

Yuanyuan Sun

Department of Economics
College of Liberal Arts & Sciences
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ACADEMIC APPOINTMENT

- 08/2019 – present Teaching Assistant Professor
Department of Economics
University of Illinois at Urbana-Champaign
- 08/2017 – 07/2019 Lecturer of Economics
Department of Economics
University of Illinois at Urbana-Champaign
- 08/2015 – 05/2017 Assistant Professor of Human Resource Management
Labovitz School of Business and Economics
University of Minnesota Duluth
- 01/2015 – 07/2015 Lecturer
School of Labor and Employment Relations
University of Illinois at Urbana-Champaign

EDUCATION

- 2014 Ph.D., Human Resources and Industrial Relations
Univ. of Illinois at Urbana-Champaign
- 2008 M.A., Labor Economics (Graduated with honors)
School of Labor and Human Resources, Renmin Univ. of China
- 2006 B.A., Labor and Human Resources
School of Labor and Human Resources, Renmin Univ. of China

RESEARCH INTERESTS

Executive Compensation; Corporate Governance; Labor Market Regulations

TEACHING EXCELLENCE

U. of Illinois at Urbana-Champaign: List of Teachers Ranked as Excellent (indicates outstanding rating)*

ECON 447 (Spring 2021, Fall 2019);

ECON 448 (Spring 2021);

LER 545 online (Summer 2021; Summer 2019*);

ECON 590 (Summer 2018*); ECON 590 online (Summer 2020);
BADM 313 (Spring 2014)

U. of Minnesota at Duluth

Faculty/Staff favorite (nominated by students; Fall 2015)

TEACHING EXPERIENCE

Economics, U. of Illinois at Urbana-Champaign, Aug 2017 – present

- Economics of the Workplace (Undergraduate): Fall 2017 – Spring 2022
- Employee Compensation and Incentives (Undergraduate): Fall 2017 – Spring 2021
- Labor Market Regulations around the World (MSPE): Summer 2018 – Spring 2022
- Economics of Human Resources (LER Master, online): Summer 2018 – Summer 2022

Assistant Professor, LSBE, U. of Minnesota Duluth, Aug 2015 – May 2017

- Human Resource Management (Undergraduate): Fall 2015, Spring 2016, Fall 2016, Spring 2017
- Training and Development (Undergraduate): Spring 2016, Spring 2017
- Strategic Human Resource Management (Undergraduate): Fall 2015, Fall 2016

Lecturer, U. of Illinois at Urbana-Champaign, Jan-May 2015, Summer 2016

- Economics of Human Resources (HR Master): Spring 2015
- Human Resource Management (Professional MBA, online): Spring 2015, Summer 2016

Instructor, U. of Illinois at Urbana-Champaign, 2013-2014

- Human Resource Management (Undergraduate): Spring 2014
- Economics of Human Resources (HR Master): Fall 2013

Teaching Assistant, U. of Illinois at Urbana-Champaign, 2010-2012

- Quantitative Methods in LER (Instructor: Dr. Kristine Brown): Fall 2010, Fall 2012

PUBLICATIONS

- [1] Ying Chen and **Yuanyuan Sun**. 2022. Do Politically Connected, Economically Powerful Firms Comply with Labor Laws in China? *Employee Relations*, 44(4): 803-832.
- [2] **Yuanyuan Sun**. 2018. CEO Compensation and Mortgage Origination in the Banking Industry. *Corporate Governance: An International Review*, 26(4): 273-292.
- [3] **Yuanyuan Sun** and Taekjin Shin. 2014. Rewarding Poor Performance: Why do Boards of Directors Increase New Options in Response to CEO Underwater Options? *Corporate Governance: An International Review*, 22(5): 408-421.
- [4] **Yuanyuan Sun**. 2012. Firms' responses to CEO underwater options. *Best Paper Proceedings of the 2012 Academy of Management Meeting*.

- [5] **Yuanyuan Sun**. 2009. Book review: *Invisible Hand, Invisible Objectives - Bringing Workplace Law and Public Policy into Focus* by Stephen F. Befort and John W. Budd. *Perspectives on Work*, 61-62.

