

Hui Liang James

Professor of Finance at the University of Texas at Tyler

Department of Accounting, Finance & Business Law
Soules College of Business
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Education

Louisiana Tech University College of Business (AACSB Accreditation)

- **Doctor of Business Administration**, August 2011.
Major: **Finance** Minor: **Economics and Statistics**
- **M.S., Industrial Engineering**, 2007

Xidian University (Elite Project 211 National Key University for Engineering and Information Technology)

- **B.S., Industrial Engineering**, 2003

Teaching Experience

Current Position

University of Texas at Tyler

- 2015- 2029 Assistant Professor of Finance
- 2019- 2023 Associate Professor of Finance
- 2024-current Professor of Finance

Course taught: Financial Markets and Institutions, Principles of Finance, Advanced Financial Management, Case Studies in Finance, Managerial Finance, Personal Finance, International Finance

Prior Teaching Positions

North American University (2013-2015)

Assistant Professor of Finance

Courses taught: Personal Finance, Business Finance, Financial Markets and Institutions, International Finance, Investment

Rose-Hulman Institute of Technology (2012)

Lecturer

Course taught: Accounting for Technical Managers

Southeastern Louisiana University (2011)

Lecturer

Course taught: Introduction to Corporate Finance

Louisiana Tech University (2007-2011)

Teaching Assistant

Courses taught: Essentials of Corporate Finance, Corporate Finance

Publications

[28] Hui Liang James, Thanh Ngo, and Ziyun Yang (2025). Religion and income smoothing. *Journal of Applied Accounting Research*, <https://doi.org/10.1108/JAAR-01-2024-0016>

[27] Hui Liang James, Hongxia Wang, and Pornsit Jiraporn (2025). CEO tenure and labor investment efficiency. *Journal of Contemporary Accounting and Economics*, 21(2), 100475.

- [26] Hui Liang James, Thanh Ngo, and Hongxia Wang (2025). Firm-level regulatory intensity and labor investment efficiency. *Journal of Risk and Financial Management*, 18(1), 1-25.
- [25] Yu Chen, Chao He, Hui Liang James, Jung Chul Park, and Ziyun Yang (2024) Every person has their price? Political corruption and CEO compensation. *The British Accounting Review*. In Press. 201520
- [24] Sharon Hong and Hui Liang James (2024). Cost structure and real earnings management. *Quarterly Journal of Finance & Accounting*. Accepted for publication.
- [23] Hui Liang James, Hongxia Wang, and Chialing Hsieh (2024). Geographic Location and Corporate Tax Planning. *Quarterly Journal of Finance & Accounting*. Early View.
- [22] Hui Liang James, Hongxia Wang, and Nilakshi Borah (2024). Firm-Level Political Risk and the Cash Flow Sensitivity of Cash. *Quarterly Journal of Finance*. <https://doi.org/10.1142/S2010139224500046>
- [21] Hui Liang James, Hongxia Wang, and Zhiming Wang (2023). Covenant violation and operational efficiency. *Accounting & Finance*. <https://doi.org/10.1111/acfi.13204>
- [20] Hui Liang James, Thanh Ngo, and Hongxia Wang (2023). The impact of more able managers on corporate trade credit. *Journal of Behavioral and Experimental Finance*, <https://doi.org/10.1016/j.jbef.2023.100857>
- [19] Hui Liang James (2023). Social capital and the riskiness of trade credit. *Journal of Behavioral and Experimental Finance*, 39, 100832. <https://doi.org/10.1016/j.jbef.2023.100832>
- [18] Hui Liang James, Bo Li, Thanh Ngo, and Hongxia Wang (2022). Major customer and payout flexibility. *Quarterly Journal of Finance*, 12(2), 2250002. <https://doi.org/10.1142/S2010139222500021>
- [17] Bradley Benson, Travis Davidson, Hui Liang James, and Hongxia Wang (2022). Busy directors and corporate payout: are all busy directors the same? *Accounting & Finance*, 62(3), 3711-3759. <https://doi.org/10.1111/acfi.12903>
- [16] Hui Liang James, Nilakshi Borah, and Roger Lirely, (2022). The effectiveness of board independence in high-discretion firms. *Quarterly Review of Economics and Finance*, 85. 103-117. <https://doi.org/10.1016/j.qref.2020.10.021>
- [15] Robert Burney, Hui Liang James, and Hongxia Wang (2021). Working capital management and CEO age. *Journal of Behavioral and Experimental Finance*, 30, 100496. <https://doi.org/10.1016/j.jbef.2021.100496>

