



# JOIM Conference Series

*Individual and Institutional Investment Management Issues*

March 16 - 18, 2014  
The Westin San Diego  
400 West Broadway, San Diego, CA

## Sunday, March 16th

*Attire: coat and tie*

5:30pm	<i>Reception</i>	
6:00pm	<i>Dinner, Ballroom</i>	
7:00pm	<i>Welcome Remarks</i>	H. Gifford Fong
7:15pm	<i>Keynote Speaker:</i>	Harry M. Markowitz, Harry Markowitz Co. <i>Consumption, Investment and Insurance in the Game of Life</i>

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## Monday, March 17th

*Attire: business casual*

Breakfast, Crystal Ballroom Foyer

8:00am - 9:00am

sponsored by **STATE STREET GLOBAL EXCHANGE**

### General Sessions, Crystal Ballroom

9:00am - 10:15am	<i>Speaker:</i>	Martin Leibowitz, Morgan Stanley <i>Duration Targeting and Yield Convergence</i>
	<i>Discussant:</i>	Vineer Bhansali, PIMCO
10:15am - 10:45am	<i>Break</i>	
10:45am - 12:00pm	<i>Speaker:</i>	Jack J. Treynor, Treynor Capital Management, Inc. <i>Limits on the Level of Demand a Country Can Afford</i>
	<i>Moderator</i>	Martin Leibowitz, Morgan Stanley
12:00pm - 1:30pm	<i>Lunch (at leisure)</i>	
1:30pm - 2:00pm	<i>Ice Cream Break</i>	
2:00pm - 3:15pm	<i>Speaker:</i>	Russell Fuller, Fuller & Thaler Asset Management <i>In Search of a Better "Alternative Index"</i>
	<i>Discussant:</i>	Sharon Hill, Delaware Investments
3:15pm - 3:45pm	<i>Break</i>	
3:45pm - 5:00pm	<i>Speaker:</i>	Sanjiv Das, Santa Clara University <i>Social Network Modeling in Finance</i>
	<i>Discussant:</i>	Frank Jones, San Jose State University
5:00pm	<b>Reception, Crystal Ballroom Foyer</b>	

Tuesday, March 18th

8:00am - 9:00am Breakfast, Crystall Ballroom Foyer

General Sessions, Crystal Ballroom

- 9:00am - 10:15am *Speaker:* Lawrence E. Harris, University of Southern California  
*Maker-Taker Pricing Effects on Market Quotations*  
*Discussant:* Will Kinlaw, State Street Associates
- 10:15am - 10:45am *Break*
- 10:45am - 12:00pm *Speaker:* Terrance Odean, University of California, Berkeley  
*What Risk Factors Matter to Investors? Evidence From Mutual Fund*  
*Discussant:* Jose Menchero, MSCI
- 12:00pm - 1:00pm *Lunch (at leisure)*
- 1:00pm - 1:30pm *Ice Cream Break*
- 1:30pm - 2:45pm *Speaker:* Kenneth Blay, 1st Global  
*Tax-Cognizant Portfolio Analysis: A Methodology for Maximizing After-Tax Wealth*  
*Discussant:* Alan Tarver, Frost Investment Advisors
- 2:45pm - 3:00pm *Break*
- 3:00pm - 4:15pm *Speaker:* Seoyoung Kim, Santa Clara University  
*Designed for Failure? Risk-Return Tradeoffs and Risk Management of Structured Investment Vehicles*  
*Discussant:* Bruce N. Lehmann, University of California, San Diego

Next Conference will be held:

September 21 - 23, 2014  
The Westin Verasa  
Napa, CA

**JOIM Conference Series  
Advisory Board & Program Committee**

**Chairman**

**Andrew W. Lo**, Director  
MIT Sloan School of Management  
50 Memorial Drive  
Cambridge, MA 02142  
(617) 253-0920  
andrew.lo@mit.edu

**Advisory Board**

**John Ameriks**, Head of Active Equity Group  
Vanguard Equity Investment Group  
P.O. Box 2600  
Valley Forge, PA 19482  
(610) 503-8790  
John\_ameriks@vanguard.com

**Jeremy Baskin**, Chief Executive Officer  
AXA Rosenberg Investment Management, LLC  
4 Orinda Way, Building E  
Orinda, CA 94563  
(925) 258-6165  
jbaskin@axarosenberg.com

**Tony Batman**, Chief Investment Officer  
1<sup>st</sup> Global Research and Consulting  
12750 Merit Drive, #1200  
Dallas, TX 75251  
tbatman@1stglobal.com

**Gary Bergstrom**, Chairman Founder  
BFO Investments LLC  
260 Franklin Street, 23<sup>rd</sup> Floor  
Boston, MA 02110  
gbergstrom@yahoo.com

**H. Gifford Fong**  
President, Gifford Fong Associates  
Editor, Journal Of Investment Management  
3658 Mt. Diablo Blvd., Suite 200  
Lafayette, CA 94549  
(925) 299-7800  
gifford.fong@gfong.com

**Lisa Goldberg**, Director of Research  
Center for Risk Management Research  
University of California, Berkeley  
367 Evans Hall  
Berkeley, CA 94720-3860  
lisa.r.goldberg@gmail.com

