

Wei Hou

Erasmus School of Economics, Erasmus University Rotterdam
Burgemeester Oudlaan 50, 3062 PA Rotterdam, The Netherlands
+31 (0) 63 976 0299 | hou@ese.eur.nl
Personal Website: wei-hou-finance.github.io

Education

Erasmus University Rotterdam, Erasmus School of Economics	2023–2027 (expected)
Ph.D. in Finance	
Universidad Carlos III de Madrid	2021–2023
M.Phil. in Business and Finance	
Tilburg University	2019–2021
M.Sc. in Finance	
Nankai University	2015–2019
B.Sc. in Business Administration	

Research Interests

Corporate Finance, Corporate Governance, Labor Finance

Job Market Paper

Noncompete Agreements and the Allocation of Human Capital Within Firms
(solo-authored)

Award: *Semifinalist for Best Paper Award in Corporate Finance, FMA 2026*

Presentations: *Tinbergen Institute Jamboree, ESE Cheap Thrills, Spanish Finance Forum PhD Day, 7th RCF-ECGI Conference, FMA 2026, RSM PhD Seminar 2026*

Stronger enforcement of noncompete agreements (NCAs) leads firms to rely more on internal labor markets but lowers their labor productivity. I link employee career histories from Revelio Labs with staggered state-level increases in NCA enforceability. I find that firms promote and reallocate workers more, largely within existing hierarchies. Knowledge workers and employees in operations and product functions are most affected. Union organizing also declines. At the firm level, knowledge capital investment rises, but sales per employee fall, especially in labor-intensive firms. My results suggest a trade-off between employee retention and internal allocation efficiency.

Working Papers

On the Program: A Gender Equality Initiative and Professional Visibility at Academic Conferences

(with *Marina Gertsberg, Esad Smajlbegovic, Daniel Urban, and Patrick Verwijmeren*)

Revise and resubmit (second round), *Research Policy*

Presentations: *ESE Cheap Thrills (2024), TU Munich (2025), University of Melbourne (2025), FBA Conference (2025)*

Publications

Ranking Finance Conferences: An Update

(with *Esad Smajlbegovic* and *Daniel Urban*)

Journal of Empirical Finance, 2025

Awards and Scholarships

- Semifinalist for Best Paper Award in Corporate Finance, FMA 2026
- National Beca Scholarship, Government of Spain 2022–2023
- National Beca Scholarship, Government of Spain 2021–2022
- CentER Research Assistance Honors, Tilburg University 2020
- University Scholarship, Nankai University 2018

Conference and Seminar Presentations

- **2026:** PhD Seminars at RSM, PhD Workshop at 33rd Spanish Finance Forum, Tinbergen Jamboree Seminar, ESE Cheap Thrills, 7th RCF-ECGI, FMA 2026, ESE Research Retreat
- **2025:** University of Melbourne^{*}, Tinbergen Jamboree Seminar, TU Munich^{*}, FBA Conference, ESE Research Retreat
- **2024:** ESE Cheap Thrills, ESE Research Retreat

† Scheduled; * Presentations by co-authors.

Other Professional Activities

- **Referee:** Review of Managerial Science
- **Discussant:**
 - Corporate Finance Day (2026): Minrui Gong and Bastian Koch, *Tolerance for Failure: Evidence from Patent Examination* (written discussion; not presented).
 - RCF-ECGI (2026): Nadia Álvarez García, Irma Martínez García, and André Carrascal Incera, *Mind the Gap: Individual and Country Drivers of the Gender Gap in Financial Literacy*.
 - FMA (2026): Kose John, Kyeong Hun Lee, Zhou Lu, and Emma Xu, *Global R&D, Local Knowledge: Evidence from Patent Text Similarity*.

Teaching

Thesis Supervisor, Department of Business Economics 2024–2027

Erasmus University Rotterdam

- FEM11067: Thesis Financial Economics.
- Supervise bachelor's and master's theses (10 students at each level per year).

Teaching Assistant, Department of Business Economics 2024–2027

Erasmus University Rotterdam

- FEM11118: Advanced Corporate Finance and Governance.
- Average course rating: 8.5/10; average student rating: 4.4/5.

Other Information

- **Programming:** R, Stata, L^AT_EX, Python.
- **Languages:** Mandarin (native), English (proficient).

References

Patrick Verwijmeren

Professor of Finance
Erasmus University Rotterdam
Erasmus School of Economics
verwijmeren@ese.eur.nl

Daniel Urban

Associate Professor of Finance
Erasmus University Rotterdam
Erasmus School of Economics
urban@ese.eur.nl

Marina Gertsberg

Assistant Professor (Senior Lecturer) in Finance
University of Melbourne
mgertsberg@unimelb.edu.au