Mary Schmid Daugherty, PhD, CFA
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Summary of CV and Professional Experience

Mary Schmid Daugherty is a financial educator focusing on the financial markets. Over her teaching career she has taught in the undergraduate, graduate, and executive MBA program. Mary is the founding faculty member of the Aristotle Fund, an $8 million student managed investment fund at the University of St. Thomas. In addition to teaching, Mary does research and consults on corporate organizational structure and its impact on valuation. She serves on the Board of Directors for Driessen Water, Inc. and The Meritex Company. Mary chairs the Governance Committee for Driessen Water, Inc. and is the Audit Chairperson for The Meritex Company. Mary is also a board member for the Hardenbergh Foundation providing investment and grant distribution oversight.

Mary has been working with private businesses in a variety of in-depth financial and corporate governance consulting assignments over her career. Her experience with Boards and C-suite Management include working on transitioning the corporate structure from advisory boards to fiduciary boards, facilitating and developing optimal governance policies and practices, designing and teaching corporate governance educational programs, designing the processes and conducting Board and Committee evaluations, and advising on other corporate governance issues unique to the client. She has provided consulting services in different industries, serving both small and large companies. Mary has published on family/private corporate governance co-authoring *Family Business, 4th Edition,* which is the most widely used book on family business in university family business programs. She also developed an online version of this book, *Family Business, 5th Edition*. She is an active academic researcher in organizational structure and investment management, authoring research papers in these areas.

Complementing her interest in adding value in her engagements with clients and board work, Mary has been very successful with her academic career. She was awarded the Executive MBA Teacher of the Year for both 2015 and 2014, and the "Julie Hays Distinguished Teaching" award in 2011. She also has both a board room and an endowed scholarship named in her honor by a significant gift from an alumnus. In addition, Mary has international teaching experience having taught Corporate Finance in the United Kingdom, Global Finance in China, and topics of interest to family businesses in Chile.

Mary received her Bachelor of Arts from the College of St. Thomas and went on to earn her MBA in Finance at the University of Minnesota. Upon graduation with her MBA, she worked as an investment analyst co-managing the Common Fund for First Trust, Inc. While working at First Trust Mary earned her CFA. Mary began working as an Instructor at the College of St. Thomas while also working on her PhD at the University of Minnesota. Mary earned her Ph.D. with a dissertation focused on endowment management at private colleges.

EDUCATIONAL SUMMARY:
Ph.D., Educational Finance, University of Minnesota.
Thesis: Endowment Management at Private Four Year Post Secondary Educational Institutions in Minnesota.
Chartered Financial Analyst.
MBA, Finance, University of Minnesota.
Bachelor of Arts, College of St. Thomas.

AWARDS AND RECOGNITIONS:
Recognized as a Certified Director, National Association of Corporate Directors, February 2023.

Designated a Securities and Exchange Commission Financial Expert, 2012- present.

Recognized as a Family Business Fellow (significant contributions to the field of family business), Family Business Center, University of St. Thomas, 2010 – present.

Earned CFA Certificate of Achievement for years 1987- present.

Awarded the FFI Fellow designation by the Family Firm Institute through its Global Education Network, October 2015.

Accepted as a Fulbright Specialist Roster candidate. August, 2015.

Faculty Award for Excellence in Teaching, Executive UST MBA, Opus College of Business, University of St. Thomas, May 2015.

Awarded the NACD Fellow designation by the National Association of Corporate Directors, January 2015.

Faculty Award for Excellence in Teaching, Executive UST MBA, Opus College of Business, University of St. Thomas, May 2014.

Awarded the Julie Hays Outstanding Teaching Award, Opus College of Business, University of St. Thomas, May 2011. Frequently nominated for this annual award.

Honored by an alumnus who named the Board of Governors Board room, the Mary Schmid Daugherty room, based on a $5 million gift, 2012.

Honored by an alumnus with $1.5 million Endowed Scholarship, the Mary Schmid Daugherty Commitment to Student Learning Scholarship, 2010.

Over the past decade numerous alumni have made annual gifts in Mary's honor to use for student scholarship.

Awarded Innovation in Teaching Award based on work establishing the Aristotle Fund (a student managed investment fund), University of St. Thomas, 2003.

EMPLOYMENT HISTORY:
Senior Fellow in Applied Finance, Department of Finance, University of St. Thomas, St. Paul, MN.

Investment Officer, First Trust, Inc., St. Paul, MN.

Internship, Technical Writer, Federal Reserve Bank, Minneapolis, MN.

Teaching Assistant, Department of Finance, University of Minnesota, Minneapolis, MN.

