

# Curriculum Vitae

## Huaiping Yuan

October 2022

University of Amsterdam, School of Economics, Office E10.05

Email: [h.yuan@uva.nl](mailto:h.yuan@uva.nl)

Personal website: <https://sites.google.com/view/huaipingyuan>

### Employment

---

2018-present	PhD candidate in Economics, University of Amsterdam (Supervisors: Thomas Buser and Erik Plug)
2022	Research visit at University of California San Diego (hosted by Uri Gneezy)
2019	Research visit at Norwegian School of Economics (hosted by Bertil Tungodden)
2016-2018	Associate consultant at the Boston Consulting Group

### Education

---

2014-2016	Tinbergen Institute, the Netherlands, Master of Philosophy, Major in Economics, GPA: 8.1/10
2011-2014	University of Hong Kong, Bachelor of Science, GPA: 3.85, First-Class Honors
2013	University of California San Diego, Student Exchange Program, GPA: 4.00, Provost Honors
2005-2011	Bataafs Lyceum High School, Hengelo, the Netherlands, GPA: 9.4/10

### Publications

---

Forthcoming	Public Speaking Aversion <i>Management Science</i> (with Thomas Buser)
2019	Do women give up competing more easily? Evidence from the lab and the Dutch Math Olympiad <i>American Economic Journal: Applied Economics</i> (with Thomas Buser)

### Working papers and work in Progress

---

Wage transparency and the gender pay gap: Evidence from the lab and the field (with Katharina Brütt)

The effects of in utero Ramadan exposure on Big Five personality outcomes

## Research Interests

---

Behavioral economics  
Experimental economics  
Labor economics  
Applied microeconomics

## Conferences and Presentations

---

2022 Spring Meeting of Young Economists, Orleans; Young Economists Meeting, Brno; ESPE, Calabria; APET, Marseille; ASFEE, Lyon; AASLE, Tokyo  
2021 Early-Career Behavioral Economics Conference (online)  
2020 ESA Worldwide Global Virtual Conference (online)  
2019 FAIR Seminar, Bergen; Science Association Europe Meeting, Dijon; TIBER Symposium, Tilburg; 5<sup>th</sup> Behavioral Experimental Economics Symposium, Maastricht; Economic Science Association World Meeting, Vancouver

## Teaching

---

2021-2022 Applied Econometrics, University of Amsterdam  
2021-2022 Economics for Business Administration, University of Amsterdam  
2019-2022 Programming and Numerical Analysis, University of Amsterdam  
2019-2022 Bachelor thesis supervision, University of Amsterdam  
2015-2016 Microeconomics I - Individual Decision Making, Tinbergen Institute  
2015-2016 Microeconomics II - Game Theory, Tinbergen Institute

## Grants, Awards and Prizes

---

2022 A Sustainable Future research grant  
2022 Reinhard Selten Award, German Economic Association (joint with Katherina Brütt)  
2021 A Sustainable Future research grant (joint with Katherina Brütt)  
2014-2016 Tinbergen Institute full scholarship for Research Master students  
2011-2014 HKU Worldwide Undergraduate Student Exchange scholarships; C.V. Starr scholarships; faculty Summer Research Fellowship; Foundation Scholarships for Outstanding International Students

## Languages

---

Chinese Native proficiency  
English Professional proficiency  
Dutch Professional proficiency  
German Elementary proficiency

## Paper abstracts

---

### **Pitfalls of pay transparency: Evidence from the lab and the field** (with Katharina Brütt)

Wage transparency regulation is widely considered and adopted as a tool to reduce the gender wage gap. We combine field and laboratory evidence to address how and when wage transparency can be effective and explore the role of belief adjustments as a mechanism. In the field, this paper studies a German wage transparency policy that allows employees to request wage information of comparable employees. Exploiting variation across firm size and time, we first provide causal evidence that this regulation does not affect the gender wage gap. In an online laboratory experiment, we study whether the failure of this policy hinges on two aspects: (1) the endogenous availability of wage information, and (2) the absence of performance information. Our data underline the importance of both factors. In contrast to endogenously acquired wage information, exogenously provided wage information does increase overall wages. So does the provision of performance information. However, none of these types of information reduce the gender wage gap. Wage information even deters women from entering negotiations.

### **Public Speaking Aversion** (with Thomas Buser, forthcoming in *Management Science*)

Fear of public speaking is very common, but we know little about its implications for individuals and organizations. We establish public speaking aversion as an economically relevant preference using three steps. First, we use laboratory and classroom experiments to show that preferences for speaking in public vary strongly across individuals with many participants willing to give up significant amounts of money to avoid giving a short presentation in front of an audience. Second, we introduce two self-reported items to elicit preferences for speaking in public through surveys. We show that these items are strongly related to choices in the incentivized laboratory experiment and that public speaking aversion is distinct from established traits and preferences, including extraversion. Third, we elicit these items in a survey of business and economics students and show that public speaking aversion predicts career expectations. Public speaking-averse individuals avoid careers in management consulting and are more attracted to data analyst and back-office careers.

### **Do Women Give Up Competing More Easily? Evidence from the Lab and the Dutch Math Olympiad** (with Thomas Buser, *American Economic Journal: Applied Economics* 11.3 (2019): 225-52)

We use lab experiments and field data from the Dutch Math Olympiad to show that women are more likely than men to stop competing if they lose. In a math competition in the lab, women are much less likely than men to choose competition again after losing in the first round. In the Math Olympiad, girls, but not boys, who fail to make the second round are less likely to compete again one year later. This gender difference in the reaction to competition outcomes may help to explain why fewer women make it to the top in business and academia.

## The effects of *in utero* Ramadan exposure on Big Five personality outcomes

This paper aims to investigate the fetal origin of the Big Five personality traits. Indonesian Family Life Survey data was used to analyze the long-term impact of in utero exposure to negative nutrition shocks. I use Ramadan as a proxy for reduced nutritional intake and find that Ramadan occurring during gestation leads to lower Emotional Stability, Conscientiousness and Agreeableness in adults. The effects are larger for males and individuals exposed during the second and third trimester.

### References

---

#### **Prof. dr. Thomas Buser**

Professor in Behavioral Applied Microeconomics  
University of Amsterdam  
Email: t.buser@uva.nl

#### **Prof. dr. Erik Plug**

Professor in Applied Economics  
University of Amsterdam  
Email: e.j.s.plug@uva.nl

#### **Prof. dr. Bas van der Klaauw**

Professor in Policy Evaluation  
VU University Amsterdam  
Email: b.vander.klaauw@vu.nl

#### **Prof. dr. Theo Offerman**

Professor in Behavioral Game Theory  
University of Amsterdam  
Email: t.j.s.offerman@uva.nl

#### **Prof. dr. Monique de Haan**

*(Teaching reference)*

Professor in Empirical Microeconomics  
University of Amsterdam  
Email: monique.dehaan@uva.nl