- [14] Hui Liang James and Roger Lirely (2021). The propensity to save: the effect of Sarbanes-Oxley act. *Review of Financial Economics*, 40(1), 1-114. <https://doi.org/10.1002/rfe.1140>
- [13] Hui Liang James and Hongxia Wang (2021). Independent director tenure and dividends. *Journal of Business Finance & Accounting*, 48 (5-6), 1057-1091. <https://doi.org/10.1111/jbfa.12498>
- [12] Hui Liang James, Thanh Nog, and Hongxia Wang (2021). Independent director tenure and corporate transparency. *North American Journal of Economics and Finance*, 57, 101413. <https://doi.org/10.1016/j.najef.2021.101413>
- [11] Bradley Benson, Yu Chen, Hui Liang James, and Jung Chul Park (2020). So far away from me: firm location and the managerial ownership effect on firm value. *Journal of Corporate Finance*, 64, 101658. <https://doi.org/10.1016/j.jcorpfin.2020.101658>
- [10] Hui Liang James, Bradley W. Benson, and Jung Chul Park (2020). CEO fixed effects and inside debt compensation. *Journal of Business Research*, 117, 71-86. <https://doi.org/10.1016/j.jbusres.2020.05.021>
- [9] Hui Liang James (2020). CEO age and tax planning. *Review of Financial Economics*, 38(2), 275-299. <https://doi.org/10.1002/rfe.1072>
- [8] Bradley W. Benson, Hui Liang James, and Jung Chul Park (2019). “Heterogeneity in the effect of managerial equity incentives on firm value. *Financial Review*, 54(3), 583-638. <https://doi.org/10.1111/fire.12185>
- [7] Nilakshi Borah, Hui Liang James, and Jung Chul Park (2020). Does CEO inside debt compensation benefit both shareholders and debtholders? *Review of Quantitative Finance and Accounting*, 54, 159–203. <https://doi.org/10.1007/s11156-018-00786-0>
- [6] Nilakshi Borah and Hui Liang James (2020). Board leadership structure and corporate headquarters location. *Journal of Economics and Finance*, 44, 35-58. <https://doi.org/10.1007/s12197-019-09475-7>
- [5] Kevin W. James, Hui Liang James, Barry Babin, and Janna Parker (2019). Is customer satisfaction really a catch all? The discrepancy between financial performance and survey results. *Journal of Managerial Issues*, 31(2), 137-150.
- [4] Hui Liang James, Hongxia Wang, and Yamin, Xie (2018). Busy directors and firm performance: does firm location matter? *North American Journal of Economics and Finance*, 45, 1-37. <https://doi.org/10.1016/j.najef.2018.01.010>
- [3] Hui Liang James, Bradley W. Benson, and Chen (Ken) Wu (2017). Does CEO ownership affect payout policy? Evidence from using CEO scaled wealth-performance sensitivity. *Quarterly Review of Economics and Finance*, 65, 328-345.

<https://doi.org/10.1016/j.qref.2016.10.003>

- [2] Hui Liang James, Chialing Hsieh, and Chen Wu (2017). Board structure of immigrant-founder firms. *Journal of Multinational Financial Management*, 42-43, 11-23.
<https://doi.org/10.1016/j.mulfin.2017.10.007>
- [1] Hui Liang James, Laura Moreau, and Jung Chul Park (2011). Investment opportunities and dividend omissions. *Journal of Business Research*, 64, 1108-1115.
<https://doi.org/10.1016/j.jbusres.2010.11.012>

Research in Progress

Revise & Resubmit

“Firm-level political risk and the manipulative characteristics of earnings management,” with Jurica Susnjara and Thanh Ngo. 3rd round revision at *Journal of Business Finance & Accounting*.

“Firm-level regulatory intensity and corporate strategic change,” with Thanh Ngo and Hongxia Wang, minor revision at *China Accounting and Finance Review*.

Under Review

“The effects of investor proximity on real earnings management” with Sharon Huang, Samuel Tiras, and Karim Farroukh, *Journal of Accounting and Public Policy*.

