Jianing Yuan
London, United Kingdom
+44 07479220107
j.yuan12@lse.ac.uk

March 4, 2024

Sub: Application for NBER Economics of Executive Compensation Doctoral Training Workshop

Respected Executive Compensation Workshop Selection Committee,

I am writing to convey my deep interest in participating in the Doctoral Training Workshop on the Economics of Executive Compensation, organized by the National Bureau of Economic Research in Cambridge, Massachusetts, scheduled for June 2024. Being a third-year Ph.D. student in Finance at the London School of Economics, I am convinced that this workshop presents an excellent chance for me to enhance my understanding of executive compensation, engage in discussions about research ideas, and foster collaborations with attendees that might lead to the advancement of our understanding in this area.

My research interest focuses broadly on corporate finance theory, corporate governance, entrepreneurial finance and organizational economics. I am currently working on the topics of job design and career structures in the financial sector, including promotion and payment structure. I am also interested in the complex relationships between the CEO, employees and firms in a broader sense.

I am honoured to have Professor Daniel Ferreira as the recommendation letter writer for me. Our discussions have served as a significant source of inspiration for my research. I am confident that Professor Ferreira's letter will offer the selection committee a comprehensive insight into my abilities and potential.

Enclosed, please find my statement and CV, which provide further details on my academic background, research interests, and relevant experience.

Thank you for considering my application. I eagerly look forward to the opportunity to take part in this training workshop, where I can glean valuable insights and experiences from the esteemed faculty and fellow participants.

Please feel free to email me at j.yuan12@lse.ac.uk or call my phone at +44 07479220107.

Sincerely,

Jianing Yuan

Jianing Yuan

j.yuan12@lse.ac.uk — +44 07479220107

EDUCATION

London School of Economics 2021 —
Ph.D. in Finance

CEMFI (Centro de Estudios Monetarios y Financieros) 2019 — 2021
Master in Economics and Finance

Wuhan University 2015 — 2019
Bachelor of Economics

RESEARCH INTERESTS

Corporate Finance Theory, Corporate Governance, Entrepreneurial Finance, Organisational Economics

WORKING PAPERS

Brown Spinning with Yang Guo and Hongda Zhong

- We analyze firms' spin-off choices concerning pollutive subsidiaries when shareholders, potential buyers, and managers exhibit heterogeneous environmental preferences. Stronger environmental preferences among managers and shareholders result in more spinoffs. However, the subsidiary is typically sold to prospective buyers who exhibit a weaker environmental preference, leading to escalated pollution production after acquisition. Despite the more pollutive outcome, the ex-post spin-off threat from shareholders induces managers to adopt greener production levels proactively, even if shareholders have lower environmental concern. Notably, spin-offs diminish when agents experience disutility from economy-wide pollution rather than self-generated pollution.

RESEARCH EXPERIENCE

Research Assistant to Professor Hongda Zhong 2022

- Helped with the analysis of the theoretical model and numerical solutions for the paper *Market Structure of Intermediation.*

Research Assistant to Professor Rafael Repullo 2020

- Helped with the analysis of the theoretical model and computed numerical solutions for the paper *The Deposits Channel of Monetary Policy: A Critical Review.*
- Prepared literature review on banks' market power and monetary policy transmission.

COMPLETED Ph.D. COURSES

London School of Economics

- FM502 Corporate Finance
- FM503 Asset Pricing
- EC441 Microeconomics
- EC442 Macroeconomics
- EC443 Econometrics
- EC537 Microeconomic Theory(Audit)

CEMFI

- Corporate Finance
- Labor Economics
- Banking
- Asset Pricing
- Development Economics
- Urban Economics
- Quantitive Macroeconomics

AWARDS

ESRC Research Studentship 2021-2024
LSE Teaching Assistant Award 2023
Wuhan University Scholarship 2017

TEACHING EXPERIENCES

LSE, Class Teacher/Teaching Assistant

FM429 Asset Markets	2023 — 2024
FM212 Principles of Finance	2022 — 2023
FM250 Finance	2022

SKILLS

- **Language:** English (fluent), Chinese (native)
- **Programming:** Matlab, Stata, R, Julia

As a third-year Ph.D. student interested in exploring the labor markets and corporate governance from the theory perspective, my motivation for attending the workshop stems from a deep-seated desire to broaden my understanding and expertise in executive compensation and contract design. The opportunity to participate in the Doctoral Training Workshop on the Economics of Executive Compensation is not only a privilege but also a vital step in advancing my academic journey.

My interest in corporate governance was sparked during my time as a research assistant with Professor Rafael Repullo. Through this experience, I discovered a strong affinity for contract theory. Subsequently, my coursework in corporate finance theory, under the guidance of Professor Mike Burkart at LSE, further deepened my fascination. This journey led me to focus primarily on the intersection of labor markets, corporate governance, and managerial behavior as my main area of academic pursuit.

My current research focuses on theoretical inquiries into labor markets within the financial sector. I am particularly fascinated by understanding the reasons behind the high compensation and distinct promotion patterns observed in this industry. Additionally, I am intrigued by the broader aspects of job design and career structures. Exploring the evolution of promotion and payment structures is of significant interest to me. Moreover, I am drawn to the dynamics of talent allocation and selection within corporations, including strategies for promoting and incentivizing talented employees, as well as the process of CEO selection. CEO compensation plays a crucial role within the framework of job contracts and is therefore a vital aspect of my research inquiry.

I am also drawn to the subject of sustainable finance. Exploring contracts to regulate CEOs who overlook environmental considerations presents an intriguing question to explore. I am also currently working on the project with Yang Guo and Hongda Zhong, analyzing firms' spin-off choices concerning pollutive subsidiaries when shareholders, potential buyers, and managers exhibit heterogeneous environmental preferences. We found that stronger environmental preferences among managers and shareholders result in more spinoffs. However, the subsidiary is typically sold to prospective buyers who exhibit a weaker environmental preference, leading to escalated pollution production after acquisition. Despite the more pollutive outcome, the ex-post spin-off threat from shareholders induces managers to adopt greener production levels proactively, even if shareholders have lower environmental concern.

Attending this workshop presents a unique opportunity to engage with leading scholars in exploring theoretical frameworks regarding managerial behavior and firm outcomes, as well as the labor markets. I view this workshop as an invaluable platform for acquiring theoretical knowledge, exchanging ideas with fellow scholars, and forming collaborative alliances that will enrich my research agenda and advance my theoretical understanding.

I eagerly anticipate the opportunity to participate in this stimulating workshop and thank you very much for considering my application!