

James Y. Chu

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Academic Appointments

- 2020-2021 Postdoctoral Fellow, Stanford University, Polarization and Social Change Lab, Center on Philanthropy & Civil Society and Department of Sociology
- 2021- Assistant Professor of Sociology, Columbia University

Education

- 2020 Ph.D., Sociology, Stanford University
Dissertation: *Organizations and the Contingent Consequences of Status Competition*
Committee: Robb Willer, Woody Powell, Andrew Walder, Dan McFarland, Peter Bearman
- 2011 M.A. Sociology, Stanford University
- 2011 B.A. Human Biology, with distinction and honors, Stanford University

Areas of Interest

Inequality; Organizations; Education; Social Psychology; Networks; Field Experiments

Publications

Journal Articles

General Interest

- 2020 **James Chu** “Cameras of Merit or Engines of Inequality? The Effect of College Rankings on the Enrollment of Disadvantaged Students.” Conditionally Accepted at *American Journal of Sociology*
*ASA *Inequality, Poverty, and Mobility Outstanding Graduate Student Paper Award*
*ASA *Organizations, Occupations and Work Outstanding Graduate Student Paper Award*
- 2020 Walder, Andrew and **James Chu**. “Generating a Violent Insurgency: China’s Factional Warfare of 1967-1968.” *American Journal of Sociology* 126(1): 99-135.
- 2020 **James Chu**, Guirong Li, Prashant Loyalka, Chengfang Liu, Leonardo Rosa, Yanyan Li. “Stuck in Place? A Field Experiment on the Effects of Reputational Information on Student Evaluations.” *Social Forces* 98(4): 1578-1612.

- 2019 Loyalka, Prashant, Sean Sylvia, Chengfang Liu, **James Chu**, and Yaojiang Shi. "Pay by Design: Teacher Performance Pay Design and the Distribution of Student Achievement." *Journal of Labor Economics* 37(3): 621-662.
- 2018 **James Chu**, Prashant Loyalka, Guirong Li, Yao Song, Liya Gao. "Stereotype Threat among Chinese Vocational High School Students." *Socius: Sociological Research for a Dynamic World* 4(1): 1-11.
- 2016 Johnston, Jamie, Prashant Loyalka, **James Chu**, Yingquan Song, Hongmei Yi, Xiaoting Huang, and Scott Rozelle. "The Impact of Vocational Teachers on Student Learning in Developing Countries: Does Enterprise Experience Matter?" *Comparative Education Review* 60(1): 131-150.
- 2016 Wang, Huan, **James Chu**, Prashant Loyalka, Xin Tao, Yaojiang Shi, Qinghe Qu, Chu Yang, and Scott Rozelle. "Can Social-Emotional Learning Reduce School Dropout in Developing Countries?" *Journal of Policy Analysis and Management* 35(4): 818-847.

