
Empirical Methods in CF

Lecture 4 – Instrumental Variables

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Background readings

- Roberts and Whited
 - *Section 3*
- Angrist and Pischke
 - *Sections 4.1, 4.4, and 4.6*
- Wooldridge
 - *Chapter 5*
- Greene
 - *Sections 8.2-8.5*

Outline for Instrumental Variables

- Motivation and intuition
- Required assumptions
- Implementation and 2SLS
 - Weak instruments problem
 - Multiple IVs and overidentification tests
- Miscellaneous IV issues
- Limitations of IV

Motivating IV [Part 1]

- Consider the following estimation

$$y = \beta_0 + \beta_1 x_1 + \dots + \beta_k x_k + u$$

where $\text{cov}(x_1, u) = \dots = \text{cov}(x_{k-1}, u) = 0$

$$\text{cov}(x_k, u) \neq 0$$

- If we estimate this model, will we get a consistent estimate of β_k ?
- When would we get a consistent estimate of the other β 's, and is this likely?

Motivation *[Part 2]*

- **Answer #1:** No. We will not get a consistent estimate of β_k
- **Answer #2:** Very unlikely. We will only get consistent estimate of other β if x_k is uncorrelated with all other x
- Instrumental variables provide a *potential* solution to this problem...

Instrumental variables – *Intuition*

- Think of x_k as having ‘good’ and ‘bad’ variation
 - Good variation is not correlated with u
 - Bad variation is correlated with u
- An IV (let’s call it z) is a variable that explains variation in x_k , but doesn’t explain y
 - I.e. it only explains the “good” variation in x_k
- Can use the IV to extract the “good” variation and replace x_k with only that component!

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Instrumental variables – *Formally*

- IVs must satisfy two conditions
 - Relevance condition
 - Exclusion condition
 - What are these two conditions?
 - Which is harder to satisfy?
 - Can we test whether they are true?

To illustrate these conditions, let's start with the simplest case, where we have one instrument, z , for the problematic regressor, x_k

Relevance condition [Part 1]

How can we test this condition?

- The following must be true...

- In the following model

$$x_k = \alpha_0 + \alpha_1 x_1 + \dots + \alpha_{k-1} x_{k-1} + \gamma z + v$$

z satisfies the relevance condition if $\gamma \neq 0$

- **What does this mean in words?**

- **Answer:** z is relevant to explaining the problematic regressor, x_k , after partialling out the effect of **all** of the other regressors in the original model

Relevance condition *[Part 2]*

- Easy to test the relevance condition!
 - Just run the regression of x_k on all the other x 's and the instrument z to see if z explains x_k
 - As we see later, this is what people call the 'first stage' of the IV estimation

Exclusion condition [Part 1]

How can we test this condition?

- The following must be true...

- In the original model, where

$$y = \beta_0 + \beta_1 x_1 + \dots + \beta_k x_k + u$$

z satisfies the exclusion condition if $\text{cov}(z, u) = 0$

- **What does this mean in words?**

- **Answer:** z is uncorrelated with the disturbance, u ...
i.e. z has no explanatory power with respect to y after conditioning on the other x 's;

Exclusion condition *[Part 2]*

- Trick question! You cannot test the exclusion restriction *[Why?]*
 - **Answer:** You can't test it because u is unobservable
 - You must find a convincing ***economic*** argument as to why the exclusion restriction is not violated

Side note – What's wrong with this?

- I've seen many people try to use the below argument as support for the exclusion restriction... **what's wrong with it?**

- Estimate the below regression...

$$y = \beta_0 + \beta_1 x_1 + \dots + \beta_k x_k + \gamma z + u$$

- If $\gamma=0$, then exclusion restriction likely holds...
i.e. they argue that z doesn't explain y after conditioning on the other x 's

Side note – *Answer*

- If the original regression doesn't give consistent estimates, then neither will this one!
 - $\text{cov}(x_k, u) \neq 0$, so the estimates are still biased
 - Moreover, if we believe the relevance condition, then the coefficient on z is certainly biased because z is correlated with x_k

What makes a good instrument?

