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ACADEMIC POSITIONS

Sep 2008-Present: Assistant Professor in Management and Strategy Department,

Kellogg School of Management, Northwestern University

Sep 2007-Sep2008: Donald P. Jacobs Scholar in Management and Strategy Department,

Kellogg School of Management, Northwestern University

OTHER POSITIONS

Sep 2007-Present: Affiliate, Center for the Study of Industrial Organization

Northwestern University

Oct 2010-Mar 2011: Visiting Scholar in Department of Economics

Stern School of Business, New York University

Sep 2011-Dec 2011: Visiting Scholar in Department of Applied Economics

Guanghua School of Management, Peking University

Jan 2004-Feb 2004: Visiting Scholar in Institute for Economies in Transition

Bank of Finland

EDUCATION

Ph.D. Economics, M.I.T. 2007

B.S. Applied Math (with Honor), Caltech 2002

B.A. Economics and Math (with High Honor), Wesleyan University 2002

SELECTED AWARDS

MIT Presidential Fellowship 2002-2004

Phi Beta Kappa 2001

Tau Beta Pi 2001

Gordon Moore Fellowship, Caltech 2000-2002

Freeman Asian Scholarship, Wesleyan University 1997-2001

PUBLICATIONS

"Tacit Collusion in Auctions and Conditions for Its Facilitation and Prevention: Equilibrium Selection in Laboratory Experimental Markets," joint with Charles Plott, *Economic Inquiry*, Vol 47, No. 3, (July 2009) pp.425-448.

WORKING PAPERS

- (2) "Managing Conflicts in Relational Contracts" joint with Niko Matouschek (September 2011) *R&R American Economic Review*
- (3) "Relational Contracts, Efficiency Wage, and Employment Dynamics" joint with Yuk-Fai Fong (April, 2010) *R&R Review of Economic Studies*
- (4) "Information Revelation in Relational Contracts" joint with Yuk-Fai Fong (July, 2010) *R&R Review of Economic Studies*
- (5) "When Does Aftermarket Monopolization Soften Foremarket Competition?" joint with Yuk-Fai Fong (February, 2012) *R&R Rand Journal of Economics*
- (6) "Reputation Turnaround Through Voluntary Ownership and Management Turnover" joint with Pak Hung Au and Yuk-Fai Fong (November, 2011)
- (7) "A Theory of Turnover and Wage Dynamics" (December, 2011)
- (8) "A Theory of Wage Distribution and Dynamics with Assignment and Pareto Learning" (March, 2012)
- (9) "Job Mobility, Wage Dispersion, and Asymmetric Information" (October, 2011) *R&R European Economic Review*

WORK IN PROGRESS

- (10) "A Theory of Delegation Dynamics" joint with Niko Matouschek
- (11) "A Theory of Player Turnover in Games" joint with Yuk-Fai Fong
- (12) "Going for it: The Adoption of Risky Strategies in Tournament" joint with Jen Brown
- (13) "Relational Contracts in Teams with Private and Public Evaluations" joint with Joyee Deb and Arijit Mukherjee

TEACHING

Strategy and Organization (MBA)

Personnel Strategy (MBA)

Organizational Economics (PhD)

SEMINARS

2011-2012: National University of Singapore, Chinese University of Hong Kong, Peking University Guanghua School of Management, Shanghai University of Finance and Economics

2010-2011: University of Iowa, New York University Stern School of Business

2009-2010: Michigan State University, Hong Kong University

2008-2009: University of Southern California, Marshall School of Management, University of Illinois at Urbana-Champaign, Northwestern University, University of Delaware, Lerner School of Business, Toulouse School of Economics, GREMAQ

2007-2008: Penn State University, Federal Reserve Bank of Chicago, University of Chicago, Graduate School of Business

2006-2007: M.I.T, Northwestern University Kellogg School of Management, Case Western Reserve University Weather School of Management, Cornell University School of Industrial and Labor Relations, Boston University, London School of Economics.

CONFERENCE PRESENTATIONS AND DISCUSSIONS

The 10th International Industrial Organization Conference, 2012

The 8th Workshop on Industrial Organization and Management Strategy, 2011

Economics of Organization Workshop, Queen's University, 2011

Econometric Society North American Winter Meeting, 2011 (2 Discussions)

Econometric Society North American Winter Meeting, 2010

National Bureau of Economic Research Workshop on Organizational Economics, 2009

International Symposium on Contemporary Labor Economics, 2009

The 8th International Industrial Organization Conference, 2009

The 14th Annual Meeting of Society of Labor Economists, 2009

The 8th Annual Meeting of CSIO-IDEI, 2009

Duke-Northwestern-Texas IO Theory Conference, 2008 (Discussant)

PROFESSIONAL ACTIVITIES

Reviewer: American Economic Journal: Microeconomics, American Economic Review, Berkeley Electronic Journal of Economic Analysis and Policy, Berkeley Electronic Journal of Economic Theory, British Journal Industrial Relation, Economic Journal, Economics of Transition, Econometrica, Games and Economic Behavior, International Economic Review, Journal of Economics and Management Strategy, Journal of European Economic Association, Journal of Human Capital, Journal of Labor Economics, Journal of Law Economic and Organization, Labour Economics, Management Science, National Science Foundation, Quarterly Journal of Economics, Rand Journal of Economics, Review of Economic Studies, Scandinavian Journal of Economics.

Dissertation Committee: Jie Gong (National University of Singapore), Dan Li (Goldman Sachs), Pak Hung Au (PhD expected 2012), Jun Yu (Northwestern Economics Department, PhD expected 2013 Oscar Contreras (Northwestern Economics, PhD expected 2013).