**Academic Advisor**

**Sanjiv R. Das**, Professor of Finance & Finance Chair  
Santa Clara University's Leavy School of Business  
500 El Camino Real  
Santa Clara, CA 95053  
(408) 554-4779  
srdas@scu.edu

**Jason Hsu**, Chief Investment Officer  
Research Affiliates, LLC  
620 Newport Center Drive, Suite 900  
Newport Beach, CA 92660  
(949) 325-8700  
hsu@rallc.com

**Mark Kritzman**, Managing Partner & CIO  
Windham Capital Management, LLC  
200 Clarendon Street, 26th Floor  
Cambridge, MA 02116  
(617) 419-3910  
mkritzman@windhamcapital.com

**Martin L. Leibowitz**, Managing Director  
Morgan Stanley  
1585 Broadway, 38<sup>th</sup> Floor  
New York, NY 10036  
(212) 761-7597  
martin.leibowitz@morganstanley.com

**Richard (Dick) Michaud**, President & CIO  
New Frontier Advisors, LLC  
10 High Street  
Boston, MA 02110  
(617) 482-1433  
rmichaud@newfrontieradvisors.com

**John O'Brien**, Executive Director  
MFE Program, Haas Business School  
University of California, Berkeley  
Berkeley, CA 94720  
(510) 643-1396  
obrien@haas.berkeley.edu

**Tom Stringfellow**, President  
Frost Investment Advisors, LLC  
P.O. Box 1600  
San Antonio, TX 78296  
(210) 313-5737  
tstringfellow@frostbank.com

## **Program Committee**

**Alan Adelman**, Managing Partner & CIO  
Cinque Partners, LLC  
11836 San Vicente Blvd. Suite 203  
Los Angeles, CA 90049  
(310) 954-0050  
aadelman@cinquepartners.com

**Vineer Bhansali**, Managing Director,  
Portfolio Manager  
PIMCO  
840 Newport Center Drive, Suite 300  
Newport Beach, CA 92660  
(949) 720-6333  
vineer.bhansali@pimco.com

**Jeffrey R. Bohn**, Head, Portfolio Analytics  
State Street Global Exchange  
Midtown Tower, 39F9-7-1 Akasaka  
Minato-ku 107-6239  
Japan  
+81-3-4530-7576  
jbohn@statestreet.com

**Craig French**, Portfolio Manager  
WBI Investments  
34 Sycamore Avenue, Suite 1-E  
Little Silver, NJ 07739  
cfrench@wbiinvestments.com

**Sharon Hill**, Vice President & Head of Equity  
Quantitative Research and Analytics  
Delaware Investments  
2005 Market Street  
Philadelphia, PA 19103  
(215) 255-2158  
sharon.hill@delinvest.com

**Ronald N. Kahn**, Managing Director  
Blackrock, Inc.  
400 Howard Street  
San Francisco, CA 94105  
(415) 670-2266  
ron.kahn@blackrock.com

**Yu (Ben) Meng**, Senior Portfolio Manager  
CalPERS  
400 Q Street, Suite E4800  
Sacramento, CA 95811  
(916) 795-2841  
ben\_meng@calpers.ca.gov

**James (Jim) D. Peterson**, Chief Investment Officer  
Charles Schwab Investment Advisory, Inc.  
211 Main Street, MS SF211MN-11-107  
San Francisco, CA 94105  
(415) 667-0879  
james.peterson@schwab.com

**Jesse Phillips**, Executive Director  
MSCI, Inc.  
2100 Milvia Street  
Berkeley, CA 94704  
(510) 649-4260  
Jesse.Phillips@msci.com

**Roger Stein**, Chief Analytics Officer  
State Street Global Exchange  
780 Third Avenue  
New York, NY 10017  
(646) 255-1044  
rmstein@statestreet.com

**Margaret Stumpp**, Chief Investment Officer  
Quantitative Management Associates  
2 Gateway Center Dr, 4<sup>th</sup> Floor  
Newark, NJ 07102  
(973) 367-9384  
margaret.stumpp@qmassociates.com

## JOIM Conference Series, Fall 2014 – Biographies

### **Harry M. Markowitz, Harry Markowitz Co.,**

#### ***Keynote Speaker***

Dr. Harry Markowitz has applied computer and mathematical techniques to various practical decision making areas. In finance: in an article in 1952 and a book in 1959 he presented what is now referred to as MPT, "Modern Portfolio Theory." This has become a standard topic in college courses and texts on investments, and is widely used by institutional investors and financial advisors for asset allocation, risk control and attribution analysis. In other areas: Dr. Markowitz developed "sparse matrix" techniques for solving very large mathematical optimization problems. These techniques are now standard in production software for optimization programs. Dr. Markowitz also designed and supervised the development of the SIMSCRIPT programming language.

SIMSCRIPT has been widely used for programming computer simulations of systems like factories, transportation systems and communication networks. In 1989 Dr. Markowitz received The John von Neumann Award from the Operations Research Society of America for his work in portfolio theory, sparse matrix techniques and SIMSCRIPT.

In 1990 he shared The Nobel Prize in Economics for his work on portfolio theory.

