Management Teams," *Journal of Law, Economics, & Organization* 14, 182-212.

Rachel M. Hayes and Scott Schaefer, 2005, "Bonuses and Non-Public Information in Publicly Traded Firms," *Review of Accounting Studies* 10, 431-464.

Paul Oyer and Scott Schaefer, 2005, "Why Do Some Firms Give Stock Options to All Employees? An Empirical Examination of Alternative Theories," *Journal of Financial Economics* 76, 99-133.

Paul Oyer and Scott Schaefer, 2002, "Litigation Costs and Returns to Experience," *The American Economic Review* 92, 683-705.

Paul Oyer and Scott Schaefer, 2002, "Sorting, Quotas and the Civil Rights Act of 1991: Who Hires When it's Hard to Fire?" *The Journal of Law and Economics* 45, 41-68.

Rachel M. Hayes and Scott Schaefer, 2000, "Implicit Contracts and the Explanatory Power of Top Executive Compensation for Future Performance," *The RAND Journal of Economics* 31, 273-293.

Paul Oyer and Scott Schaefer, 2000, "Layoffs and Litigation," *The RAND Journal of Economics* 31, 345-358.

Rachel M. Hayes and Scott Schaefer, 1999, "How Much Are Differences in Managerial Ability Worth?" *Journal of Accounting and Economics* 27, 125-148.

Scott Schaefer, 1999, "Product Design Partitions with Complementary Components," *Journal of Economic Behavior and Organization* 38, 311-330.

Christopher Avery, Judith A. Chevalier and Scott Schaefer, 1998, "Why Do Managers Undertake Acquisitions? An Analysis of Internal and External Rewards for

Acquisitiveness,” *The Journal of Law, Economics, & Organization* 14, 24-43.

Scott Schaefer, 1998, “Influence Costs, Structural Inertia and Organizational Change,” *Journal of Economics and Management Strategy* 7, 237-263.

Scott Schaefer, 1998, “The Dependence of Pay-Performance Sensitivity on the Size of the Firm,” *The Review of Economics and Statistics* 80, 436-443.

BOOKS David Besanko, David Dranove, Mark Shanley and Scott Schaefer, 2012, *Economics of Strategy*, 6th edition, Wiley.

OTHER PUBLICATIONS

Paul Oyer and Scott Schaefer, 2010, “Personnel Economics: Hiring and Incentives,” *Handbook of Labor Economics, Volume 4*, Chapter 20.

Paul Oyer and Scott Schaefer, 2003, “The Unintended Consequences of the ’91 Civil Rights Act,” *Regulation*, Summer 2003, pp. 42-47.

HONORS Professional Service Award, David Eccles School of Business, University of Utah (2010-11).

Executive MBA Teaching Excellence Award, David Eccles School of Business, University of Utah (2009-10).

Brady Teaching Excellence Award, David Eccles School of Business, University of Utah (2008-9).

Master’s Teaching Excellence Award, David Eccles School of Business, University of Utah (2007-8).

Sidney J. Levy Teaching Award, Kellogg School of Management, Northwestern University (1997-98, 2000-01, 02-03).

Finalist, Graduate Management Association Professor of the Year, Kellogg School of Management (2000-01, 01-02, 03-04, 04-05).

Faculty Honor Roll, Kellogg School of Management, Northwestern University (1995-96 through 2004-5)

State Farm Companies Foundation Doctoral Dissertation Award in Business (1993-94).

Jaedicke Merit Fellow, Graduate School of Business, Stanford University (1991-92).

National Science Foundation Graduate Research Fellow (1990-93).

RESEARCH GRANTS

Searle Fund Research Grant, “Employers’ Responses to the Civil Rights Act of 1991,” (with Paul Oyer), 2000-2001.

American Compensation Association Emerging Scholars Grant, “Determinants of Non-CEO Managerial Turnover,” (with Rachel M. Hayes and Paul Oyer), 1998-99.

General Motors Strategy Research Center, Northwestern University, “Determinants of Non-CEO Managerial Turnover,” (with Rachel M. Hayes and Paul Oyer), 1998.

CASE STUDIES “Cleaner Fuels for Competitive Advantage — ARCO and EC-1,” 1993, Stanford Graduate School of Business Case Study S-BE-10 (with Jeremy Bulow).

“Note on Human Rights in Singapore,” 1994, Stanford Graduate School of Business Case Study S-BE-13 (with John Roberts).

PHD STUDENTS SUPERVISED

Douglas Frank, “Effects of Changing Labor Markets on West German Firms After the Fall of the Berlin Wall,” Kellogg School of Management, Northwestern University, PhD 2006. (Primary advisor.) Placement: INSEAD.

Arijit Mukherjee, “Essays on Personnel Economics,” Department of Economics, Northwestern University, PhD 2005. (Thesis committee member.) Placement: Bates White, now at Michigan State.

Urmi Mukherjee, “The Effect of the Indian Economic Reforms of 1991 on the Indian Managerial Labor Market,” Kellogg School of Management, Northwestern University, PhD 2004. (Primary advisor.) Placement: LECG

PROFESSIONAL SERVICE

Referee for various journals in economics, management, strategy, accounting, and finance.

Founder and Organizing Committee Chair, Utah Winter Business Economics Conference, 2006-present.

AS ASSOCIATE DEAN

Served as Associate Dean for Academic Affairs at the University of Utah’s David

Eccles School of Business from 2009 to 2012. Led major changes in the School's operations, including

- Achieved 30% increase in total student credit hours despite a 30% increase in tuition.
- Implemented a total reorganization, rebuilding and upgrading of staff positions in undergraduate and master's programs.
- Built the School's Business Career Management Center from zero to a functioning career development and a recruiter outreach operation.
- Built the School's data analysis and reporting capacity from zero. Gained access to data in University systems that had previously been closed to School.
- Oversaw implementation of cloud-based CRM software systems for Advising, Admissions, and Career Management Offices.
- Led total redesigns of the School's web site.
- Designed and led a fundamental reorganization of the School's undergraduate curriculum.
- Initiated and developed partnerships with the University's College of Humanities and College of Social and Behavioral Sciences to offer interdisciplinary courses to School of Business undergraduates.
- Designed and led a scheduling changes and curriculum changes to improve student culture in MBA program.
- Oversaw the launch and growth of new degrees programs: Master of Real Estate Development, Master of Science in Information Systems, and four joint-degree master's programs between the University of Utah's College of Engineering and School of Business.
- Launched Business Scholars program, an intensive experiential program for high-achieving freshman students featuring career and personal development opportunities, case-based learning, and national and international travel.
- Led changes in philosophy on how to grant scholarships to increase yield and improve class quality.
- Led changes in philosophy on how to connect funding of academic departments to student credit hours.

AS AN EDUCATOR

Ten significant teaching awards in seventeen years of teaching economics-based

curriculum to MBA students at Northwestern University's Kellogg School of Management and the University of Utah's David Eccles School of Business.

Consistently delivers high student satisfaction while increasing academic rigor of curriculum.

Broad teaching portfolio: MBA courses in Microeconomics, Strategic Management, Organizational Economics, Personnel Economics, and PhD courses in Organizational Economics and Information Economics. Taught Full-Time MBAs, Part-Time MBAs, and Executive MBAs.

Successful teaching mentor to Kellogg assistant professors.