NANCY R. XU

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Last updated: September 29, 2022

ACADEMIC APPOINTMENT

Assistant Professor Finance	2018 - Present
Boston College, Carroll School of Management	
EDUCATION	
Ph.D. Finance and Economics	2012 - 2018
Columbia University, Graduate School of Business	2012 - 2016
- Dissertation title: Essays on Risk Appetite and Uncertainty	
B.S. Statistics (magna cum laude)	2009 - 2012
University of Washington, Seattle	

RESEARCH INTERESTS

Asset Pricing, International Finance, Behavioral Macro, Financial Econometrics

PUBLICATIONS

[1] "Procyclicality of the Comovement between Dividend Growth and Consumption Growth" > Journal of Financial Economics, 2021

▷ 28th AFBC, 2nd best paper at the Ph.D. Forum

[2] "The Time Variation in Risk Appetite and Uncertainty"

b Management Science, 2022 (Lead Article)

 \triangleright 2018 Global Association of Research Professionals Research Excellence Award

> Coauthor(s): Geert Bekaert; Eric C. Engstrom

WORKING PAPERS

[3] "The Global Determinants of International Equity Risk Premiums" Previously titled "Variance Risk Premium Components and International Stock Return Predictability"

Management Science, Revise and Resubmit; Under review

- \triangleright Semifinalist, 2019 FMA Global Conference Best Paper Awards
- ▷ Coauthor(s): Juan M. Londono

[4] "Main Street's Pain, Wall Street's Gain"

▷ Under review

▷ Coauthor(s): Yang You

[5] "Risk Aversion Spillover: Evidence from Financial Markets and Controlled Experiments" Previously titled "Risk Aversion Propagation"

> Under review

> Coauthor(s): Xing Huang

[6] "Risk, Monetary Policy and Asset Prices in a Global World"
> Coauthor(s): Geert Bekaert; Marie Hoerova

[7] *"Global Risk Aversion and International Return Comovements"* ▷ Dissertation Award, Federal Reserve Bank of New York

[8] "Do the Voting Rights of Federal Reserve Bank Presidents Matter?"
▷ Coauthor(s): Vyacheslav (Slava) Fos

SELECTED WORK IN PROGRESS

[9] "Capital and labor responses to the Paycheck Protection Program"
▷ Coauthor(s): Yang You

[10] "The Conditional Distribution of Growth at Different Stages of Development"> Coauthor(s): Geert Bekaert

[11] "Uncertainty Shocks and Personal Investment: Evidence From a Global Brokerage"
▷ Europe INQUIRE Europe research grant (2020)
▷ Coauthor(s): Rawley Z. Heimer; Shimon Kogan

[12] "Home Bias Revisited"> Coauthor(s): Geert Bekaert; Sandra Wang; Stephan Siegel

OTHER PAST AND CURRENT AFFILIATIONS

Consultant Directorate General Research European Central Bank	December 2021 -
Ph.D. Dissertation Intern Research and Statistics Group Federal Reserve Bank of New York	June 2017 - August 2017

OTHER RESEARCH EXPERIENCES

Research Assistant, Columbia Business School	2012 - 2015
Research Assistant, University of Washington	2011 - 2012
Student Research Assistant CEDR (Center for Education Data & Research)	2011 - 2011

TEACHING EXPERIENCES

Instructor, Data Analytics in Finance (Undergraduate & MBA), Boston College Carroll 2019 - > This course will introduce you to Python, a popular modern programming language, demonstrate how to extract data from websites, conduct a series of basic financial analyses including regressions on real-world financial data, and perform Monte Carlo simulations.

Teaching Assistant, Professor Robert J. Hodrick, Columbia Business School2015 - 2017> Financial Econometrics (PhD Core), Advanced International Corporate Finance (MBA)Teaching Assistant, Professor Geert Bekaert, Columbia Business School2015 - 2018> Asset Management (MBA & EMBA)

PROFESSIONAL SERVICES

Referee,

 Review of Financial Studies, Journal of Financial Economics, Review of Economic Studies, Management Science, Review of Asset Pricing Studies, Review of Finance, Journal of Monetary Economics, Journal of International Economics, Journal of Banking and Finance, Journal of Futures Markets, Journal of Empirical Finance, Journal of Money, Credit, and Banking, Journal of Corporate Finance, Journal of Futures Markets, Economics Letters, PLOS ONE, Journal of Behavioral and Experimental Finance, Luxembourg national research fund (FNR)