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### **Vineer Bhansali, PIMCO**

#### ***Discussant***

Vineer Bhansali is a managing director and portfolio manager in the Newport Beach office. He currently oversees PIMCO's quantitative investment portfolios. From 2000, he also headed PIMCO's firmwide analytics department. Prior to joining PIMCO in 2000, he was a proprietary trader in the fixed income trading group at Credit Suisse First Boston and in the fixed income arbitrage group at Salomon Brothers in New York. Previously, he was head of the exotic and hybrid options trading desk at Citibank in New York. He is the author of numerous scientific and financial papers and of the books "Bond Portfolio Investing and Risk Management," "Pricing and Managing Exotic and Hybrid Options," "Fixed Income Finance: A Quantitative Approach" and the most recent book, "Tail Risk Hedging". He has 23 years of investment experience and holds a Ph.D. in theoretical particle physics from Harvard University. He has a master's degree in physics and an undergraduate degree from the California Institute of Technology.

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### **Kenneth Blay, 1st Global**

#### ***Speaker***

Kenneth A. Blay serves as the Director of Research for 1st Global. He leads asset allocation research and investment policy recommendations for the firm's investment management platform. He has played an instrumental role in the development of 1st Global's efforts in portfolio management, investment due diligence, capital markets analysis, and the establishment of the Investment Management Research Group which today oversees the firm's portfolio management research. Kenneth has worked extensively with Dr. Harry Markowitz on portfolio analysis, risk management, and various research initiatives including tax-cognizant asset allocation. He is a co-author with Dr. Harry Markowitz of "Risk-Return Analysis: The Theory and Practice of Rational Investing - Volume I."

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## **Sanjiv Das, Santa Clara University**

### ***Speaker***

Sanjiv Das is the William and Janice Terry Professor of Finance at Santa Clara University's Leavey School of Business. He previously held faculty appointments as Associate Professor at Harvard Business School and UC Berkeley. He holds post-graduate degrees in Finance (M.Phil and Ph.D. from New York University), Computer Science (M.S. from UC Berkeley), an MBA from the Indian Institute of Management, Ahmedabad, B.Com in Accounting and Economics (University of Bombay, Sydenham College), and is also a qualified Cost and Works Accountant.

He is a senior editor of The Journal of Investment Management, co-editor of The Journal of Derivatives, and Associate Editor of other academic journals. Prior to being an academic, he worked in the derivatives business in the Asia-Pacific region as a Vice-President at Citibank. His current research interests include: the modeling of default risk, machine learning, social networks, derivatives' pricing models, portfolio theory, and venture capital. He has published over eighty articles in academic journals, and has won numerous awards for research and teaching. His recent book "Derivatives: Principles and Practice" was published in May 2010. He currently also serves as a Senior Fellow at the FDIC Center for Financial Research.

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## **Russell Fuller, Fuller & Thaler Asset Management**

### ***Speaker***

Russell J. Fuller, CFA, is President of Fuller & Thaler Asset Management, an investment advisory firm that specializes in exploiting behavioral biases and currently manages approximately \$2 billion for U.S. and European institutional firms. He holds a B.A. in English literature, a M.B.A. degree and a Ph.D. in finance from the University of Nebraska. He has published a textbook on investments, two monographs for AIMR (CFA-I), and over 40 journal articles. His last academic position was Chairman of the Finance Department at Washington State University. He has also held faculty positions at the University of British Columbia, and the University of Auckland.

Russ has served on several Editorial Boards and as a member of the Board of Directors for the Security Analysts Society of San Francisco. In 2006 he was designated a "Distinguished Member" of the San Francisco CFA Society.

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## **Sharon Hill, Delaware Investments**

### ***Discussant***

Sharon Hill is Senior Vice President and heads the firm's equity quantitative research team and is a member of the firm's five person asset allocation committee, which is responsible for building and managing multi-asset class portfolios. Dr. Hill joined Delaware Investments in 2000 as a senior programmer/analyst within the IT department, and then moved to the equity group as a quantitative analyst before assuming her current position. Before joining the firm, she worked as a professor of mathematics at Rowan University, and as a software developer for Bloomberg where she focused on fixed income applications. Dr. Hill holds a bachelor's degree, with honors, in mathematics from the City University of New York at Brooklyn College, as well as a master's degree and Ph.D. in mathematics from the University of Connecticut. Her academic publications include work on water waves, complex spring systems, and global investments. She is a member of the Society of Quantitative Analysts and a member of the program committee of the Journal of Investment Management.

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**Lawrence E. Harris, University of Southern California*****Speaker***

Larry Harris holds the Fred V. Keenan Chair in Finance at the USC Marshall School of Business. His research, teaching, and consulting address regulatory and practitioner issues in trading and investment management. He authored *Trading and Exchanges: Market Microstructure for Practitioners*, a widely regarded "must read" for entrants into the securities industry. Professor Harris served as SEC Chief Economist from 2002-2004. He currently serves as lead independent director of Interactive Brokers (IBKR), chairman of the Clipper Fund, and research coordinator of the Q-Group. Dr. Harris received his Ph.D. in Economics from the University of Chicago. He is a CFA charterholder.