ACADEMIC PUBLICATIONS AND WORKING PAPERS - SCHOLARLY ACADEMIC (MOST RECENT):
<u>Peer Reviewed Journal Articles</u>

Mary Daugherty, M.S., Jandik, Dobrina & Salikhova, Tatiana. (2023). Post-Covid-19 Real Estate Net Absorption and Social Capital in U.S. Metropolitan Areas. *Journal of Real Estate Practice and Education.*

Daugherty, M.S., Jithendranathan, T. & Vang, D.O. (2021). Portfolio Selection Using Multiple Attribute Decision Making Model. *Investment Management and Financial Innovations.*

Daugherty, M.S. and Vang, D. (2021). Utilizing the Vulnerabilities of Human Nature for Business: The Case of Ashley Madison. *The Case Centre.* Cranfield University, Wharley Ends Beds MK43 OJR, UK.

Daugherty, M.S., Poza, J. Ernesto. (2018). MindTap Management for Family Business, 5th Edition. Cengage. ISBN: 978-1337101011

Daugherty, M. S., & Jithendranathan, T. (2015). A Study of Linkages between Frontier Markets and the U.S. Equity Markets Using Multivariate GARCH and Transfer Entropy. *Journal of Multinational Financial Management, 32-33,* 95-115. doi:10.1016/j.mulfin.2015.10.003

Daugherty, M.S., Vang, D.O. (2015). "Using Performance Data to Evaluate Student Learning in a Student Managed Investment Fund". *Journal of Higher Education Theory and Practice,* 15 (2) ISSN2158-3595.

Daugherty, M.S., Jithendranathan, T. (2012). "Underpricing of IPOs of U.S. Family Controlled Businesses". *International Research Journal of Finance and Economics,* (90) 193-206 ISSN 1450-2887.

Daugherty, M.S., Georgieva, D. (2011). "Foreign Cultures, Sarbanes-Oxley Act and Cross-Delisting's". *Journal of Multinational Financial Management*, (21) 208-223 ISSN 1042-444X

Other Significant Academic Scholarly Work

Book

Daugherty, M.S., Poza, J. Ernesto. (2018). MindTap Management for Family Business, 5th Edition. Cengage. ISBN: 978-1337101011

Daugherty, M.S., Poza, Ernesto. (2013). Family Business, 4E. South-Western Cengage Learning. ISBN: 978-1285056821

Book Chapters

Daugherty, M.S. (October, 2013). "Performance in the Family Business: Financial and Socio-Emotional Outcomes". Sorenson, R. L., Yu, A., Brigham, K. H, and Lumpkin, G. T. (Editors), Landscape of Family Business. Cheltenham, UK: Edward Elgar Publishing, pp. 64-77.

Daugherty, M.S. (2009). Chapter 8, "Financial Considerations and Valuation of the Family Business", Family Business, 3E. Poza, Ernesto J., South-Western Cengage Learning, pp.201-230.

Academic Proceedings and Presentations (most recent)

"Portfolio Selection using Multiple Attribute Decision Model". International Management Conference, Mathura, India. January, 2020. Authors: Mary Daugherty (Presenter), T. Jithendranathan, and D. Vang.

"A Study of Linkages between Frontier Markets and the U.S. Equity Markets Using Multivariate GARCH and Transfer Entropy". Annual Australian Finance and Banking Conference, Sydney, AUS. December, 2014.

"Measuring Student Learning in Student Managed Investment Funds", Association for Financial Education, Savannah, GA. September, 2014. Authors: Mary Daugherty (Presenter), David Vang.

"Volatility Spillovers in Frontier Markets", Australian Finance Seminar Series, Charles Strut University, Australia. April, 2014. Authors: Mary Daugherty, Thadavillil Jithendranathan (Presenter).

"Evaluating Student Learning Outcomes Using Investment Returns in a Student Managed Fund." *University of St. Thomas Research Symposium*, Minneapolis, MN. April, 2013. Authors: Mary Daugherty (Presenter), David Vang.

"Intraday Volume and Volatility Patterns of Russian Single Stock Futures and Stocks". *East Asian Financial Conference*, Taipei, Taiwan. May, 2012. Authors: Mary Daugherty, Thadavillil Jithendranathan (Presenter).

"Volatility Spillovers in Frontier Markets". *International Social Sciences and Management Conference*, Dubai, U.A.E. January, 2012. Authors: Mary Daugherty, Thadavillil Jithendranathan (Presenter).

“Preparing Next Generation Directors: New Models for Linking the Family with the Professional Board.” *The Family Firm Institute Annual Meeting*, Boston, MA. October, 2011. Authors and Presenters: Allen Bettis, Lance Crane, Mary Daugherty, Dennis Jaffe.