Chinese Education and Economic Development

- 2020 Li, Guirong, Jiajia Xu, Liying Li, Zhaolei Shi, Hongmei Yi, **James Chu**, Elena Kardanova, Yanyan Li, Prashant Loyalka, Scott Rozelle. "The Impacts of Highly Resourced Vocational Schools on Student Outcomes in China." *China & World Economy* 28(6): 125-150.
- 2018 Yi, Hongmei, Guirong Li, Liying Li, Prashant Loyalka, Linxiu Zhang, Jiajia Xu, Elena Kardanova, Zhaolei Shi, and **James Chu**. "Assessing the Quality of Upper-secondary Vocational Education and Training: Evidence from China." *Comparative Education Review* 62(2): 199-230.
- 2017 Loyalka, Prashant, **James Chu**, Jianguo Wei, Natalie Johnson, and Joel Reniker. "Inequalities in the Pathway to College in China: When Do Students from Poor Areas Fall Behind?" *China Quarterly* 229(1): 172-194.
- 2016 Li, Fan, Yingquan Song, Hongmei Yi, Jianguo Wei, Linxiu Zhang, Yaojiang Shi, **James Chu**, Natalie Johnson, Prashant Loyalka, and Scott Rozelle. "The Impact of Conditional Cash Transfers on the Matriculation of Junior High School Students into Rural China." *Journal of Development Effectiveness* 9(1): 41-60.
- 2015 Zhou, Chengchao, Sean Sylvia, Linxiu Zhang, Renfu Luo, Hongmei Yi, Chengfang Liu, Yaojiang Shi, Prashant Loyalka, **James Chu**, Alexis Medina, and Scott Rozelle. "China's Left-behind Children: Impact of Parental Migration on Health, Nutrition, and Educational Outcomes." *Health Affairs* 34(11): 1964-1971.
- 2015 Loyalka, Prashant, Xiaoting Huang, Linxiu Zhang, Jianguo Wei, Hongmei Yi, Yingquan Song, Yaojiang Shi, and **James Chu**. "The Impact of Vocational Schooling on Human Capital Development in Developing Countries: Evidence from China." *World Bank Economic Review* 30(1): 143-170.
- 2015 Chu, Jessica Hsiaochieh, Prashant Loyalka, **James Chu**, Qinghe Qu, Yaojiang Shi, and Guirong Li. "The Impact of Teacher Credentials on Student Achievement in China." *China Economic Review* 36(1): 14-24.
- 2015 Wang, Huan, Chu Yang, Fei He, Yaojiang Shi, Qinghe Qu, Scott Rozelle, and **James Chu**. "Mental Health and Dropout Behavior: A Cross-sectional Study of Junior High Students in Northwest Rural China." *International Journal of Educational Development* 41(1):1-12.
- 2015 Yi, Hongmei, Linxiu Zhang, Yezhou Yao, Aiqin Wang, Yue Ma, Yaojiang Shi, **James Chu**, Prashant Loyalka, and Scott Rozelle. "Exploring Dropout Rates and Causes of Dropout in Upper-secondary Technical and Vocational Education and Training (TVET) Schools in China." *International Journal of Educational Development* 42(1): 115-123.

- 2015 Chen, Xinxin, Fang Lai, Hongmei Yi, Linxiu Zhang, **James Chu**, and Scott Rozelle. "Schooling Institutions and Academic Achievement for Migrant Children in Urban China." *Migration and Development* 4(2): 172-184.
- 2014 Yi, Hongmei, Linxiu Zhang, Chengfang Liu, Prashant Loyalka, Yaojiang Shi, and **James Chu**, Scott Rozelle. "Giving Kids a Head Start: The Impact of Early Commitment of Financial Aid on Poor Seventh Grade Students in Rural China." *Journal of Development Economics* 113: 1-15.
- 2014 Shi, Yaojiang, Chu Yang, Hongmei Yi, Chengfang Liu, Linxiu Zhang, Natalie Johnson, **James Chu**, Prashant Loyalka, and Scott Rozelle. "Dropout in Rural China's Secondary Schools: A Mixed-Methods Analysis." *China Quarterly* 224(1): 1048-1069.
- 2014 Ai, Yue, Yaojiang Shi, Fang Chang, Chu Yang, Huan Wang, Hongmei Yi, Renfu Luo, Chengfang Liu, Linxiu Zhang, **James Chu**, Scott Rozelle. "Dormitory Management and Boarding Students in Chinas Rural Primary Schools." *China Agricultural Economic Review* 6(3): 523-550.
- 2014 Chen, Xinxin, Hongmei Yi, Linxiu Zhang, Di Mo, **James Chu**, Scott Rozelle. "Do Poor Students Benefit from China's Merger Program? Transfer Path and Educational Performance." *Asia Pacific Journal of Education* 34(1): 15-35.
- 2013 Chen, Xinxin, Yaojiang Shi, Di Mo, **James Chu**, Prashant Loyalka, Scott Rozelle. "Impact of a Senior High School Tuition Relief Program on Poor Junior High School Students in Rural China." *China & World Economy* 21(3): 80-97.
- 2013 Loyalka, Prashant, Chengfang Liu, Yingquan Song, Hongmei Yi, Xiaoting Huang, Jianguo Wei, Linxiu Zhang, Yaojiang Shi, **James Chu**, Scott Rozelle. "Can Information and Counseling Help Students from Poor Rural Areas Go To High School? Evidence from China." *Journal of Comparative Economics* 41(1): 1012-1023.
- 2013 Wang, Xiaobing, Chengfang Liu, Linxiu Zhang, Ai Yue, Yaojiang Shi, **James Chu**, Scott Rozelle. "Does Financial Aid Help Poor Students Succeed in College?" *China Economic Review* 25(1): 27-43.
- 2013 Yi, Hongmei, Linxiu Zhang, Chengfang Liu, **James Chu**, Prashant Loyalka, May Maani, and Jianguo Wei. "How Are Secondary Vocational Schools in China Measuring Up to Government Benchmarks?" *China & World Economy* 21(3): 98-120.