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**Frank Jones, San Jose State University*****Discussant***

Frank J. Jones is a Professor, Department of Accounting and Finance, San Jose State University; and Co-Chairman, Private Ocean Wealth Management. At San Jose State University, he teaches undergraduate courses in Portfolio Management; and also graduate courses in Business Valuation and Venture Capital. He spent 23 years on "Wall Street," during the last thirteen of which was an Executive Vice President, and Chief Investment Officer, Guardian Life Insurance Company; and President, Guardian Park Avenue Portfolio, a '40 Actual mutual fund. Frank was also on the board of the International Securities Exchange for ten years, being Vice Chairman when it conducted its IPO and Chairman when it was acquired by Duetsche Borse. Frank has a M.S. from Cornell University in nuclear engineering and a Ph.D. from Stanford University in economics.

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**Seoyoung Kim, Santa Clara University*****Speaker***

Seoyoung Kim is an assistant professor of finance at Santa Clara University. Her research interests include executive compensation, turnover, and performance evaluations as well as board composition/structure and the unintended byproducts of regulatory changes thereof. Her more recent work involves the optimal restructuring of distressed debt, and she has also done work concerning the rating standards applied to structured finance deals. Prior to joining Santa Clara University, Seoyoung held a faculty appointment at Purdue University. A graduate of Rice University (B.A. in mathematics), she earned her Ph.D. in finance from Emory University.

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**Will Kinlaw, State Street Associates*****Discussant***

Will leads the portfolio and risk management research team at State Street Associates, which is State Street's partnership with leading academics from the Harvard Business School and MIT's Sloan School of Management. State Street Associates is a pioneer in developing and applying innovative portfolio construction techniques to enhance returns while managing tail risk. The team undertakes customized advisory analysis and develops practical investment strategies for hundreds of State Street clients worldwide, including sovereign wealth funds, hedge funds, investment managers, pension plans, and endowment funds. Will joined State Street Associates in 2002.

Will was awarded the 2013 Peter L. Bernstein Award and the 2013 Bernstein/Fabozzi Jacobs Levy Award for his article, *Liquidity and Portfolio Choice: A Unified Approach*, co-authored with David Turkington and Mark Kritzman. Will holds an M.S. in finance from the Carroll School of Management at Boston College and a B.A. in Economics from Tufts University. His articles have been published in the *Journal of Portfolio Management* and the *Journal of Asset Management*.

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## **Bruce N. Lehmann, San Diego University**

### ***Discussant***

Bruce N. Lehmann is a professor of finance and economics in the Graduate School of International Relations and Pacific Studies of the University of California, San Diego. Prior to joining IR/PS in 1992, he was on the faculty of the Department of Economics and the Graduate School of Business at Columbia University for eleven years. Professor Lehmann is a specialist in financial economics, with expertise in the pricing of capital assets, their volatility, and the markets in which they trade. His main research interests include empirical tests of asset pricing models, the analysis of short-run stock price fluctuations, and the microstructure of securities markets, with recent emphasis on the behavior of Japanese financial markets. Lehmann is the author of numerous articles in leading scholarly journals, including the *Journal of Finance*; the *Journal of Financial Economics*; *Macroeconomic Dynamics*; the *Quarterly Journal of Economics*; and the *Journal of Econometrics*.

Lehmann is founding co-editor of the *Journal of Financial Markets* and has served as associate editor of the *Review of Financial Studies* and the *Review of Quantitative Finance and Accounting*. He has served as a director of the Western Finance Association, a member of the Scientific Advisory Board of Investment Technology Group, Inc. and on the boards of directors of First Boston Investment Funds, Inc. and of BEA Associates, Inc. Lehmann currently serves on the Investment Advisory Board of the University of California Retirement System and Endowment and on the Investment Committee of the UC San Diego Foundation. He has earned many honors and distinctions: he was a Batterymarch Fellow, the most prestigious award given to scholars in finance; an Olin Fellow at the National Bureau of Economic Research; and a National Fellow at the Hoover Institution on War, Revolution and Peace at Stanford University. He is the only person to receive all three distinctions. He is currently actively exploring early stage drug development based on the megafund concept. He earned his A.B. in economics and history magna cum laude from Washington University and his M.A. and Ph.D. degrees in economics from the University of Chicago.

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## **Martin L. Leibowitz, Morgan Stanley**

### ***Speaker***

Martin L. Leibowitz is a managing director with Morgan Stanley Research Department's global strategy team. Over the past eight years, he and his associates have produced a series of studies on such topics as asset allocation, policy portfolios, rebalancing strategies, asset/liability management, and duration targeting in bond portfolios. Prior to joining Morgan Stanley, Mr. Leibowitz was vice chairman and chief investment officer of TIAA-CREF from 1995 to 2004, with responsibility for the management of over \$300 billion in equity, fixed income, and real estate assets. Previously, he had a 26-year association with Salomon Brothers, where he became director of global research, covering both fixed income and equities, and was a member of that firm's Executive Committee. Mr. Leibowitz received both A.B. and M.S. degrees from The University of Chicago and a Ph.D. in mathematics from the Courant Institute of New York University.

Mr. Leibowitz has received three of the CFA Institute's highest awards: the Nicholas Molodowsky Award in 1995, the James R. Vertin Award in 1998, and the Award for Professional Excellence in 2005. In October 1995, he received the Distinguished Public Service Award from the Public Securities Association, and in November 1995 he became the first inductee into The Fixed Income Analyst Society's Hall of Fame. He has received special Alumni Achievement Awards from The University of Chicago and New York University, and in 2003 was elected a Fellow of the American Academy of Arts and Sciences. Mr. Leibowitz serves on the investment advisory committee of Singapore's GIC, the Harvard Management Corporation, the Carnegie Corporation, the Rockefeller Foundation, and the Institute for Advanced Study in Princeton, NJ.