“R&D intensity and regulation pipeline,” with Qiu Bin and Hongxia Wang, *China Accounting and Finance Review*

“A Tale of Two Dividends Models: Insights from Social Capital” with Jung Chul Park and Yu Chen, *Global Finance Journal*.

In Process

“CEO network centrality and trade credit,” with Yu Chen.

“CEO network centrality and labor investment efficiency,” with Yu Chen, Stephanie Hairston, and Ling Tuo

“Ideology polarization and capital investment efficiency,” with Hongxia Wang and Thanh Ngo.

Conference Presentations

“R&D intensity and regulation pipeline,” with Qiu Bin and Hongxia Wang.

- Accepted for presentation as Southern Finance Association Annual Meeting, 2025.

“Firm-level regulatory intensity and labor investment efficiency and labor investment efficiency,” with Thanh Ngo and Hongxia Wang

- Southwestern Finance Annual Meeting, San Antonio, TX, 2025

“Firm-level political risk and the manipulative characteristics of earnings management,” with Jurica Susnjara and Thanh Ngo

- Financial Management Annual Meeting, Fort worth, TX, 2024

“Labor investment efficiency and CEO tenure” with Pornsit Jiraporn and Hongxia Wang

- *Financial Management Annual Meeting*, Chicago, IL, 2023
- *Southern Finance Annual Meeting*, Puerto Rico, 2023

“Social capital and trade credit risk,” sole author.

- *Financial Management Annual Meeting*, Atlanta, GA, 2022
- “The impact of more able managers on trade credit ” with Thanh Ngo and Hongxia Wang.
 - *Financial Management Annual Meeting*, Atlanta, GA, 2022.
 - *Southern Finance Annual Meeting*, Key West, FL, 2022.
 - *Eastern Finance Association*, Asheville, NC, 2023.
- “Religion and income smoothing,” with Thanh Ngo and Ziyun Yang.
 - *Financial Management Annual Meeting*, Atlanta, GA, 2022.
- “Operating leverage and real earnings management,” sole author
 - *Southern Finance Annual Meeting*, Captiva Island, FL, 2021.
- “Local corruption and CEO Compensation,” with Yu Chen, John Chul Park, Ziyun Yang.
 - *Financial Management Annual Meeting*, Denver, CO, 2021.
- “Major customer and payout flexibility,” With Hongxia Wang, Bo Li, and Thanh Ngo.
 - *Financial Management Annual Meeting*, 2020.
- “The effects of geographic location on the relation between CEO equity incentives and earnings management,” with Bradley Benson and Sharon Huang.
 - *Financial Management Annual Meeting*, New Orleans, LA, 2019.
- “So far away from me: firm location and managerial ownership effect on firm value,” with Bradley Benson and Jung Chul Park.
 - *Financial Management Association Annual Meeting*, San Diego, CA, 2018.
 - *Southern Finance Annual Meeting*, Orlando, FL, 2019.
- “CEO age and tax planning”.
 - *Southwestern Finance Association Annual Meeting*, Houston, TX, 2019.
- “Independent director tenure and dividends”
 - *Financial Management Association Annual Meeting*, San Diego, CA, 2018.
- “Does geographic location matter for CEO duality?” with Nilakshi Borah.
 - *Southwestern Finance Association Annual Meeting*, Albuquerque, NM, 2018.
- “The effectiveness of board independence in high-discretion industries,” with Nilakshi Borah.
 - *Southwestern Finance Association Annual Meeting*, Albuquerque, NM, 2018.
- “Heterogeneity in the effect of managerial equity incentives on firm value,” with Bradley Benson and Jung Chul Park.
 - *Financial Management Association Annual Meeting*, Boston, MA, 2017.
- “Busy directors and corporate payout: are all busy directors the same?” with Bradley Benson, Travis Davidson, and Hongxia Wang.
 - *Financial Management Association Annual Meeting*, Boston, MA, 2017.
- “CEO fixed effect and inside debt compensation,” with Bradley Benson, Jung Chu Park
 - *Southern Finance Association Annual Meeting*, Key West, FL, 2017.
 - *Financial Management Annual Meeting*, 2020.
- “Busy directors and firm performance: does firm location matter?” with Hongxia Wang and Yamin Xie.
 - *Southern Finance Association Annual Meeting*, Key West, FL, 2017.
- “Busy directors and dividend policies,” with Bradley Benson, Travis Davidson, and Hongxia Wang.
 - *Southern Finance Association Annual Meeting*, Sandestin, FL, 2016.
- “CEO inside debt compensation and dividend payout policy,” with Nilakshi Borah and Jung Chul Park.