“Foreign Cultures, Sarbanes-Oxley Act and Cross-Delisting’s”. *Southern Finance Association Annual Meeting*, Key West, Florida. November, 2011. Authors: Mary Daugherty (Presenter), Dobrina Georgieva.

“Foreign Cultures, Sarbanes-Oxley Act and Cross-Delistings.” Midwest Finance Association Annual Meeting. Chicago, Illinois. March 2011. Authors: Mary Daugherty, Dobrina Georgieva (Presenter).

PROFESSIONAL WORK - PRACTICE ACADEMIC

<u>Director on Corporate Board</u>

- Board of Directors of The Meritex Company, 2016 – present. Chair of Audit Committee.
- Board of Directors of Driessen Water, Inc., 2015 – present. Member of Governance committee.
- Board of Directors of Crescent Electric Supply Company, 2010-2019. Chair of Governance Committee. Member of Compensation Committee.
- Board of Directors of Mairs and Power Funds Trust, 2010 – 2022. Chairman of the Board.
- Advisory Board of Simplex Construction. Blaine, MN. 2003 – 2017.

<u>Director on Non-Profit Board</u>

- Hardenbergh Foundation. 2020 – present.
- National Association of Corporate Directors, Minnesota Chapter. Vice President of Programming. March 2013 – December 2022.
- Director and Vice-Chair, Archdiocese of Saint Paul and Minneapolis Investment Advisory Council, 1998 – 2013.

<u>Practitioner Proceedings and Presentations (most recent)</u>

“Managing Pandemic and Public Safety: Back to Business”. Webinar presented to members of the Minnesota Chapter of the National Association of Corporate Directors. December, 2020.

“Best Practices in Board Succession Planning”. Planned webinar and moderated panel for Minnesota Chapter of the National Association of Corporate Directors. June 9, 2020.

“Transforming Family Culture to Manage Change”. Transitions East Family Business Conference. Tampa, Florida. March 5, 2020.

“Strategies for Success: Thriving in the Investment Industry”. Participated in a panel discussion on women in the investment business sponsored by the CFA Society of Minnesota. April 19, 2018. Minneapolis, Minnesota.

“Preparing for Business Succession.” Developed and presented a half day seminar for the members of the Minnesota Subcontractors Association. December 12, 2017. Minneapolis, Minnesota.

“Owning It.” Coordinated and lead a roundtable discussion with 4 successful female investment professionals to help undergraduate women learn about career opportunities in the investment field. CFA Society of Minnesota. September 26, 2017. St. Paul, Minnesota.

“Successful Onboarding.” Led a seminar with Joe Jasper (CEO and founder of Vermillion Capital) on effective onboarding strategies for new directors. MN Chapter of the National Association of Corporate Directors. January, 2017. Minneapolis, Minnesota.

“A Conversation with Jack Nicklaus.” Led a conversation with Jack Nicklaus to kick off the 2016-2017 Family Business Breakfast series. This event was hosted by the University of St. Thomas Family Business Center, Minneapolis, MN. September, 2016.
“Leadership Succession: Planning for a Transition.” Led a seminar on planning and structuring succession planning for Marvin Window’s dealer network. Dealers of Distinction, Minneapolis, MN. April 2016.

“Family Business: Building the Governance Partnership for Capital Planning.” Participated as a panelist to discuss challenges of capital raising with private ownership. Financial Executives Institute, Minneapolis, MN. February, 2016.

“Buy/Sell Agreements and Valuation.” Led a seminar for the Family Business Breakfast series hosted by the University of St. Thomas Family Business Center, Minneapolis, MN. January, 2016.

“A Family Business Journey of Prosperity.” Presented a case study on establishing governance in a family business, Delaware Valley Family Business Center, Philadelphia, PA. April, 2015.

“Strategies for Success in a Family Business.” Developed and presented a one day seminar for family business owners on developing strategy for the business and the family. University of St. Thomas Family Business Center, Minneapolis, MN. February, 2015.

“Family Constitutions and Councils Seminar.” Developed and delivered content as panel participant, Continuing Legal Education, August, 2014. Minneapolis, Minnesota.

“Leading the Family-Family Councils, Family Foundations, Family Meetings”. Panel Participant, Transitions East Family Business Conference hosted by Family Business Magazine and Stetson University. March, 2014. Tampa, Florida.

“Business Law Series: Good Governance For Family Businesses: Using Good Governance to Strengthen the Family and the Family Business.” Developed curriculum and participated as panel participant in the Business Law Series, Continuing Legal Education, February, 2014. Minneapolis, Minnesota.

