

Dancing with Analysts

Mingze Ma

Graduate School of Economics, Kyoto University

Abstract

Extensive theories and evidence predict that board gender diversity improves analyst forecast accuracy. Consistently, I find robust firm-level and firm-analyst-level evidence that female directors significantly reduce analyst forecast error when their number on the board reaches a critical mass of three or more. The instrumental variables approach identifies that this effect is concentrated in firms with high analyst coverage, implying that board-analyst interaction may play a role. I discover a board-side mechanism and an analyst-side mechanism that drive the results. From the board side, female directors persuade analysts not to make less accurate herding-negative forecast revisions by correcting analysts' misjudgments of earnings uncertainty. I dissect this mechanism using a simple theoretical model of analyst herding behavior and board persuasion and further empirically prove two propositions derived directly from the model. From the analyst side, forecast accuracy for firms with board critical mass is more closely linked to promotion and thus analysts have incentives to allocate more effort to these firms. Finally, the finding that the labor market does not reward analysts for outperformance achieved through herding-negative revisions suggests that the two mechanisms are intertwined with each other. Overall, I observe a win-win situation between analysts and female directors: female directors avoid overly pessimistic forecasts and analysts gain better career prospects. In other words, female directors dance in harmony with analysts.

JEL classification: G24, G34, J16, M14

Keywords: Board gender diversity, Critical mass, Corporate governance, Financial analysts, Earnings forecasts, Herding behavior, Uncertainty, Career concerns

Dancing With The Analysts

David Mallach



Dancing With The Analysts:

Dancing With The Analysts Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Dancing With The Analysts**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we shall delve into the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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