

University of Illinois Urbana-Champaign  
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## ACADEMIC APPOINTMENTS

2025 - Assistant Professor, University of Illinois Urbana-Champaign  
2025 - Research Affiliate, Massachusetts Institute of Technology  
2024 - Honorary Fellow, University of Wisconsin-Madison  
2024 - 2025 Postdoctoral Associate, Massachusetts Institute of Technology

## DEGREES

2024 Ph.D. in Economics, University of Wisconsin-Madison  
Committee: John Kennan (co-chair), Rasmus Lentz (co-chair), Dean Corbae, Randall Wright  
2015 B.A. in Economics, Renmin University of China

## RESEARCH FIELDS

Macroeconomics, Labor Economics, Economic Growth, Innovation, Firm Dynamics

## PUBLICATIONS

1. "[Strategic Restraint: When do Human-Capital-Intensive Companies Choose \(Not\) to Use Noncompete Agreements?](#)" (with Martin Ganco, Haifeng Wang and Shotaro Yamaguchi), *Strategic Management Journal*

## WORKING PAPERS

1. "[Worker Mobility, Knowledge Diffusion, and Non-Compete Contracts](#)"  
2. "[Signals and Human Capital in Admission Tournament](#)"  
3. "[Regional Policy Spillovers and Complementarity in the Great Lockdown](#)" with Xiaodong Fan and Chao He

## WORK IN PROGRESS

1. "The Supply of Teachers and Students' Achievement" (with Chao Fu, Andrew Smith, Christopher Taber and Matthew Wiswall)  
2. "Acqui-Hires" (with Kerstin Holzheu)

## TECHNICAL NOTES

1. "[Name and Address Matching between the CBPBR and Venture Capital Dataset](#)" (with Yoshiki Ando)

## U.S. CENSUS PROJECTS

1. "Management and Organizational Practices, Business Dynamism, Employee Sorting, and Entrepreneurship"  
2. "Causes and Macroeconomic Implications of the Growth of the Professional Business Services"  
3. "Search and Matching in the Venture Capital Industry"

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PRESENTATIONS (*: SCHEDULED)	2025	Vienna Global Macro, Sixth World Labor Conference
	2024	University of Illinois Urbana-Champaign, University of Hong Kong, Chinese University of Hong Kong (Shenzhen), Massachusetts Institute of Technology, Midwest Macro, Essex/RHUL/Bristol Junior Search and Matching Workshop, China International Conference in Macroeconomics, Society for Economic Dynamics, Strategic Management Society, Zhejiang University, Renmin University of China
	2023	Minnesota-Wisconsin International/Macro Workshop, Midwest Macro, Hebrew University of Jerusalem
	2021	Strategic Management Society
SHORT VISITS	2025	Sciences Po
AWARDS	2024	Conference Travel Award, UW-Madison
	2023	David Edwin Davies Dissertation Fellowship, UW-Madison
	2023	Juli Plant Grainger Teaching Excellence Scholarship, UW-Madison
	2023	Conference Travel Award, UW-Madison
	2021	Susan Jane Blake Kocin Scholarship, UW-Madison
	2019	Juli Plant Grainger Summer Research Scholarship, UW-Madison
TEACHING	2024	Macroeconomics (undergraduate), Teaching Assistant, UW-Madison
	2023	Macroeconomics (undergraduate), Head Teaching Assistant, UW-Madison
	2022	Econometrics (graduate), Teaching Assistant, UW-Madison
	2022	Summer Research Group (graduate), Research Mentor, UW-Madison
	2018	Macroeconomics (undergraduate), Teaching Assistant, UW-Madison
	2017	Microeconomics (undergraduate), Teaching Assistant, UW-Madison
RESEARCH EXPERIENCE	2022 -	Special Sworn Status Researcher, U.S. Census Bureau
	2019-22	Research Assistant for Prof. Jenna Nobles, UW-Madison
	2019	Research Assistant for Profs. Ananth Seshadri and Christopher Taber, UW-Madison
PROFESSIONAL SERVICE	2024	Organizer, Workshop on the Economics of AI and Automation, MIT FutureTech
	2025	Hiring Search Committee, MIT FutureTech
REFEREE		Journal of Money, Credit and Banking, Review of Economic Dynamics
PROGRAMMING		STATA, Julia, Matlab, Python