“Increasing the Value Proposition”. Presentation at the National Association of Trailer Manufacturer’s Annual Meeting. February, 2014. Las Vegas, Nevada.

“Why Value a Small Business?” Presentation for the 24th Annual Business Valuation Conference. February, 2014. Minneapolis, Minnesota.

“Current Business Pulse”. Presentation on Minnesota business climate for clients of Wilkerson Guthmann, Ltd. December, 2013. St. Paul, Minnesota.

Moderator for Family Business Breakfast Series on “Growing the Family Business”. October, 2013. Minneapolis, Minnesota.

"Smart Growth: How Private & Family-Owned Companies Use Their Boards for Critical Choices", Panelist for presentation, MN Chapter of the National Association of Corporate Directors. September, 2013. Minneapolis, Minnesota.

“Motivating Great Board Performance in Small Private Firms”, Panel presentation, MN Chapter of the National Association of Corporate Directors. May, 2013. Minneapolis, Minnesota.
"Next Generation: Making Decisions - How Governance Helped the Next Generation Express Their Voices," Speech at the IPI - Institute for Private Investors. July 18, 2012. Chicago, Illinois.

“Tools for Effective Teaching”. Presentation for Business Faculty Members, Opus College of Business, University of St. Thomas. April, 2012. Minneapolis, Minnesota.

“Dollars and Cents: Forging a Fair Valuation of the Family Firm”. Family Business Center presentation, University of St. Thomas. October, 2011. Minneapolis, Minnesota.

“The Move towards Stewardship in the Family Business”. Family Business Center seminar for Family Business Network participants, University of St. Thomas. February, 2010. Minneapolis, Minnesota.

<u>Practitioner Papers</u>
“Organizing the Family and the Business: An Important Value Proposition”, TRACKS, Association of Trailer Manufacturers. April, 2014.

“A Family’s Journey to a Family Council”, Family Business Magazine 20(1). Winter 2010, pp. 48-51.

<u>Past Decade Consulting Work:</u>

- Worked with $40 million manufacturing company on financial control issues. Lead a search for a comptroller and providing oversight on integration.
- Developed governance procedures for a $3 billion holding company including succession planning and acquisition policy.
- Developed and coordinated a strategic ownership structure and governance plan for a private franchise operator.
- Worked with Family Council and Board of Directors of $50 million construction and property Management Company to establish a growth-oriented business structure.
- Coordinated a valuation and succession plan for third generation owners of an excavating company.

- Assisted a $20 million property management business owner in divesting property to increase value of remaining ownership position.
- Worked with second generation owners of a manufacturing company to develop an owner's plan and strategy for determining succession including board recruitment.
- Worked with family CEO to create and enact plan to transition the business to the second generation. Set up a family ownership group and mentored the board in its role with the family and the business.
- Developed and delivered training to equity traders at Piper Jaffray, Inc.

INTERNATIONAL TEACHING/PROFESSIONAL EXPERIENCE

Visiting Professor providing research and investment curriculum advice at the Institute of Business Management, GLA University, Madura, India. January 2020.

Global Finance, China. Led a group of twenty students on a two-week intensive study in China. May 2019.

Visiting Professor providing curriculum advice, business outreach seminar and educational programming. Universidad Católica de la Santísima Concepción, Chile. March, 2016.

Short term business program for students from the Universidad Católica de la Santísima Concepción, Chile. Arranged guest lecturers, local business visits, and cultural events for 12 students and their director of international education. June, 2014.

International Financial Management, London. Semester long study abroad with ~ 50 students. Taught classes, arranged business and cultural visits, invited guest speakers, coordinated and oversaw group trips in England and Europe. Fall semester 1998, 2006, 2010 and 2015.

MEMBERSHIPS

Member of CFA Society of Minnesota, 1985- present.

- Lead for "Women in Finance" initiative. 2017-2021.
- Blogger for "Freezing Assets", 2013-2019.
- Faculty Advisor for CFA Global Investment Challenge, 2008-2020.
- Lead Faculty member for CFA I, II and III Review Course, 2008-2012.
- Coordinator of University Programming, 2006-2009.
- Elected President: 1997-1998.
- Program Chairperson: 1995-1996.
- Education Chairperson: 1992-1994

National Association of Corporate Directors/Minnesota Association of Corporate Directors, NACD Certified.

MN Chapter Board Member, 2013 – present.
Vice President of Programming, 2014 - present.

Association of Investment Management and Research
Private Directors Association
Family Firm Institute, FFI Fellow