

UZAY SEZER

Bocconi University
Dept. of Management and Technology
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EDUCATION

PhD in Business Administration and Management, Bocconi University	2021-2025 (expected)
MPhil Business Administration and Management, Bocconi University <i>with Distinction</i>	2019-2021
BSc Psychology, University of Manchester <i>First Class Honors, GPA: 4.0</i>	2016-2019

RESEARCH INTERESTS

Strategy, Pay Inequality, Incentives, Motivation, Human Capital

RESEARCH

Job Market Paper

[1] "Eyes on the Clock: CEO Pay Timing and Executive Departure" (with Cédric Gutierrez) - Utilizes archival data, Under review

Abstract: Compensation is often multifaceted, extending beyond base salaries and bonuses to include financial instruments like stock options and restricted stocks. This complexity introduces variation among employees, not only in terms of pay amount but also in pay duration, the time until compensation benefits are realized. Extant literature highlights that employees' behaviors and decisions are influenced not only by their own pay but also by that of other employees, particularly those in higher ranks. This raises a question: How do employees react to the pay duration of those who occupy a higher rank? This paper delves into this underexplored area by investigating the effect of CEO pay duration on the departure decisions of non-CEO executives at Fortune 500 U.S. public firms. We find that a longer CEO pay duration, which encourages a CEO to stay in post for longer, increases voluntary executive departures since it signals a delay before the opportunity to be promoted to the CEO position will arise, thus intensifying voluntary departure. Furthermore, our study reveals that executives are sensitive to disparities in pay duration between them and their CEOs; specifically, executives are more likely to exit when their own pay duration is shorter than that of their CEO. This finding provides the first evidence of employee responses to temporal characteristics of higher-ranked individuals, an important dimension of managerial compensation.

Working Papers

[2] "Same Paycheck, Different Yardsticks: Gender Differences in the Performance Evaluation Criteria of CEO Compensation" (with Cédric Gutierrez) - Utilizes archival data, Preparing for submission

[3] "A Time for Carrots and a Time for Sticks? Examining the Effects of Incentive Framing on Creativity" (with Cédric Gutierrez & Pier Vittorio Mannucci) - Utilizes experiments, Collecting additional data

[4] "Taking Stock of Stocks: CEO Long-Term Payments and Corporate Litigation Length" – Utilizes archival data, Preparing for submission

SEMINAR AND CONFERENCE PRESENTATIONS

*Paper presented by co-author

- Strategic Management Society, Istanbul, Turkey 2024
- Admitted to present the papers "Same Paycheck, Different Yardsticks: Gender Differences in the Performance Evaluation Criteria of CEO Compensation" and "Taking Stock of Stocks: CEO Long-Term Payments and Corporate Litigation Length"
- Academy of Management, Chicago, US 2024
- Admitted to present the paper "Same Paycheck, Different Yardsticks: Gender Differences in the Performance Evaluation Criteria of CEO Compensation"
- CCC Doctoral Conference, St. Louis, US 2024
- Paper presented "Eyes on the Clock: Disparities in the Temporal Dimension of Compensation and Executive Departure "
- Strategic Management Society, Toronto, Canada* 2023
- Paper presented " Eyes on the Clock: Disparities in the Temporal Dimension of Compensation and Executive Departure "
- Academy of Management, Boston, US 2023
- Presenter at the paper session "Managers and Organizational Design"
- INSEAD Conference Behavioral Perspective on Corporate Governance, Fontainebleau, France 2023
- Presenter at the paper session "CEO and Executives (Managerial Pay, CSR and Activism)"
- 16th Chamonix PhD seminar in Management, Chamonix, France 2023
- Paper presented "Eyes on the Clock: Disparities in the Temporal Dimension of Compensation and Executive Departure "
- Bocconi University Study Days, Milan, Italy 2023
- Paper presented "Eyes on the Clock: Disparities in the Temporal Dimension of Compensation and Executive Departure "
- Bocconi-INSEAD PhD Seminar Series, virtual 2022
- Paper presented "Eyes on the Clock: Disparities in the Temporal Dimension of Compensation and Executive Departure "
- Academy of Management, virtual* 2022
- Paper presented "A Time for Carrots and a Time for Sticks? Examining the Effects of Incentive Framing on Creativity"

AWARDS AND SCHOLARSHIPS

- Winner of the PhD Paper Prize at the SMS Conference 2024
- Full PhD Fellowship, Bocconi University 2019-2024
- International Excellent Scholarship Award, University of Manchester 2016-2019

TEACHING ASSISTANCE

Data Analysis in Decision Making (BSc), Bocconi University	2024 - continued
Management (BSc), Bocconi University	2024 - continued
Technology and Innovation Management (BSc), Bocconi University	2023-2024

SERVICES

Reviewer for Academy of Management, Boston, US	2023
Reviewer for 16th Chamonix PhD seminar in Management, Chamonix, France	2023

WORK EXPERIENCE

Research Assistant for Nilanjana Dutt, Bocconi University	2024
Research Assistant for Dovev Lavie, Bocconi University	2023
Research Assistant for Cedric Gutierrez, Bocconi University	2021

SKILLS

Programming/Statistics: STATA, R, Python, SPSS, Javascript

Experimental Skills: Experience in experimental design within live labs, Qualtrics, and Prolific, experience in managing participants in live labs

Languages: Turkish (Native), English (Bilingual Proficiency), German (Limited Proficiency)