Conference Organizer,		
• 17th Pre-WFA Early Career Women in Finance Conference (link)	June 2022	
Program Committee,		
• European Finance Association Annual Meeting	2021-2022	
Midwest Finance Association Annual Meeting	2020-2023	
Financial Management Association	2021-2022	
Eastern Finance Association Annual Meeting	2018	
China International Risk Forum	2019, 2021	
Asset Pricing Conference at ANU	2020	
China Finance Review International Conference	2021	

Session Chair,

• 2022 MFA "Economic Determinants of International Markets", 2021 FMA "Stochastic Discount Factor & Market Efficiency", 2021 CIRF "Asset Pricing and Volatility", 2018 MFA "Risk and Risk Appetite", 2018 CIRF "Interest, Credit, and liquidity risk", 2018 NFA "Methods"

<u>PRESENTATIONS/INVITED TALKS</u> (includes scheduled; * = co-author)

"Do the Voting Rights of Federal Reserve Bank Presidents Matter?"	
□ Carnegie Mellon University*	October, 2022
□ Columbia University*	October, 2022
□ University of Massachusetts Amherst*	October, 2022
□ Boston College*	September, 2022
"Capital and labor responses to the Paycheck Protection Program"	
\Box AEA, New Orleans	January, 2023
"Main Street's Pain, Wall Street's Gain"	
Alliance Manchester Business School, Lancaster Management School	March, 2023
🗆 University of California San Diego	January, 2023
\Box AFA, New Orleans	January, 2023
Cornell University	December, 2022
University of Rochester, Simon	November, 2022
University of Southern California, Macrofinance Reading Group	October, 2022
Junior Finance Conference at Indiana University	September, 2022
🗆 University of North Carolina, Kenan-Flagler	September, 2022
University of Washington, Foster	September, 2022
\Box HKUST*	September, 2022
□ Stanford SITE "The Macroeconomics of Uncertainty and Volatility"	September, 2022
Stanford SITE "New Frontiers in Asset Pricing"	July, 2022
NBER Summer Institute Asset Pricing Meeting	July, 2022
\Box CICF	July, 2022
□ The Hong Kong Polytechnic University*	May, 2022
□ BC-BU Green Line Macro Meeting	April, 2022
University of Hong Kong*	March, 2022
□ Boston College	November, 2021
University of Connecticut	November, 2021
University of Cincinnati	November, 2021
□ Birmingham Business School	November, 2021
🗆 4th Annual Columbia Women in Economics Conference	October, 2021

"Risk Aversion Propagation: Evidence from Financial Markets and Controlled Exper-

iments"	
\square MFA	March 2022
\Box AFA	January 2022
\Box CIRF	July 2021
$\square \text{ ECWFC } @ \text{ WFA}$	June 2021
□ JABES Seminar	June 2021
🗆 SAIF, Finance*, China	November 2020
🗆 Fudan University, Economics, China	November 2020
Singapore Management University, Finance*	November 2020
🗆 Boston College (Carroll)	October 2020
Washington University in St. Louis (Olin)*	October 2020
□ WAPFIN at Stern, NY	September 2018

"Uncertainty Shocks and Personal Investment: Evidence From a Global Brokerage"

□ 2019 ANU-RSFAS Research Camp*	December 2019
Boston College (Carroll)	November 2019

"The Global Determinants of International Equity Risk Premiums", or previously titled "Variance Risk Premium Components and International Stock Return Predictability"

□ AEA, zoom	January 2021
IFABS 2019 Medellin Conference*	December 2019
□ Stanford SITE "Session 7: Asset Pricing Theory and Computation"	August 2019
\Box ECWFC at the WFA	June 2019
NASMES Summer Meeting, Seattle, WA*	June 2019
□ IFABS 2019 Angers Conference*	June 2019
IFMA Global Conference in Latin America*	May 2019
□ E(astern)FA, Miami*	April 2019
□ Federal Reserve Board*	March 2019
🗆 MFA, Chicago, IL	March 2019
🗆 2018 China International Risk Forum, Hangzhou, China	December 2018
□ Econometric Society European winter meeting 2018, Italy*	December 2018
Boston Macro Juniors Workshop, Cambridge, MA	November 2018
□ Boston College (Carroll), MA	November 2018
"Risk, Monetary Policy and Asset Prices in a Global World"	
□ Fudan, China*	September 2021
	August 2021
	August 2021
	July 2021
	July 2021
	June 2021
University of Alabama*	March 2021
\Box BIS*	February 2021
□ Bank of Spain*	February 2021
I Florida International University*	January 2021
\Box AEA, zoom*	January 2021
□ BI Olso Finance Seminar*	June 2020
University of Cinnaciti*	March 2020
11th International Research Forum on Monetary Policy*	March 2020
□ MFA, Chicago	March 2020
□ SNB-FRB-BIS High-Level Conference on Global Risk, Uncertainty, and	d Volatility, Zurich*
	November 2019
□ 20th IWH-CIREQ-GW Macroeconometric Workshop: Micro Data and M	Iacro Questions, Halle,
Germany*	October 2019