Under Review

- 2020 **James Chu**, Marcel Fafchamps, and David Jonason. "Procedural Fairness and Antagonistic Labor Relations: A Case Study of Manufacturing Firms in Ethiopia." R&R at *Journal of International Business Studies*.
- 2020 Moon, Ken, Patrick Bergemann, Daniel Brown, Andrew Chen, **James Chu**, Ellen Eisen, Gregory Fischer, Prashant Loyalka, Sungmin Rho, and Joshua Cohen. "Manufacturing Productivity with Worker Turnover." Second Round R&R at *Management Science*.
- 2020 Pink, Sophia L., Michael Stagnaro, **James Chu**, Joe Mernyk, Jan Voelkel, and Robb Willer. "Five Experimental Tests of the Effects of Short Messages on Compliance with COVID-19 Public Health Guidelines." *PsyArXiv Preprint*.
- 2020 **James Chu** "Victims of Structure: Status Inequality and Adolescent Peer Victimization." Under Review.

*ASA Social Psychology Graduate Student Paper Award, Honorable Mention

Works in Progress

- 2020 **James Chu** “When Virtue Becomes Obligation: An Ethnographic Study of Morality and the Overproduction of Prosocial Behavior.” *In Preparation*.
- 2020 Voelkel, Jan*, Nick Stagnaro*, **James Chu***, Joe Mernyk, Sophia Pink, Chrystal Redekopp, Matthew Cashman, David Rand, James Druckman, and Robb Willer “The Depolarization Challenge: Experimental Tests of Crowdsourced Solutions to Reduce Partisan Animosity.” *In Preparation*.
*Shared lead authorship
- 2020 **James Chu** “Educational Rankings and Adolescent Perceptions of College Cost.” *Experiment in Field*.
- 2020 **James Chu**, Nick Stagnaro “Information Structure and Echo Chambers: A Field Experiment of Gell.com” *In Preparation*.
- 2020 **James Chu**, Prashant Loyalka, Elen Abdurakhmanova, and Elena Kardanova. “The Effect of Student Performance Labels on Classroom Performance.” *Experiment in Field*.
- 2019 **James Chu**, Noam Zerubavel, Adam Reich, and Peter Bearman. “Relational Closeness and Neurological Correlates of Self-Other Differentiation.” *In progress*.

Awards, Honors, and Fellowships

- 2020 Barbara & Sandy Dornbusch Award for Contributions to the Understanding of a Social Problem, Stanford University
- 2020 Time-Sharing Experiments for the Social Sciences. “Educational Rankings and Adolescent Perceptions of College Cost.”
- 2019 ASA Inequality, Poverty, and Mobility Section - Outstanding Graduate Student Paper Award
- 2019 ASA Organizations, Occupations and Work Section - James D. Thompson Outstanding Graduate Student Paper Award
- 2019 ASA Social Psychology Section - Outstanding Graduate Student Paper Award, Honorable Mention
- 2019 Barbara & Sandy Dornbusch Award in Social Psychology, Stanford University
- 2014 William R. and Sara Hart Kimball Fellowship, Stanford University
- 2014 National Science Foundation Graduate Research Fellowship Program (NSF GRFP)
- 2014 Enhancing Diversity in Graduate Education (EDGE) Fellowship, Stanford University
- 2011 American Education Research Association Undergraduate Fellowship
- 2010 Phi Beta Kappa
- 2009 Strauss Family Foundation Fellowship for Social Service