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## **Jose Menchero , MSCI**

### ***Discussant***

Jose Menchero is Managing Director and Head of Portfolio Analytics Applied Research at MSCI. Jose's current research focuses on applying quantitative methods to solve practical investment problems in the areas of factor modeling, risk analysis and portfolio construction. Before joining MSCI, Jose was Head of Quantitative Research at Thomson Financial, where he worked on performance attribution, risk attribution, and factor risk modeling. Prior to entering finance, Jose was a Professor of Physics at the University of Rio de Janeiro, Brazil. Jose is a CFA charterholder and holds a PhD degree in Theoretical Physics from the University of California at Berkeley.

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## **Terrance Odean, University of California, Berkeley**

### ***Speaker***

Terrance Odean is the Rudd Family Foundation Professor and Chair of the Finance Group at the Haas School of Business at the University of California, Berkeley. He is a member of the Journal of Investment Consulting editorial advisory board, of the Russell Sage Behavioral Economics Roundtable, and of the WU Gutmann Center Academic Advisory Board at the Vienna University of Economics and Business. He has been an editor and an associate editor of the Review of Financial Studies, an associate editor of the Journal of Finance, a co-editor of a special issue of Management Science, an associate editor at the Journal of Behavioral Finance, a director of UC Berkeley's Experimental Social Science Laboratory, a member of the Russell Investments Academic Advisory Board, a visiting professor at the University of Stavanger, Norway, and the Willis H. Booth Professor of Finance and Banking. As an undergraduate at Berkeley, Odean studied Judgment and Decision Making with the 2002 Nobel Laureate in Economics, Daniel Kahneman. This led to his current research focus on how psychologically motivated decisions affect investor welfare and securities prices.

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## **Alan Tarver, Frost Investment Advisors**

### ***Discussant***

Alan is a Regional Portfolio Manager for Frost Investment Advisors and oversees the investment policies and procedures relating to portfolio management including joint managing efforts of asset allocation strategies. Additional responsibilities are managing client portfolios. He received a bachelor of arts degree in economics from the University of Texas at Austin, a master's of international management from Thunderbird and a master's of business administration in finance from Arizona State University. He has over 16 years of investment experience, is a holder of the right to use the CFA designation, and a member of the CFA Institute.

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## **Jack L. Treynor, Treynor Capital Management**

### ***Speaker***

In addition to teaching investment courses, working as a money manager, Mr. Treynor has been a general partner or director of certain investment companies. Along with William Sharpe, Robert Merton, Harry Markowitz and others, he is a Distinguished Fellow of the Institute for Quantitative Research in Finance. Treynor on Institutional Investing, Wylie (2007), is a collection of his writing published in Financial Analysts Journal, Journal of Investment Management, Journal of Business, the Journal of Finance, the Harvard Business Review; 18 of his papers have been anthologized.

## **JOIM Conference Series, Fall 2014 – Presentation Abstracts**

**Harry M. Markowitz, Harry Markowitz Co.**  
*Consumption, Investment and Insurance in the Game of Life*

The present paper amplifies on a proposal in Markowitz (1991) which argues that financial decisions for the individual or family should be considered as part of the "game as a whole" which the individual or family plays out. Even reducing this game to its essentials, it is surely too complex to solve analytically, therefore requires computer simulation to think through. The object analyzed is the nuclear family consisting of an unattached individual, a couple, or a family with children and perhaps a residing elder. Typically in the course of events, the residing elder (if any) dies or is placed in a nursing facility; the children leave home to set up their own nuclear families; the original family then consists of husband and wife. One spouse dies; one survives. When the remaining spouse dies the subject family's wealth is distributed to heirs and charity, and the game of life is over for the subject family. We look to a Rational Decision Making (RDM) economic unit for guidance for recommended behavior, rather than describing a real (perhaps dysfunctional) family unit.

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**Kenneth Blay, 1st Global**  
*Tax-Cognizant Portfolio Analysis: A Methodology for Maximizing After-Tax Wealth*

The most prevalent methods of incorporating taxes in the portfolio construction process are the preliminary adjustment of asset allocation inputs for taxes and the post-optimization application of asset location heuristics. We argue that these methods are unsatisfactory in that they fail to address taxation dynamics that result from investment and consumption dependent illiquidities. Tax-Cognizant Portfolio Analysis (TCPA) is proposed as a methodology that addresses these issues while seeking to maximize expected after-tax wealth for given levels of risk. TCPA achieves this through the use of simulation methods to assess the impact of portfolio turnover, sequence of investment returns, and wealth consumption decisions on after-tax wealth outcomes from taxable, tax-deferred, and tax-exempt accounts.

