



## Honors Research Assistant Program

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**Title:** The Economics of CEO-Firm Matching: Evidence from CEO Turnovers

**Description of the Research:** Hiring a chief executive is one of the most important decisions for a company. The board of directors needs to find a manager whose skill set is best suited for the challenges of the firm. This project examines how the board chooses a new CEO based on the information it has learned from the firm's past CEOs, the firm's past and current performances, and the CEO labor market conditions. We also investigate how the CEO-firm matching outcome depends on the industry-wide performances and the macroeconomic environment. All the CEO turnover events in the S&P 1500 companies from 1993 to 2008 are included, making this study the most comprehensive study in the literature on management selection and succession.

**Responsibilities of the Student:**

1. Tasks include:
  - a. Reading and recording information about CEO background from companies public filings with the SEC and from other online sources of management bios;
  - b. Collecting data on CEO turnover events;
  - c. Conducting basic statistical and economic analysis. The student may be asked to do either a case study on anecdotal examples of CEO turnovers or to conduct some basic statistical analysis of the data.
2. The expected work load is six hours per week per student. I'd love to have two students for this project.
3. Excellent in English reading and writing; Good at online searching; Good at Excel; Solid knowledge in statistics is a plus.

**Approximate Number of Hours/Schedule:**

Ask for more information.

**Qualifications:** Please look above.