- Bottom line, an instrument must be justified largely on economic arguments
 - Relevance condition can be shown formally, but you should have an economic argument for why
 - Exclusion restriction cannot be tested... you need to provide a convincing economic argument as to why it explains y , but only through its effect on x_k

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Implementing IV estimation

- You've found a good IV, now what?
- One can think of the IV estimation as being done in two steps
 - **First stage:** regress x_k on other x 's & z
 - **Second stage:** take predicted x_k from first stage and use it in original model instead of x_k

This is why we also call IV estimations two stage least squares (2SLS)

First stage of 2SLS

- Estimate the following

$$x_k = \alpha_0 + \alpha_1 x_1 + \dots + \alpha_{k-1} x_{k-1} + \gamma z + v$$

Problematic regressor
[i.e. $\text{cov}(x_k, u) \neq 0$]

All other non-problematic
variables that explain y

Instrumental
variable

- Get estimates for the α 's and γ
- Calculate predicted values, \hat{x}_k , where

$$\hat{x}_k = \hat{\alpha}_0 + \hat{\alpha}_1 x_1 + \dots + \hat{\alpha}_{k-1} x_{k-1} + \hat{\gamma} z$$

Second stage of 2SLS

- Use predicted values to estimate

$$y = \beta_0 + \beta_1 x_1 + \dots + \beta_k \hat{x}_k + u$$



Predicted values replace the problematic regressor

- Can be shown (see textbook for math) that this 2SLS estimation yields **consistent** estimates of all the β when both the relevance and exclusion conditions are satisfied

Intuition behind 2SLS

- Predicted values represent variation in x_k that is ‘good’ in that it is driven only by factors that are uncorrelated with u
 - Specifically, predicted value is linear function of variables that are uncorrelated with u
- Why not just use other x ’s? Why need z ?
 - **Answer:** Can’t just use other x ’s to generate predicted value because then predicted value would be collinear in the second stage

Reduced Form Estimates *[Part 1]*

- The “reduced form” estimation is when you regress y directly onto the instrument, z , and other non-problematic x 's

$$y = \beta_0 + \beta_1 x_1 + \dots + \beta_{k-1} x_{k-1} + \delta z + u$$

- It is an unbiased and consistent estimate of the effect of z on y (presumably through the channel of z 's effect on x_k)

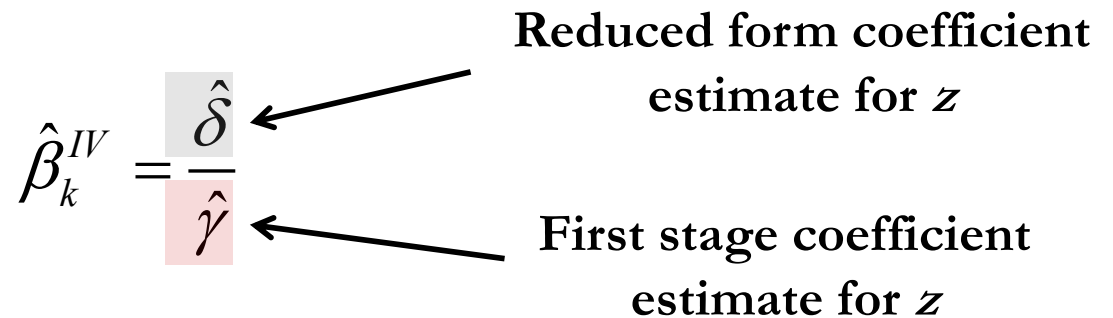
Reduced Form Estimates [Part 2]

- It can be shown that the IV estimate for x_k , $\hat{\beta}_k^{IV}$, is simply given by...

$$\hat{\beta}_k^{IV} = \frac{\hat{\delta}}{\hat{\gamma}}$$

Reduced form coefficient estimate for z

First stage coefficient estimate for z

The diagram shows the equation $\hat{\beta}_k^{IV} = \frac{\hat{\delta}}{\hat{\gamma}}$. The numerator $\hat{\delta}$ is highlighted with a grey background, and the denominator $\hat{\gamma}$ is highlighted with a pink background. Two arrows point from the text labels to these highlighted parts: one from 'Reduced form coefficient estimate for z' to $\hat{\delta}$, and one from 'First stage coefficient estimate for z' to $\hat{\gamma}$.