May 2015

\square Conference on Advances in Applied Macro-Finance, Istanbul, Turkey	December 2018
"The Time Variation in Risk Appetite and Uncertainty"	
□ 8th HEC-McGill Winter Finance Workshop	March 2020
□ 9th ITAM Finance Conference 2020	February 2020
□ E(uropean)FA, Portugal*	August 2019
□ European Financial Management annual meeting, Azores*	June 2019
□ 2019 China International Conference in Finance (CICF), Guangzhou, China	
□ 2019 Financial Intermediation Research Society (FIRS), GA	May 2019
	March 2019
□ 15th European Winter Finance Summit, Austria	March 2019
□ MFA, Chicago, IL	
□ AFA, Atlanta, GA	January 2019
🗆 2018 China International Risk Forum, Hangzhou, China	December 2018
□ 31st Australasian Finance and Banking Conference, Sydney*	December 2018
🗆 NFA, Charlevoix, Canada	September 2018
□ "Machine Learning and Finance: The New Empirical Asset Pricing" hosted	
Chicago Booth	July 2018
□ 2018 North American Summer Meeting of the Econometric Society, Davis, C	CA June 2018
🗆 11th Annual SoFiE Conference (Main), Lugano, Switzerland	June 2018
🗆 Baruch College	May 2018
□ Federal Reserve Board's Conference on Risk, Uncertainty, and Volatility, DO	C April 2018
Columbia Women in Economics	April 2018
🗆 Columbia Finance Lunch Seminar	March 2018
"Global Risk Aversion and International Return Comovements"	
🗆 2020 AEA, San Diego	January 2020
□ Stanford SITE "Session 8: The Macroeconomics of Uncertainty and Volatilit	y" August 2019
□ 2019 UBC summer conference	July 2019
University of Luxembourg, Luxembourg	December 2018
□ University of Zurich, Switzerland	December 2018
□ London Business School, UK	September 2018
\Box E(uropean)FA, Warsaw, Poland	August 2018
□ 2018 China International Conference in Finance (CICF), Tianjin, China	July 2018
□ 21st Annual Conference of the Swiss Society for Financial Market Research	•
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□ 2017-18 Finance Job Market: Boston College (Carroll), Cornerstone, Emory (town (McDonough), Goldman Sachs, Johns Hopkins University (Carey), Unive	
(Riverside), University of Minnesota (Carlson), University of Notre Dame (Martin Carlson), University of Notre Dame (Martin Carlson), University of Carlson, Uni	
sity of Oklahoma (Price), University of Southern California (Marshall), Unive	•
	ry–February 2018
□ Finance Ph.D. Seminar, NYU Stern	December 2017
□ Finance Faculty Free Lunch, Columbia Business School	November 2017
🗆 Econometrics Colloquium, Columbia University	November 2017
🗆 Ph.D. Seminar, Columbia Business School	October 2017
Financial Economics Colloquium, Columbia University	October 2017
Federal Reserve Bank of New York, New York	September 2017
"Procyclicality of the Comovement between Dividend Growth and Con	
□ 2018 E(astern)FA, Philadelphia	April 2018
□ 2018 MFA, San Antonio, TX	March 2018
□ 2017 SoFiE Conference, New York	June 2017
Federal Reserve Bank of New York, New York	June 2017
\square 2017 AEA/AFA/ASSA (poster presentation), Chicago	January 2017
🗆 28th Australasian Finance and Banking Conference (AFBC), Ph.D. Forum	December 2015
□ 28th AFBC, Asset Pricing II	December 2015
🗆 Ph.D. Seminar, Columbia Business School	November 2015

 \square 15th Transatlantic Doctoral Conference, London Business School

□ Third-year paper presentation, Columbia Business School

SEMINARS & CONFERENCES (includes scheduled; * = co-author)

2023:

□ *Seminars:* University of California San Diego (Rady), Alliance Manchester Business School (AMBS) and the Lancaster University Management School (LUMS).

