

Yuanyuan Sun

Department of Economics
College of Liberal Arts & Sciences
Univ. of Illinois at Urbana-Champaign

Email: syuanyu2@illinois.edu
Address: 214 David Kinley Hall, 1407
West Gregory Drive, Urbana, IL 61801

ACADEMIC APPOINTMENT

08/2017 – present	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
HR and Firm Strategy

PUBLICATIONS

- [1] **Yuanyuan Sun**. 2018. CEO Compensation and Mortgage Origination in the Banking Industry. *Corporate Governance: An International Review*, 26(4): 273–292.
- [2] **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.
- [3] **Yuanyuan Sun**. 2012. Firms' responses to CEO underwater options. *Best Paper Proceedings of the 2012 Academy of Management Meeting*.

- [4] **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. Sleight 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

TEACHING EXCELLENCE

Fall 2015	Faculty/Staff favorite, U. of Minnesota at Duluth (nominated by students).
Spring 2014	List of Teachers Ranked as Excellent (for course BADM313 HRM), U. of Illinois at Urbana-Champaign

TEACHING EXPERIENCE

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

- Economics of the Workplace (Undergraduate): Fall 2017, Spring 2018
- Employee Compensation and Incentives (Undergraduate): Fall 2017, Spring 2018
- Labor Market Regulations around the World (ECON Master): Summer 2018

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

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

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

SERVICE

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*
- Annual Meeting Reviewer, Academy of Management

PROFESSIONAL AFFILIATIONS

- Labor and Employment Relations Association
- Industry Studies Association