- I.e. if you don't find effect of z on y in reduced form, then IV is unlikely to work
 - IV estimate is just scaled version of reduced form

Practical advice *[Part 1]*

- Don't state in your paper's intro that you use an IV to resolve an identification problem, unless...
 - You also state what the IV you use is
 - ***And***, provide a strong economic argument as to why it satisfies the necessary conditions

Don't bury the explanation of your IV! Researchers that do this almost always have a bad IV. If you really have a good IV, you'll be willing to defend it in the intro!

Practical advice *[Part 2]*

- Don't forget to justify why we should be believe the exclusion restriction holds
 - Too many researchers only talk about the relevance condition
 - Exclusion restriction is equally important

Practical Advice *[Part 3]*

- Do **not** do two stages on your own!
 - Let the software do it; e.g. in Stata, use the IVREG or XTIVREG (for panel data) commands
- Three ways people will mess up when trying to do 2SLS on their ...
 - #1 – Standard errors will be wrong
 - #2 – They try using nonlinear models in first stage
 - #3 – They will use the fitted values incorrectly

Practical Advice *[Part 3-1]*

- Why will standard errors be wrong if you try to do 2SLS on your own?
 - **Answer:** Because the second stage uses ‘estimated’ values that have their own estimation error. This error needs to be taken into account when calculating standard errors!

Practical Advice *[Part 3-2]*

- People will try using predicted values from non-linear model, e.g. Probit or Logit, in a ‘second stage’ IV regression
 - But, **only** linear OLS in first stage guarantees covariates and fitted values in second stage will be uncorrelated with the error
 - I.e. this approach is **NOT** consistent
 - This is what we call the “forbidden regression”

Practical Advice *[Part 3-3]*

- In models with quadratic terms, e.g.

$$y = \beta_0 + \beta_1 x + \beta_2 x^2 + u$$

people often try to calculate one fitted value \hat{x} using one instrument, z , and then plug in \hat{x} and \hat{x}^2 into second stage...

- Seems intuitive, but it is **NOT** consistent!
- Instead, you should just use z and z^2 as IVs!

Practical Advice *[Part 3]*

- Bottom line... if you find yourself plugging in fitted values when doing an IV, you are probably doing something wrong!
 - Let the software do it for you; it will prevent you from doing incorrect things

Practical Advice *[Part 4]*

- All x 's that are not problematic, need to be included in the first stage!!!
 - You're **not** doing 2SLS, and you're **not** getting consistent estimates if this isn't done
 - This includes things like firm and year FE!
- Yet another reason to let statistical software do the 2SLS estimation for you!

Practical Advice *[Part 5]*

- Always report your first stage results & R^2
- There are two good reasons for this...
[What are they?]
 - **Answer #1:** It is direct test of relevance condition... i.e. we need to see $\gamma \neq 0!$
 - **Answer #2:** It helps us determine whether there might be a weak IV problem...

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Consistent, but biased

- IV is a consistent, but biased, estimator
 - For any finite number of observations, N , the IV estimates are biased toward the biased OLS estimate
 - But, as N approaches infinity, the IV estimates converge to the true coefficients
- This feature of IV leads to what we call the weak instrument problem...