 \square Conferences: AFA (New Orleans, 1 presentation, 2 discussions), AEA (New Orleans, 1 presentation)

2022:

□ Seminars: Cornell University, University of Rochester (Simon), University of North Carolina (Kenan-Flagler), University of Southern California (Marshall), University of Washington (Foster), HKUST*, University of Hong Kong*, The Hong Kong Polytechnic University*, Carnegie Mellon University*, Columbia University*, the University of Massachusetts Amherst*, Boston College Brownbag*

□ Conferences: AFA (zoom, 1 presentation), MFA (Chicago, 1 presentation, 1 discussion), Asian Finance Annual conference*, CICF (1 presentation, 1 discussion), Green Line Macro Meeting, 5th Bank of Canada FSRC Macro-Finance Conference (discussion), NBER Summer Institute Asset Pricing Meeting (1 presentation), Stanford SITE "New Frontiers in Asset Pricing" (1 presentation), Stanford SITE "The Macroeconomics of Uncertainty and Volatility" (1 presentation), Junior Finance Conference at Indiana University (1 presentation)

2021:

□ Seminars: University of Connecticut, University of Cincinnati, Birmingham Business School, Florida International University*, University of Alabama*, Bank of Spain*, BIS*, Bank of Spain*, Fudan*, JABES seminar series.

□ *Conferences:* AFA/AEA (zoom, x2 papers), FIRS, ECWFC @ WFA, CICF, CIRF (x2 papers), EEA-ESEM, EFA, 4th Annual Columbia Women in Economics, 7th BdF-BoE-BdI International Macroeconomics Workshop

2020:

□ *Seminars:* Chicago Fed, University of Cincinnati*, BI Oslo*, Fudan University, Boston College (Carroll), SAIF*, SMU*, WSUTL (Olin)*.

□ *Conferences:* AFA (San Diego), The RCFS/RAPS Winter Conference (Bahamas), 9th ITAM Finance Conference 2020 (Mexico City), 8th HEC-McGill Winter Finance Workshop (British Columbia, Canada), 11th International Research Forum on Monetary Policy*, MFA (Chicago), EFA (Virtual)

2019:

□ Seminars: Federal Reserve Board*, Boston College (Carroll).

□ Conferences: AFA (Atlanta), MFA (Chicago, x2 papers), E(uropean)FA (Portugal), E(astern)FA (Miami), 15th European Winter Finance Summit (Zurs, Austria), FMA Global Conference in Latin America*, IFABS 2019 Angers Conference*, FIRS (Savannah, Georgia), CICF (Guangzhou, China), NASMES Summer Meeting (Seattle)*, ECWFC(WFA, Hungtington Beach, CA), WFA, Stanford SITE (x2 papers), UBC summer conference (Vancouver), FMA (New Orleans), WAPFIN (NYU Stern), 20th IWH-CIREQ-GW Macroeconometric Workshop: Micro Data and Macro Questions (Halle, Germany)*, SNB-FRB-BIS High-Level Conference on Global Risk, Uncertainty, and Volatility (Zurich)*, 2019 ANU-RSFAS Research Camp*

2018:

□ Seminars: London Business School, University of Zurich, University of Luxembourg, Baruch College, Boston College (Carroll, 2), Cornerstone, Emory (Goizueta), Georgetown (McDonough), Goldman Sachs, Johns Hopkins University (Carey), University of California Riverside, University of Minnesota (Carlson), University of Notre Dame (Mendoza), University of Oklahoma (Price), University of Southern California (Marshall), University of Wisconsin Madison.