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**Sanjiv Das, Santa Clara University**  
*Social Network Modeling in Finance*

While it is well known that syndication is extensively used in venture capital (VC) financing, less is known about the composition of VC syndicates. We present new evidence on this issue. While VC firms have a large pool of syndicate partners to choose from, they tend to draw from smaller groups of partners that we call VC communities. We implement new techniques to uncover these groups and use them to understand preferences driving syndicate partner selection. We find a complex pattern in which preferences for dissimilar partners to extend influence coexist with preferences for similarity in terms of functional style on dimensions of industry, stage, and geographic specialization. The spatial loci of community clusters suggest that syndicates compete through differentiation and specialization rather than generalized skills relevant to young firm financing. Community backed ventures are more likely to exit successfully. Our results are consistent with learning-by-doing or incomplete contracting models of VC investing in which familiarity aids learning and enhances trust and reciprocity.

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**Russell Fuller, Fuller & Thaler Asset Management**  
*In Search of a Better Alternative Index*

“Alternative Index” strategies have been a successful investment innovation, gaining billions of dollars in new asset inflows. Chow, et. al., (2011) examine 7 of the more popular alternative index strategies using return and fundamental data for the 1,000 largest US stocks: They report that all 7 alternative indexes have higher returns, but generally higher volatilities, than the benchmark S&P 500, and all 7 alternative indexes have higher Sharpe ratios than the benchmark.

We replicated their results, obtaining similar results. Then we present a new alternative index that uses a single fundamental variable, ROE, which should be related to a stock’s return over time. We use the same optimization procedures used in forming MVPs, but rather than minimizing the variance of stock returns, we minimize the variance of the stocks’ ROEs. Thus, we obtain what we call the fundamentally most stable portfolio (FSP). FSP dominates all 7 alternative indexes in Chow (2011) on most every relevant dimension of risk and return. Thus, FSP represents a potentially superior alternative index strategy.

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**Lawrence E. Harris, University of Southern California**  
*Maker-Taker Pricing Effects on Market Quotations*

The exchange maker-taker pricing scheme affects incentives to take or make markets resulting in narrower bid-ask spreads. This study traces the effect of maker-taker pricing on stock quotations. The analyses consider distributions of quotation sizes, values implied from these sizes, and changes in these sizes and values. The results help inform the current debate on whether tick sizes should be made smaller for actively traded low price stocks. They also shed light on various problems associated with maker-taker pricing and its cousin taker-maker pricing, which allows traders to engage in sub-penny quotation behavior that legally violates the spirit of Regulation NMS.

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**Martin L. Leibowitz, Morgan Stanley**  
*Duration Targeting and Yield Convergence*

Many bond portfolios are managed so as to maintain a roughly constant maturity or duration. As rates move over time, the price losses (or gains) in such "Duration Targeted" portfolios will be offset by higher (or lower) yield accruals, so that the annualized returns ultimately converge back towards the original yield values.

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**Seoyoung Kim, Santa Clara University**  
*Designed for Failure? Risk-Return Tradeoffs and Risk Management of Structured Investment Vehicles*

We model the design of a structured investment vehicle, specifically, its capital structure, leverage risk controls, and the rollover frequency of senior debt. We find that instead of providing safety, stringent risk management controls can accelerate the chances of failure and that senior-note ratings are very sensitive to leverage controls, oftentimes more so than to the riskiness of the collateral pool. We also find that the expected losses on senior notes become increasingly sensitive to collateral risk when leverage controls become more stringent, particularly under shorter roll-over horizons. We propose possible avenues of mitigating senior note risk through contingent capital.

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**Terrance Odean, University of California at Berkeley**

***What Risk Factors Matter to Investors? Evidence From Mutual Fund Flows***

When selecting an actively managed equity fund, investors seek to identify fund managers who are able to generate positive risk-adjusted performance (alpha). To assess risk-adjusted performance, investors must apply a model of risk when ranking funds; thus, we can infer the risk model that investors use by the fund choices that they make. Based on this observation, we analyze the sensitivity of fund flows to alphas calculated using competing models of risk: market-adjusted returns, the Capital Asset Pricing Model (CAPM), the Fama-French three-factor model (which adds size and value factors), and the Carhart four-factor model (which adds a momentum factor). We first find that the CAPM based alpha better explains fund flows than the three or four-factor alphas. We then decompose fund performance into five categories (1) four-factor alpha and returns that can be traced to the (2) market (beta), (3) size, (4) value, and (5) momentum tilts of the fund. We find that investors are most sensitive to a fund's alpha. Fund returns that can be traced to size, value, or momentum are discounted, but not much (with sensitivities ranging from 67-84% of that observed for alpha). However, fund returns that can be traced to the market beta of the fund are heavily discounted (with a sensitivity less than 25% of that observed for alpha). These results indicate that investors care about market risk when evaluating mutual funds, but most do not treat factor returns as compensation for risk when evaluating the performance of actively managed mutual funds.

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**Jack L. Treynor, Treynor Capital Management, Inc**

***Limits on the Level of Demand a Country Can Afford***

Textbooks recognize the importance of demand failure; a very different problem textbooks don't recognize is limits on the level of demand a country can afford. The capacity of tradables plant determines the level of demand consistent with trade balance. The capacity of home goods plant determines the level of demand consistent with stable home goods prices. Because it reduces plant capacity, failure to save and invest results in chronic trade deficits, chronic inflation, or chronic unemployment.