Weak instruments problem

- A weak instrument is an IV that doesn't explain very much of the variation in the problematic regressor
- Why is this an issue?
 - Small sample bias of estimator is greater when the instrument is weak; *i.e. our estimates, which use a finite sample, might be misleading...*
 - *t*-stats in finite sample can also be wrong

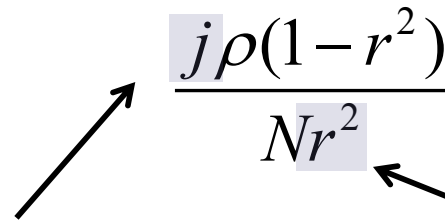
Weak IV bias can be severe [Part 1]

- Hahn and Hausman (2005) show that finite sample bias of 2SLS is \approx

$$\frac{j\rho(1-r^2)}{Nr^2}$$

- j = number of IVs [we'll talk about multiple IVs in a second]
- ρ = correlation between x_k and u
- r^2 = R^2 from first-stage regression
- N = sample size

Weak IV bias can be severe [Part 2]

$$\frac{j\rho(1-r^2)}{Nr^2}$$


More instruments, which we'll talk about later, need not help; they help increase r^2 , but if they are weak (i.e. don't increase r^2 much), they can still increase finite sample bias

A low explanatory power in first stage can result in large bias even if N is large

Detecting weak instruments

- Number of warning flags to watch for...
 - Large standard errors in IV estimates
 - You'll get large SEs when covariance between instrument and problematic regressor is low
 - Low F statistic from first stage
 - The higher F statistic for **excluded** IVs, the better
 - Stock, Wright, and Yogo (2002) find that an F statistic above 10 likely means you're okay...

Excluded IVs – *Tangent*

- Just some terminology...
 - In some ways, can think of all non-problematic x 's as IVs; they all appear in first stage and are used to get predicted values
 - But, when people refer to **excluded** IVs, they refer to the IVs (i.e. z 's) that are excluded from the second stage

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More than one problematic regressor

- Now, consider the following...

$$y = \beta_0 + \beta_1 x_1 + \dots + \beta_k x_k + u$$

where $\text{cov}(x_1, u) = \dots = \text{cov}(x_{k-2}, u) = 0$

$$\text{cov}(x_{k-1}, u) \neq 0$$

$$\text{cov}(x_k, u) \neq 0$$

- There are two problematic regressors, x_{k-1} and x_k
- Easy to show that IVs can solve this as well

Multiple IVs [Part 1]

- Just need one IV for each problematic regressor, e.g. z_1 and z_2
- Then, estimate 2SLS in similar way...
 - Regress x_k on all other x 's (except x_{k-1}) and both instruments, z_1 and z_2
 - Regress x_{k-1} on all other x 's (except x_k) and both instruments, z_1 and z_2
 - Get predicted values, do second stage

Multiple IVs [*Part 2*]

- Need at least as many IVs as problematic regressors to ensure predicted values are not collinear with the non-problematic x 's
 - If # of IVs match # of problematic x 's, model is said to be “**Just Identified**”

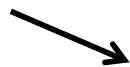
“Overidentified” Models

- Can also have models with more IVs than # of problematic regressors
 - E.g. m instruments for b problematic regressors, where $m > b$
 - This is what we call an overidentified model
- Can implement 2SLS just as before...

Overidentified model conditions

- Necessary conditions very similar
 - **Exclusion restriction** = none of the instruments are correlated with u
 - **Relevance condition**

E.g. you can't just have one IV that is correlated with all the problematic regressors and all the other IVs are not



- Each first stage (there will be h of them) must have at least one IV with non-zero coefficient
- Of the m instruments, there must be at least h of them that are partially correlated with problematic regressors [otherwise, model isn't identified]

Benefit of Overidentified Model

- Assuming you satisfy the relevance and exclusion conditions, you will get more asymptotic efficiency with more IVs
 - **Intuition:** you are able to extract more ‘good’ variation from the first stage of the estimation

But, Overidentification Dilemma

- Suppose you are a very clever researcher...
 - You find not just h instruments for h problematic regressors, you find $m > h$
 - First, you should consider yourself very clever [a good instrument is hard to come by]!
 - **But, why might you not want to use the $m-h$ extra instruments?**

Answer – Weak instruments

- Again, as we saw earlier, a weak instrument will increase likelihood of finite sample bias and misleading inferences!
- If have one really good IV, not clear you want to add some extra (less good) IVs...