January 2015

□ Conferences: 2018 China International Risk Forum, Econometric Society European winter meeting 2018*, Conference on Advances in Applied Macro-Finance, 31st Australasian Finance and Banking Conference*, Boston Macro Junior Workshop, WAPFIN at Stern, NFA, EFA, "Machine Learning and Finance: The New Empirical Asset Pricing" hosted by University of Chicago Booth, CICF (1 paper, 1 discussion), 2018 NASMES, 11th Annual SoFiE Conference (Main), SFS Cavalcade North America, Federal Reserve Board's Conference on Risk, Uncertainty, and Volatility, Columbia Women in Economics, Columbia Business School, 21st Annual Conference of the Swiss Society for Financial Market Research, E(astern)FA, MFA

Pre-2018:

NYU Stern (PhD Seminar), Columbia Business School (Faculty Lunch, PhD seminar), Columbia University (Financial Economics, Econometrics), Columbia University (Economics), Federal Reserve Bank of New York (2), 2017 SoFiE Conference, 2017 AEA/AFA/ASSA (Poster Session), 28th Australasian Finance and Banking Conference (AFBC), Main conference-Asset Pricing II, Ph.D. Forum (one of the 8 selected doctoral papers that year), 2nd MIT-FARFE Capital Markets Research Workshop, NBER Summer Institute, 15th Transatlantic Doctoral Conference (TADC)

CONFERENCE DISCUSSIONS

[27] "Memory Moves Markets", by Constantin Charles.
AFA, New Orleans January 2023
[26] "Cumulant Risk Premium", by Alber S. Kyle, Karamfil Todorov.
AFA, New Orleans January 2023
[25] "Grit, Preferences, and Investor Behavior", by William Bazley, Sima Jannati, and George
Korniotis.
5th Bank of Canada FSRC Macro-Finance Conference September 2022
[24] "The Debt-Equity Spread", by Hui Chen, Zhiyao Chen, Jun Li.
CICF, Virtual July 2022
[23] "Jumps and Post-FOMC Announcement Drifts in Currency Markets", by Suzanne Lee,
Minho Wang.
MFA, Chicago March 2022
[22] "Global risk and the dollar ", by Georgios Georgiadis, Gernot J. Muller, Ben Schumann.
7th BdF-BoE-BdI international macro workshop, zoom November 2021
[21] "Music Sentiment and Stock Returns Around the World", by Alex Edmans, Adrian Fernandez-
Perez, Alexandre Garel, Ivan Indriawan.
EFA, zoom August 2021
[20] "Concealed Carry", by Spencer Andrews, Ric Colacito, Mariano Croce, Federico Gavazzoni.
WFA, zoom June 2021
[19] "Uncertainty trends, valuation ratios and predictability", by Federico M. Bandi, Lorenzo
Bretscher, Andrea Tamoni.
MFA, zoom March 2021
[18] "Attention to the Tail(s): Global Financial Conditions and Exchange Rate Risks", by Fer-
nando Eguren-Martin, Andrej Sokol.
EFA, zoom August 2020
[17] "Cross-Sectional Dispersion of Risk in Trading Time", by Torben Andersen, Martin Thyrs-
gaard, Viktor Todorov.
MFA, zoom March 2020
[16] "International Lending: The Role of Lender's Home Country", by Mehdi Beyhaghi, Rui Dai, Anthony Saunders, John Wald.
MFA, zoom March 2020
[15] "Public Debt and the Slope of the Term Structure", by Thien T. Nguyen.
The RCFS/RAPS Winter Conference, Bahamas February 2020
[14] "Understanding the Sources of Macroeconomic Uncertainty", by Barbara Rossi, Tatevik
Sekhposyan, and Matthieu Soupre.
AEA, San Diego January 2020
[13] "Global Capital and the Cross-Section of International Equity Return Comovement", by

Thummim Cho, and Argyris Tsiaras.
AFA, San Diego January 2020
[12] "Housing Cycle and Exchange Rates", by Sai Ma, and Shaojun Zhang.
AFA, San Diego January 2020
[11] "What Interbank Rates Tell Us About Time-Varying Disaster Risk", by Hitesh Doshi
Hyung Joo Kim, and Sang Byung Seo.
FMA, New Orleans, LA October 2019
[10] "Arbitrage Portfolios", by Soohun Kim, Robert A. Korajczyk, Andreas Neuhierl.
CICF, Guangzhou July 2019
[9] "Higher-Order Risk Premium, Stock Return Predictability, and Rare Event Dynamics", by Zhenzhen Fan, Xiao Xiao, Hao Zhou.
CICF, Guangzhou July 2019
[8] "Expectations Uncertainty and Household Economic Behavior", by Itzhak Ben-David, Elyas
Fermand, Camelia M. Kuhnen, Geng Li.
WFA, Hungtington Beach June, 2019
[7] "Subjective Model Uncertainty, Variance Risk Premium, and Speculative Trading", by Ming
Guo, Hao Zhou.
CIRF, Hangzhou December 2018
[6] "Location Choice, Portfolio Choice", by Ioannis Branikas, Harrison Hong, Jiangmin Xu.
HKUST Finance Symposium, Hong Kong December 2018
[5] "Searching for Yield Abroad: Risk-Taking through Foreign Investment in U.S. Bonds.", by
John Ammer, Stijn Claessens, Alexandra Tabova, Caleb Wroblewski.
EFA, Warsaw August 2018
[4] "Media Network Based Investors' Attention: A Powerful Predictor of Market Premium", by
Li Guo, Lin Peng, Yubo Tao, Jun Tu.
CICF, Tianjin July 2018
[3] "Break Risk", by Simon C. Smith and Allan Timmermann.
SFS Cavalcade at Yale May 2018
[2] "What the Variance Risk Premium tells us about the Expected Market Returns", by Sung
June Pyun.
28th AFBC, Sdyney December 2018
[1] "Risk, Unemployment, and the Stock Market: A Rare-Events-Based Explanation of Labor Market Volatility", by Mete Kilic and Jessica A. Wachter.
15th TADC, London May 2018