Conference Presentations

- 2019 “When Virtue Becomes Obligation: Morality and the Overproduction of Prosocial Behavior.” American Sociological Association Annual Meeting: New York.
- 2019 “Engines of Inequality: The Effect of College Rankings on the Enrollment of Disadvantaged Students.” Sociology of Education Annual Meeting: Asilomar, CA.
- 2018 “Engines of Inequality: The Effect of College Rankings on the Enrollment of Disadvantaged Students.” American Sociological Association Annual Meeting: Philadelphia.
- 2017 “Casualties of Social Combat? Competitive Context Determines Whether Status Protects Against or Encourages Peer Victimization.” American Sociological Association Annual Meeting: Montreal.
- 2016 “Grading Discrimination based on Prior Grades: Evidence from a Field Experiment.” American Sociological Association Annual Meeting: Seattle.
- 2013 “China’s human capital problem and what can be done about it.” Responsible Electronics Conference (Electronics Industry Citizenship Coalition). San Francisco.
- 2012 “Information and counseling on achievement and attainment of rural children in China.” Society of Research on Education Effectiveness. Washington, D.C.
- 2012 “The effect of vouchers on student attainment in rural China.” Chinese Economists Society. Kaifeng, Henan.

Teaching Experience

- 2019-2020 **Stanford Vice Provost for Teaching and Learning** | Consultant. I advise Stanford graduate teaching assistants on how to improve their teaching practice.
- 2018 **Social Network Methods (Ph.D. Seminar)** | Teaching Assistant for Dan McFarland. Overall rating: 4.5/5
- 2017 **Junior/Senior Seminar for Majors (Undergraduate)** | Teaching Assistant for Jackelyn Hwang. Overall rating: 5/5
- 2016-2017 **Theoretical Analysis and Research Design (Ph.D. Seminar)** | Teaching Assistant for Robb Willer. Overall rating: 4.5/5
- 2014-2015 **Causal Identification Workshop** | Instructor. Developed a short course on causal identification for industrial engineers in major Apple suppliers and graduate students.
- 2013-2014 **Stata Workshop** | Instructor. Developed and taught a short course on data cleaning, analysis, and programming in Stata for graduate students in China.
- 2010-2011 **Student Initiated Courses** | Course Leader. Developed and taught a seminar on Chinese migration and conducting sociology research in China.

Service

- 2019 **American Sociological Association Section on Organizations, Occupations, and Work** | Graduate Student Representative.
- 2016-2020 **Enhancing Diversity in Graduate Education** | Mentor.
- 2015-present **Palo Alto Vineyard Church** | High school student mentor.
- 2018-2019 **Advanced Placement (AP) Research Capstone Course** | Mentor. Advise high school students as they develop their own sociology research projects.
- 2015-2016 **Association of Sociology Graduate Students** | Professional Development Chair.
- 2010-2011 **Education and Society House (EAST)** | Academic Theme Associate. Helped launch first education theme house at Stanford University.
- 2010-2011 **Study of Undergraduate Education at Stanford (SUES)** | Subcommittee Member. Examined course requirements for breadth for Stanford undergraduates.

Professional Experience

- 2013-2020 **Apple, Inc.** | Independent Contractor. Investigating why workers are leaving factory assembly jobs in China (PI: Joshua Cohen, Joel Podolny).
- 2011-2014 **Rural Education Action Program** | Project Manager. Supervised six major impact evaluation projects in rural China (budget of 2+ million USD).
- 2008-2011 **ValuEd China Program** | Co-Founder. Developed the first career counseling summer program for rural to urban migrant students in Beijing.

Languages

English (native), Mandarin Chinese (native), Stata, R, Python, Javascript