Practical Advice – Overidentified IV

- Helpful to always show results using “just identified” model with your best IVs
 - It is least likely to suffer small sample bias
 - In fact, the just identified model is median-unbiased making weak instruments critique less of a concern

Overidentification “Tests” *[Part 1]*

- When model is overidentified, you can supposedly “test” the quality of your IVs
- The logic of the tests is as follows...
 - If all IVs are valid, then we can get consistent estimates using any subset of the IVs
 - So, compare IV estimates from different subsets; if find they are similar, this suggests the IVs okay

Overidentification “Tests” *[Part 2]*

- But, I see the following all the time...
 - Researcher has overidentified IV model
 - All the IVs are highly questionable in that they lack convincing economic arguments
 - But, authors argue that because their model passes some “overidentification test” that the IVs must be okay

- **What is wrong with this logic?**

Overidentification “Tests” *[Part 3]*

- **Answer** = All the IVs could be junk!
 - The “test” implicitly assumes that some subset of instruments is valid
 - This may not be the case!
- **To reiterate my earlier point...**
 - There is **no** test to prove an IV is valid! Can only motivate that the IV satisfies exclusion restriction using economic theory

“Informal” checks – *Tangent*

- It is useful, however, to try some “informal” checks on validity of IV
 - E.g. One could show the IV is uncorrelated with other non-problematic regressors or with y that pre-dates the instrument
 - Could help bolster economic argument that IV isn't related to outcome y for other reasons
 - But, don't do this for your actual outcome, y , why?
Answer = It would suggest a weak IV (at best)

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Miscellaneous IV issues

- IVs with interactions
- Constructing additional IVs
- Using lagged y or lagged x as IVs
- Using group average of x as IV for x

IVs with interactions

- Suppose you want to estimate

$$y = \beta_0 + \beta_1 x_1 + \beta_2 x_2 + \beta_3 x_1 x_2 + u$$

where

$$\begin{aligned} \text{cov}(x_1, u) &= 0 \\ \text{cov}(x_2, u) &\neq 0 \end{aligned}$$

- Now, both x_2 and $x_1 x_2$ are problematic
- Suppose you can only find one IV, z .
Is there a way to get consistent estimates?

IVs with interactions *[Part 2]*

- **Answer** = Yes! In this case, one can construct other instruments from the one IV
 - Use z as IV for x_2
 - Use $x_1 z$ as IV for $x_1 x_2$
- Same economic argument used to support z as IV for x_2 will carry through to using $x_1 z$ as IV for $x_1 x_2$

Constructing additional IV

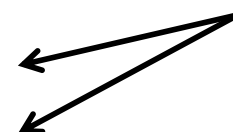
- Now, suppose you want to estimate

$$y = \beta_0 + \beta_1 x_1 + \beta_2 x_2 + \beta_3 x_3 + u$$

where

$$\begin{aligned} \text{cov}(x_1, u) &= 0 \\ \text{cov}(x_2, u) &\neq 0 \\ \text{cov}(x_3, u) &\neq 0 \end{aligned}$$

Now, both x_2 and x_3 are problematic



- Suppose you can only find one IV, z , and you think z is correlated with both x_2 and x_3 ...
Can you use z and z^2 as IVs?