SERVICES

Business School Undergraduate Faculty Advisor, Boston College	2022-
Finance Department, Internal and external seminar co-organizer, Boston College	2020 - 2022
Finance Department, Recruiting committee, Boston College	2019-
Workshop for Boston College international visitors (in Chinese) No	ovember 2018

GRANTS, AWARDS & HONORS

Carroll School of Management, Teaching Star	Spring 2021
INQUIRE Europe research grant	2020
Semifinalist, 2019 FMA Global Conference Best Paper Awards	2019
Global Association of Research Professionals Research Excellence Award, CIRF	2018
Boston College Research Expense Grant, "Mood Propagation"	2018 - 2019
Federal Reserve Bank of New York Summer PhD Dissertation Internship	2017
2017 SoFiE Conference Travel Grant	2017
Graduate Student Advisory Council (GSAC) Student Travel Grant, Columbia Univ	versity 2017
2015-16 Werner L. and Adriana Chilton Doctoral Fellowship, Columbia Business S	School 2016
AFA 2016 Doctoral Student Travel Grant	2016
28th Australasian Finance and Banking Conference 2nd best paper at the Ph.D. F	orum 2015
28th Australasian Finance and Banking Conference Doctoral Student Travel Gran	nt (8) 2015

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2nd MIT-FARFE Capital Markets Research Workshop Travel Grant 15th LBS Transatlantic Doctoral Conference Travel Grant	$\begin{array}{c} 2015\\ 2015\end{array}$
CBS Doctoral Full Fellowship	2012-2016
President, Statistics & Probability Association (UW) Annual Dean's List (three times)	2011-2012 2009-2012
Phi Beta Kappa	2003-2012 2012
Honor Student in Department of Statistics, UW	2009-2011
Senior Medal Nominee (high scholarship for seniors, 20 nominees per class)	2012
AMATYC (National College-level Math Competition) Northwest region, No.8, WA	2008

PUBLISHED COMPUTER PROGRAM PACKAGES

"MicroMacroMultilevel" in R (w/ Jackson G. Lu and Elizabeth Page-Gould) [Target: Journal of Statistical Software]

To date, most multilevel methodologies can only unbiasedly model macro-micro situations, wherein higher-level explanatory variables (e.g., aggregate-level variables) are used to predict an lowerlevel outcome variable (e.g., individual-level variables). In contrast, this R package enables researchers to unbiasedly model micro-macro situations, wherein individual-level explanatory variables (and group-level explanatory variables) are used to predict a group-level outcome variable. This package is useful because in micro-macro multilevel modeling, it is statistically biased to directly regress the group-level outcome variable on the unadjusted group means of individual-level explanatory variables (Croon & van Veldhoven, 2007). Instead, one should use the best linear unbiased predictors (BLUP) of the group means (i.e., the adjusted group means).

▷ Version July 2017; Active & downloadable in *R CRAN*

OTHERS

Computer Languages: Matlab; STATA; R; Python; Mathematica; Linux; RATS Human Languages: Chinese (native); English (fluent) Certifications: Actuarial P (Probability) Exam (March. 2011) and FM (Financial Mathematics) Exam (June. 2011); Level II candidate CFA (June 2012) Else: Born and raised in Hangzhou, China; finished my high school in Seattle; U.S. permanent resident; a proud rescuer and long-term owner of Maybella (the cat)