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# BEAR Ph.D. Awards 2020-2021



## Joyce He

Ph.D. Student in Organizational Behaviour and Human Resources Management, Rotman School of Management  
B.Sc. Psychology Research Specialist and English Minor,  
University of Toronto

### Research Interests:

Gender Diversity, Social Perception and Cognition, Behavioural Economics

*Joyce is receiving this award for proposed research that tests the effectiveness of an "opt-out" intervention (one where applicants are automatically considered for promotions) to close the gender gap in likelihood of applying for promotions in a field experiment on an online labour market.*



## Verina Fanyu Que

Ph.D. Student in Quantitative Marketing, Rotman School of Management  
M.Sc. Quantitative Finance, Boston College  
B.Sc. Finance, Statistics, and Mathematics, University of Illinois Urbana-Champaign

### Research Interests:

Digital Marketing, AI in Economics, Social Network

*Verina is receiving this award for proposed research on examining consumers' motivations and behaviors on online secondary markets for luxury goods, and how they would impact the firms' strategies in primary market and the consequent consumers' welfare.*