Constructing additional IV [Part 2]

- **Answer** = Technically, yes. But probably not advisable...
- Absent an economic reason for why z^2 is correlated with either x_2 or x_3 after partialling out z , it's probably not a good IV
 - Even if it satisfies the relevance condition, it might be a 'weak' instrument, which can be very problematic [*as seen earlier*]

Lagged instruments

- It has become common in CF to use lagged variables as instruments
- This usually takes two forms
 - Instrumenting for a lagged y in dynamic panel model with FE using a lagged lagged y
 - Instrumenting for problematic x or lagged y using lagged version of the same x

Example where lagged IVs are used

- As noted in 1st half, we cannot estimate models with both a lagged dep. var. and unobserved FE

$$y_{i,t} = \alpha + \rho y_{i,t-1} + \beta x_{i,t} + f_i + u_{i,t}, \quad |\rho| < 1$$

- The lagged y independent variable will be correlated with the error, u
- One proposed solution is to use lagged values of y as IV for problematic $y_{i,t-1}$

Using lagged y as IV in panel models

- Specifically, papers propose using first differences combined with lagged values, like $y_{i,t-2}$, as instrument for $y_{i,t-1}$
 - *Could* work in theory, ...
 - Lagged y will likely satisfy relevance criteria
 - But, exclusion restriction requires lagged values of y to be uncorrelated with differenced residual, $u_{i,t} - u_{i,t-1}$

Is this plausible in corporate finance?

Lagged y values as instruments?

- Probably not...
 - Lagged values of y will be correlated with changes in errors if errors are serially correlated
 - This is common in corporate finance, suggesting this approach is **not** helpful

[See Holtz-Eakin, Newey, and Rosen (1988), Arellano and Bond (1991), Blundell and Bond (1998) for more details on these type of IV strategies]

Lagged x values as instruments? *[Part 1]*

- Another approach is to make assumptions about how $x_{i,t}$ is correlated with $u_{i,t}$
 - Idea behind relevance condition is x is persistent and predictive of future x or future y *[depends on what you're trying to instrument]*
 - And exclusion restriction is satisfied if we assume $x_{i,t}$ is uncorrelated with future shocks, u

Lagged x values as instruments? [Part 2]

- Just not clear how plausible this is...
 - Again, serial correlation in u (*which is very common in CF*) all but guarantees the IV is invalid
 - An economic argument is generally lacking, [*and for this reason, I'm very skeptical of these strategies*]

[See Arellano and Bond (1991), Arellano and Bover (1995) for more details on these type of IV strategies]

Using group averages as IVs [Part 1]

- Will often see the following...

$$y_{i,j} = \alpha + \beta x_{i,j} + u_{i,j}$$

- $y_{i,j}$ is outcome for observation i (e.g., firm) in group j (e.g., industry)
- Researcher worries that $\text{cov}(x,u) \neq 0$
- So, they use group average, $\bar{x}_{-i,j}$, as IV

$$\bar{x}_{-i,j} = \frac{1}{J-1} \sum_{\substack{i \in j \\ k \neq i}} x_{k,j}$$

J is # of observations in the group

Using group averages as IVs [Part 2]

- They say...
 - “group average of x is likely correlated with own x ” – i.e. relevance condition holds
 - “*but*, group average doesn’t directly affect y ” – i.e., exclusion restriction holds
- Anyone see a problem?

Using group averages as IVs [Part 3]

- **Answer =**
 - Relevance condition implicitly assumes some common group-level heterogeneity, f_j , that is correlated with x_{ij}
 - But, if model has f_j (i.e. group fixed effect), then $\bar{x}_{-i,j}$ must violate exclusion restriction!
- **This is a really bad IV** [see Gormley and Matsa (2014) for more details]



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Limitations of IV

- There are two main limitations to discuss
 - Finding a good instrument is really hard; even the seemingly best IVs can have problems
 - External validity can be a concern

Subtle violations of exclusion restriction

- Even the seemingly best IVs can violate the exclusion restriction
 - Roberts and Whited (pg. 31, 2011) provide a good example of this in description of Bennedsen et al. (2007) paper

Bennedsen et al. (2007) example *[Part 1]*

- Paper studies effect of family CEO succession on firm performance
 - IVs for family CEO succession using gender of first-born child
 - Families where the first child was a boy are more likely to have a family CEO succession
 - Obviously, gender of first-born is totally random; seems like a great IV...