## Spring 2014 JOIM Conference Attendees

Alan Adelman  
Cinque Partners, LLC  
11836 San Vicente Blvd., Suite 203  
Los Angeles, CA 90049  
aadelman@cinquepartners.com  
(310) 954-0050

John Ameriks  
Vanguard  
PO Box 2600  
Valley Forge, PA 19482  
john\_ameriks@vanguard.com  
(610) 503-5676

Susie Ardeshir  
University of California  
1100 Broadway  
Oakland, CA 94607  
susie.ardeshir@ucop.edu  
(510) 987-9675

Tony Batman  
1st Global  
12750 Merit Drive, Suite 1200  
Dallas, TX 75251  
tbatman@1stglobal.com  
(214) 294-5000

Gary Bergstrom  
BFO Investments, LLC  
260 Franklin Street, 23rd Floor  
Boston, MA 02110  
gbergstrom@yahoo.com

David Berns  
Athena Capital Advisors  
55 Old Bedford Road, Suite 302  
Lincoln, MA 01773  
dberns@athenacapital.com  
(781) 274-9300

Vineer Bhansali  
PIMCO  
840 Newport Center Drive, Suite 100  
Newport Beach, CA 92660  
vineer.bhansali@pimco.com  
(949) 720-6333

Kenneth Blay  
1st Global  
12750 Merit Drive, Suite 1200  
Dallas, TX 75251  
kblay@1stglobal.com  
(214) 294-5338

Steve Carden  
California Public Employees' Retirement System  
400 Q Street, Suite E4800  
Sacramento, CA 95811  
steven.carden@calpers.ca.gov  
(916) 795-0974

Jeremiah Chafkin  
AlphaSimplex, LLC  
One Cambridge Center, 10th Floor  
Cambridge, MA 02142  
jchafkin@alphasimplex.com  
(617) 475-7141

Sanjiv Das  
Santa Clara University  
500 El Camino Real  
Santa Clara, CA 95053  
srdas@scu.edu  
(408) 554-2776

John Delano  
Commonfund  
15 Old Danbury Road  
Wilton, CT 06897  
jdelano@cfund.org  
(203) 563-5020

Gifford Fong  
Gifford Fong Associates  
3658 Mt. Diablo Blvd., Suite 200  
Lafayette, CA 94549  
gifford.fong@gfong.com  
(925) 299-7800

Russell Fuller  
Fuller & Thaler Asset Management  
411 Borel Avenue, Suite 300  
San Mateo, CA 94402  
rfuller@fullerthaler.com  
(650) 931-1500

Lisa Goldberg  
Center for Risk Management Research  
University of California Berkeley  
Berkeley, CA 94720  
lrg@berkeley.edu

Larry Harris  
USC Marshall School of Business  
3670 Trousdale Parkway, Bridge Hall 308  
Los Angeles, CA 90089  
lharris@usc.edu  
(323) 244-1154

Sharon Hill  
Delaware Investments  
2005 Market Street  
Philadelphia, PA 19103  
sharon.hill@delinvest.com  
(215) 255-2158

Thomas M. Hughes  
State Street Global Exchange  
780 Third Avenue, 8th Floor  
New York, NY 10017  
tmhughes@statestreetgx.com  
(917) 734-9982

Frank Jones  
San Jose State University  
12200 Edgecliff Place  
Los Altos Hills, CA 94022  
frank.jones@sjsu.edu  
(408) 313-2705

Ronald N. Kahn  
BlackRock  
400 Howard Street  
San Francisco, CA 94105  
ron.kahn@blackrock.com  
(415) 670-2266

Seoyoung Kim  
Santa Clara University  
500 El Camino Real  
Santa Clara, CA 95053  
srkim@scu.edu  
(404) 422-6459

Will Kinlaw  
State Street Associates  
140 Mount Auburn Street  
Cambridge, MA 02138  
wbkinlaw@statestreet.com  
(617) 234-9496

Mohamed Kortas  
Caisse de depot et placement du Quebec  
1000 Place Jean-Paul-Riopelle  
Montreal, Quebec H2Z 2B3  
Canada  
mkortas@lacaisse.com  
(514) 847-2609

Mark Kritzman  
Windham Capital Management  
200 Clarendon Street, T-26  
Boston, MA 02116  
mkritzman@windhamcapital.com  
(617) 419-3900

Martin Landry  
1st Global  
12750 Merit Drive, Suite 1200  
Dallas, TX 75374  
mlandry@1stglobal.com  
(214) 294-5000

Timothy Leach  
U.S. Bank  
1 California Street, Suite 2100  
San Francisco, CA 94111  
timothy.leach@usbank.com  
(415) 677-3574

Frank Leclerc  
Canada Pension Plan Investment Board  
1 Queen Street East, Suite 2500  
Toronto, Ontario M5C 2W5  
Canada  
fleclerc@cppib.com  
(416)479-5651

Bruce Lehmann  
University of California, San Diego  
1415 Robinson Building Complex  
La Jolla, CA 92037  
blehmann@ucsd.edu  
(858) 534-0945

Martin Leibowitz  
Morgan Stanley  
1585 Broadway  
New York, NY 10036  
martin.leibowitz@morganstanley.com  
(212) 761-7597

Alison Li  
California Public Employees' Retirement System  
400 Q Street, Suite E4800  
Sacramento, CA 95811  
alison\_li@calpers.ca.gov  
(916) 795-3490