- *Southern Finance Association Annual Meeting*, Charleston, South Carolina, 2012.
- *Financial Management Association Annual Meeting*, Chicago, Illinois, 2013.
- *Southwestern Finance Association Annual Meeting*, Houston, Texas, 2015.

“Does CEO ownership affect payout policy? Evidence from using CEO scaled wealth-performance sensitivity,” with Bradley Benson.

- *Financial Management Association Annual Meeting*, Atlanta, Georgia, 2012.

“The effect of managerial ownership on firm value: does one relation fit all?” with Bradley Benson.

- *Financial Management Association Annual Meeting*, Atlanta, Georgia, 2012.

“Is small and independent board a better board? An example of high-tech industries,” with Nilakshi Borah.

- *Midwest Finance Association Annual Meeting*, New Orleans, 2012.

“Investment opportunities and dividend omissions,” with Laura Moreau and Jung Park.

- *Southern Finance Association Annual Meeting*, Houston, Texas, 2011.
- *Academy of Economics and Finance Meeting*, Houston, Texas, 2010.

“Investor misvaluation and international mergers and acquisitions,” with Nilakshi Borah.

- *Southwestern Finance Association Annual Meeting*, Houston, Texas, 2011.
- *Eastern Finance Association Annual Meeting*, Savannah, Georgia, 2011.

Services

Institutional services

Departmental Committees:

- Accounting Faculty Search Committee, Spring 2023
- Accounting Faculty Search Committee, Spring 2020
- Master of Science in Finance Task Force, Spring 2022 – present
- Departmental Curriculum Committee, 2015-present
- Program director for BBA in Finance, Fall 2023- present

Soules College of Business Committees:

- Governance Committee (member) 2019-2022. responsible for ensuring faculty have a meaningful role in shared governance.
- Undergraduate Curriculum Committee (member) 2019-2020, charged with review and approval of course changes, new courses, program changes, and new programs.
- Undergraduate Curriculum and Assessment Committee: member 2020-present, charged with setting goals, learning objectives, measurements, and closing the loop for all Soules Undergrad programs, chair 2022-2023.

University-level Committee:

- Undergraduate Council (member), Fall 2021-2024.

Professional services

- Advisor at Topical Advisory Panel at the Journal of Risk and Financial Management
- Other types of professional services: conference program committee, paper discussant, session chair, and ad hoc reviewer for various journals, including *Journal of Business Finance & Accounting*, *Finance Research Letters*, *Journal of Behavioral and Experimental*

Finance, Review of Financial Economics, International Review of Financial Analysis, Journal of Accounting Literature, Advance in Management Accounting, Review of Financial Economics, European Journal of Finance, Asia-Pacific Journal of Financial Studies, and Managerial Finance, Journal of Risk and Financial Management, Journal of Strategy and Management.

Honors and Awards

Research

- Crystal Quill Research Award at the University of Texas at Tyler, 2019.
- Outstanding Faculty Research Award at Soules College of Business, 2020.
- President's Scholarly Achievement Awards at the University of Texas at Tyler, 2023.
- Outstanding Faculty Research Award at Soules College of Business, 2025.

Other

- Academic Excellence Scholarship for Highest Academic Achievement, 1999 – 2003, Industrial Engineering Department, Xidian University, P.R. China
- Outstanding Departmental Teaching Assistant, Industrial Engineering Department, 2001, 2002, and 2003, Xidian University, P.R. China

Other Professional Experience

2004 – 2005 **Network Engineer**, China Mobile Co. Ltd., Shenzhen, P.R. China

Reviewed capacity utilization, performed capacity planning, participated in setting up security policies and developing automated solutions. Network monitoring and troubleshooting.

2003 – 2004 **Industrial Engineer**, Foxconn International Holdings Ltd., Shenzhen, P.R. China

Applied statistical methods and performed mathematical calculations to monitor and improve the manufacturing process; developed cost analysis systems to promote efficiency while maintaining quality control objectives.

Data Analysis Software Proficiencies

SAS, STATA, Excel, Python

Professional Memberships

Financial Management Association

Southern Finance Association