Any guesses as to what might be wrong?

Bennedsen et al. (2007) example [Part 2]

- Problem is that first-born gender may be correlated with disturbance u
 - Girl-first families may only turnover firm to a daughter when she is very talented
 - Therefore, effect of family CEO turnover might depend on gender of first born
 - I.e. gender of first born is correlated with u because it includes interaction between problematic x and the instrument, z !

External vs. Internal validity

- External validity is another concern of IV [and other identification strategies]
 - **Internal validity** is when the estimation strategy successfully uncovers a causal effect
 - **External validity** is when those estimates are predictive of outcomes in other scenarios
 - IV (done correctly) gives us internal validity
 - But, it doesn't necessarily give us external validity

External validity *[Part 1]*

- Issue is that IV estimates only tell us about subsample where the instrument is predictive
 - Remember, you're only making use of variation in x driven by z
 - So, we aren't learning effect of x for observations where z doesn't explain x !
- It's a version of LATE (local average treatment effect) and affects interpretation

External validity *[Part 2]*

- Again, consider Bennedsen et al (2007)
 - Gender of first born may only predict likelihood of family turnover in certain firms...
 - I.e. family firms where CEO thinks females (including daughters) are less suitable for leadership positions
 - Thus, we only learn about effect of family succession for these firms
 - Why might this matter?

External validity *[Part 3]*

- **Answer:** These firms might be different in other dimensions, which limits the external validity of our findings
 - E.g. Could be that these are poorly run firms...
 - If so, then we only identify effect for such poorly run firms using the IV
 - And, effect of family succession in well-run firms might be quite different...

External validity *[Part 4]*

- Possible test for external validity problems
 - Size of residual from first stage tells us something about importance of IV for certain observations
 - Large residual means IV didn't explain much
 - Small residual means it did
 - Compare characteristics (i.e. other x 's) of observations of groups with small and large residuals to make sure they don't differ much

External validity – *Example*

- Angrist (1990) used randomness of Vietnam draft to study effect of military service on Veterans' earnings
 - Person's draft number (which was random) predicted likelihood of serving in Vietnam
 - He found, using draft # as IV, that serving in military reduced future earnings

Question: What might be a concern about the external validity of his findings, and why?

External validity – *Example*

- **Answer** = IV only identifies effect of serving on those that served because of being drafted
 - E.g., his finding doesn't necessarily tell us what the effect of serving is for people that would serve *regardless* of whether they are drafted or not
 - Must keep this **local average treatment effect** (LATE) in mind when interpreting IV

Summary of IVs *[Part 1]*

- IV estimation is one possible way to overcome identification challenges
- A good IV needs to satisfy two conditions
 - Relevance condition
 - Exclusion condition
- Exclusion condition cannot be tested; must use economic argument to support it

Summary of IVs *[Part 2]*

- IV estimations have their limits
 - Really hard to come up with good IV
 - Weak instruments can be a problem
 - External validity can be an concern

Quick Review *[Part 1]*

- **Question:** Are more instruments necessarily a good thing? If not, why not?
 - **Answer** = Not necessarily. Weak instrument problem (i.e. bias in finite sample) can be much worse with more instruments, particularly if they are weaker instruments

Quick Review *[Part 2]*

- **Question:** How can overidentification tests be used to prove the IV is valid?
 - **Answer** = Trick question! They cannot be used in such a way. They rely on the assumption that at least one IV is good. You must provide a convincing economic argument as to why your IVs make sense!

In Next Class

- Natural experiments
 - How do they help with identification?
 - What assumptions are necessary to make causal inferences?
 - What are their limitations?

Some nice IV papers to look at...

- Gormley (JFI 2010)
 - Foreign bank entry and credit access
- Bennedsen, et al. (QJE 2007)
 - CEO family succession and performance