OTHER PUBLICATIONS

- [1] Fang Xu, **Yuanyuan Sun** and Weiyang Sha. 2007. Theory of structure hole and internet recruiting of labor market intermediaries” (Chinese). *Economic Theory and Business Management*, 10: 27- 31.
- [2] Weiguo Yang and **Yuanyuan Sun**. 2007. Measuring China's labor market: A two-fold evaluation on the basis of indicators and methodology” (Chinese). *Social Sciences in China*, 5: 104-113.
- [3] Weiguo Yang, Jing Zhang and **Yuanyuan Sun**. 2006. A summary of the study of skill shortage” (Chinese). *Economics Perspectives*, 96-101.
- [4] Weiguo Yang and **Yuanyuan Sun**. 2006. Skill shortage in the United Kingdom: the causes, policies and lessons for China” (Chinese). *Chinese Journal of Population Science*, 2: 87-94.
- [5] Weiguo Yang and **Yuanyuan Sun**. 2006. Measurement of labor market and its economic implications” (Chinese), in Xiangquan Zeng (eds.), *Chinese Employment Strategy Report in 2005-2006*: 41-60. Beijing: China Renmin University Press.

CONFERENCE PRESENTATIONS

- [1] Chinese Firms Entrepreneurial Behavior during the GFC (with Sanjay Goel), presented at:
- SMS Special Conference Hong Kong, Dec 10-12, 2016.
- [2] Labor Law Compliance in China (with Ying Chen), presented at:
- Annual Meeting of the Academy of Management, Anaheim, CA, Aug 5-9, 2016
 - Annual Conference of Industry Studies Association, Kansas City, MO, May 26-28, 2015.
 - Annual Meeting of Labor and Employment Relations Association, Pittsburgh, PA, May 28-31, 2015.
- [3] CEO Compensation and Mortgage Origination, presented at:
- Annual Conference of Industry Studies Association, “CEO Compensation and Mortgage Origination in the Banking Industry”, Kansas City, MO, May 26 – 28, 2015.
 - Annual Meeting of LERA/ASSA/AEA (American Economic Association), “CEO Compensation and Mortgage Origination in the Banking Industry”, Boston, MA, January 3 – 5, 2015.
- [4] Long-run Incentive Effect of Executive Stock Options, presented at:
- Annual Conference of Industry Studies Association, Kansas city, MO, May 28 – 30, 2013.
 - Annual Meeting of Labor and Employment Relations Association, Saint Louis, MO, June 6 – 9, 2013.
 - Annual Meeting of the Academy of Management, Orlando, FL, August 9 – 13.

[5] Firms' Responses to CEO Underwater Options, presented at:

- Annual Conference of Industry Studies Association, Pittsburgh, PA, May 29 - June 1, 2012.
- Annual Meeting of the Academy of Management, Boston, MA, August 3 - 7, 2012.

ACADEMIC AWARDS

- 2015 Honorable Mention: Thomas A. Kochan & Stephen R. Sleigh Best Dissertation Award (LERA)
- 2013 UCIRHRP Student Paper Competition: Second place (LERA)
- 2008 Outstanding Master Thesis. Renmin University of China: Beijing, China
- 2003-2006 Scholarship for Academic Excellence. Renmin University of China: Beijing, China

GRANTS

- 2013 Honorable Mention: Susan C. Eaton Scholar-Practitioner Grant (LERA)
- 2012 Data Purchase Grant, University Library, University of Illinois (\$5,000)
- 2012 Conference Travel Award, Graduate College, University of Illinois
- 2008-2012 Conference Travel Grant, School of LER, University of Illinois

SERVICE

MSPE Admission Committee (Economics, Illinois): 2021, 2022

Committee member (LSBE, Duluth): Committee for Awards, Recognition and Excellence (CARE)

PROFESSIONAL ACTIVITIES

- Panel Session Chair, "Fair Trade, Free Trade, and Compliance", Industry Studies Association Annual Meeting, Kansas City, MO, May 2015.
- Paper Session Chair, "CEO compensation: Antecedents and Outcomes", Academy of Management Annual Meeting, Orlando, FL, August 2013.
- Ad Hoc Reviewer, *Corporate Governance: An International Review*