Feifei Li  
Research Affiliates, LLC  
620 Newport Center Drive, Suite 900  
Newport Beach, CA 92660  
li@rallc.com  
(949) 325-8753

Christopher Lo  
Columbia Management  
100 Park Avenue, 8th Floor  
New York, NY 10017  
christopher.lo@columbiamanagement.com  
(212) 716-2995

Alok Mahajan  
KPMG  
3975 Freedom Circle Dr., Mission Towers 1, #100  
Santa Clara, CA 95054  
amahajan@kpmg.com  
(408) 367-2841

Harry Markowitz  
Harry Markowitz Company  
1010 Turquoise Street, #245  
San Diego, CA 92109  
harryhmm@aol.com  
(858) 488-7212

Jose Menchero  
MSCI  
2100 Milvia Street  
Berkeley, CA 94704  
jose.menchero@msci.com

Richard Michaud  
New Frontier Advisors  
10 High Street, 8th Floor  
Boston, MA 02110  
rmichaud@newfrontieradvisors.com  
(617) 482-1433

Robert Michaud  
New Frontier Advisors  
10 High Street, 8th Floor  
Boston, MA 02110  
romichaud@newfrontieradvisors.com  
(617) 482-1433

Claudia Musat  
American Century Investments  
1665 Charleston Road  
Mountain View, CA 94043  
cxm@americancentury.com  
(650) 967-9885

Ethan Namvar  
University of California, Berkeley  
PO Box 6569  
Irvine, CA 92616  
namvar@haas.berkeley.edu  
(949) 444-2295

John O'Brien  
UC Berkeley  
2501 W Sunflower Avenue, Unit J4  
Santa Ana, CA 92704  
obrien@jwobrien.com  
(917) 690-0117

Terrance Odean  
Haas-Berkeley  
2220 Piedont Avenue  
Berkeley, CA 94720  
odean@berkeley.edu  
(510) 642-6767

James Peterson  
Charles Schwab Investment Advisory  
211 Main Street, MS SF211MN-11-471  
San Francisco, CA 94105  
james.peterson@schwab.com  
(415) 667-0879

Blake Phillips  
University of Waterloo  
200 University Avenue West  
Waterloo, Ontario N2L 3G1  
Canada  
brphilli@uwaterloo.ca  
(519) 888-4567 ext38886

Scott Rodemer  
Vanguard  
PO Box 2600  
Valley Forge, PA 19482  
scott\_rodemer@vanguard.com  
(610) 669-2185

Shane Shepherd  
Research Affiliates, LLC  
620 Newport Center Drive, Suite 900  
Newport Beach, CA 92660  
shepherd@rallc.com  
(949) 325-8762

Rob Sinnott  
AlphaSimplex, LLC  
One Cambridge Center, 10th Floor  
Cambridge, MA 02142  
rsinnott@alphasimplex.com  
(617) 475-7149

Roger Stein  
State Street  
780 Third Avenue  
New York, NY 10017  
rmstein@statestreet.com  
(646) 255-1044

Neal Stoughton  
Vienna University of Economics and Business  
Welthandelsplatz 1, Building D4  
Vienna, 1020  
Austria  
neal.stoughton@wu.ac.at  
+19492583488

Alan Tarver  
Frost Investment Advisors  
401 Congress Avenue, 12th Floor  
Austin, TX 78701  
alan.tarver@frostinvestmentadvisors.com  
(512) 473-7071

Brad Thompson  
Frost Investment Advisors, LLC  
P.O. Box 2509  
San Antonio, TX 78299  
brad.thompson@frostinvestmentadvisors.com  
(210) 620-3818

Jack Treynor  
Treynor Capital Management, Inc  
504 Via Almar  
Palos Verdes Estates, CA 90274  
bgtreynor5@gmail.com  
(310) 375-6348

David Turkington  
State Street Associates  
140 Mount Auburn Street  
Cambridge, MA 02138  
dturkington@statestreet.com  
(617) 234-9484

Bret Valerio  
BNY Mellon  
201 Washington Street, 24th Floor  
Boston, MA 02108  
bret.valerio@bnymellon.com  
(617) 248-4684

Kenneth Winston  
Western Asset Management Company  
385 E Colorado Blvd  
Pasadena, CA 91101  
winston@alumni.caltech.edu  
(917) 399-3098

James Xiong  
Morningstar  
22 West Washington Street  
Chicago, IL 60602  
james.xiong@morningstar.com  
(312) 384-3764

Paul Zhang  
California Public Employees' Retirement System  
400 Q Street, Suite E4800  
Sacramento, CA 95811  
paul\_zhang@calpers.ca.gov  
(916) 795-8063

Attendee list as of 03/10/14

Final version will be posted on the conference website

## **Spouses and Friends**

Viviana Blay

Margaret Carey

Vivian Fong

Jacqueline Hart Wilson

Sally Jones

Terry Leach

Irene Lehmann

Barbara Markowitz

Catherine McVay Hughes

Ada O'Brien

Betsy Treynor

Carla Vinhas

---

## **JOIM Conference Series Staff**

Elisa Nakama

Customer Relations Manager

(925) 299-7800 ext. 1010

customerservice@joim.com

Christine Proctor

JOIM, Editorial Assistant

(925) 299-7800 ext 1011

editor@joim.com

Austin Mao

AV Manager

Cliff Fong

AV Manager

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