

James Y. Chu

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Academic Appointments

2021- Assistant Professor of Sociology, Columbia University

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

Education

Ph.D., Sociology, Stanford University

M.A. Sociology, Stanford University

B.A. Human Biology, with distinction and honors, Stanford University

Areas of Interest

Inequality; Organizations; Political Polarization; Education; Networks; Field Experiments

Publications

Journal Articles

General Interest

2025 Matthew Hall, Brittany Solomon, Jan Voelkel, Michael Stagnaro, **James Chu** and Robb Willer. “Durably Reducing Partisan Animosity through Multiple Treatment Exposure.” *PNAS*. 122 (19): e2424414122

James Chu and Sameer Srivastava. The promise and peril of generative AI for organizational selection and socialization. Forthcoming at *Journal of Organizational Design*.

2024 Voelkel, Jan*, Nick Stagnaro*, **James Chu***, and the Strengthening Democracy Challenge Team. “Megastudy testing 25 treatments to reduce anti-democratic attitudes and partisan animosity.” *Science*. 386(6719): eadh4764.

Behavioral Science & Policy Association Best Paper Award, runner-up

* shared lead authorship

James Chu* and Seungwon Lee* “How Americans Judge: A Topology of Moral Communities.” *RSF: The Russell Sage Foundation Journal of the Social Sciences* 10 (5): 141-164.

* shared lead authorship

- James Chu** “How Beneficiaries Become Sources of Normative Control.” *Administrative Science Quarterly* 69(2): 324–369.
- James Chu***, Jan G. Voelkel*, Michael N. Stagnaro*, Suji Kang, James N. Druckman, David G. Rand, and Robb Willer. “Academics Are More Specific, and Practitioners More Sensitive, in Forecasting Interventions to Strengthen Democratic Attitudes.” *Proceedings of the National Academy of Sciences* 121(3):e2307008121.
- * shared lead authorship
- Voelkel, Jan, **James Chu**, Nick Stagnaro, James N. Druckman, and Robb Willer. “How to Design and Conduct a Megastudy.” *Nature Human Behaviour*.
- 2023 **James Chu** “Clarity from Violence? Intragroup Aggression and the Structure of Status Hierarchies.” *American Sociological Review* 88(3): 454–492.
- Prior title: *Victims of Structure: Status Inequality and Adolescent Peer Victimization*
ASA Peace, War, and Social Conflict Best Article Award, Honorable Mention
ASA Mathematical Sociology Outstanding Article Award, Honorable Mention
ASA Social Psychology Graduate Student Paper Award, Honorable Mention
- Druckman, James N., Suji Kang, **James Chu**, Michael N. Stagnaro, Jan G. Voelkel, Joseph S. Mernyk, Sophia L. Pink, Chrystal Redekopp, David G. Rand, and Robb Willer. “Correcting Misperceptions of Out-Partisans Decreases American Legislators’ Support for Undemocratic Practices.” *Proceedings of the National Academy of Sciences* 120(23):e2301836120.
- Pink, Sophia L., Michael N. Stagnaro, **James Chu**, Joseph Mernyk, Jan Voelkel, Robb Willer. “Using short messages to encourage COVID-19 prevention behaviors.” *PLOS One*.
- 2022 **James Chu** and Marcel Fafchamps. “Labor conflict within foreign, domestic, and Chinese-owned manufacturing firms in Ethiopia.” *World Development* 159(1): 106037
- 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.” *Management Science* 69(4): 1995–2015.
- Voelkel, Jan G., **James Chu**, Michael Stagnaro, Joe Mernyk, Chrystal Redekopp, Sophia Pink, James Druckman, David Rand, Robb Willer. “Interventions Reducing Affective Polarization Do Not Improve Anti-Democratic Attitudes.” *Nature Human Behavior*.
- 2021 **James Chu** “Cameras of Merit or Engines of Inequality? The Effect of College Rankings on the Enrollment of Disadvantaged Students.” *American Journal of Sociology* 126(6): 1307–1346.
- ASA Inequality, Poverty, and Mobility Outstanding Graduate Student Paper Award*
ASA Organizations, Occupations and Work Outstanding Graduate Student Paper Award
- James Chu**, Sophia Pink, and Robb Willer. “Religious Identity Cues Increase Vaccination Intentions and Trust in Medical Experts among American Christians.” *Proceedings of the National Academy of Sciences* 118(49): e2106481118.
- Pink, Sophia, **James Chu**, James Druckman, David Rand, Robb Willer. “Elite Party Cues Increase Vaccination Intentions among Republicans” *Proceedings of the National Academy of Sciences* 118 (32): e2106559118.
- 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.

- 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 and Educational Tracking: A Field Experiment in Chinese Vocational High Schools.” *Socius: Sociological Research for a Dynamic World* 4(1): 1-11.
- 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.
- 2019 Chang, Fang, Yuxi Jiang, Prashant Loyalka, **James Chu**, Yaojiang Shi, Annie Osborn, and Scott Rozelle. “Parental migration, educational achievement, and mental health of junior high school students in rural China.” *China Economic Review* 54(1): 337-349.
- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- 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.
- 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 China’s Rural Primary Schools.” *China Agricultural Economic Review* 6(3): 523-550.
- 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.
- 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.
- 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.
- 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.

Works in Progress

[†] indicates student co-author, * indicates shared lead authorship.

- **James Chu** and Encan Wang[†]. “Hierarchy Depth and the Salience of Status in Adolescent Peer Groups.” Revise and Resubmit, *American Journal of Sociology*.
- **James Chu** “The Price of Prestige: Educational Rankings and Adolescent Perceptions of College Cost.” *Working Paper*.

- Lee, Byungkyu* and **James Chu***. “COVID-19 Vaccination Rates Are Lowest among Political Outsiders in the United States.” *SocArXiv Working Paper*.
- **James Chu*** and Yejin Park^{†*} “Peace from the Pulpit? Religious Appeals Do Not Outperform Secular Appeals in Reducing Partisan Animosity among American Christians.” *Working Paper*.
- **James Chu*** and Monika Yadav^{†*} “Why Updating Fails: Interdependence and the Stability of Stereotypes.” *In progress*.
- **James Chu**, Robin Hart[†], and Scott Duxbury “When Ties Break Down: The Spillover Consequences of Adolescent Peer Exit.” *In progress*.

Awards, Grants, and Fellowships

2024	INCITE Breakdown/(Re)generation Grant
2023	Columbia Experimental Laboratory, Columbia University
2022	Columbia University’s nominee for the 2022 Andrew Carnegie Fellowship Program (Junior Scholar)
2022	Hettelman Junior Faculty Summer Research Grant, Columbia University
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
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

Presentations

Invited Talks

2025	Culture Workshop (Sociology Dept), NYU
	Sociology Colloquium Series, UC Berkeley
	Columbia Business School Seminar Series, Columbia University

- 2024 Center for Statistics and the Social Sciences, University of Washington
The Scandinavian Consortium for Organizational Research (SCANCOR), Stanford University
Economic Sociology Group, MIT Sloan
- 2022 Center for Empirical Research on Stratification and Inequality, Yale University
Sociology Colloquium Series, Chinese University of Hong Kong
- 2021 Quantitative Methods in the Social Sciences Research Seminar, Columbia University
Science, Knowledge, and Technology Workshop, Columbia University
- 2020 Sociology Department, Columbia University
Sociology Department, University of Michigan
Sociology Department, Cornell University
Haas School of Business, Management of Organizations (MORS) Group, UC Berkeley

Conference Presentations

- 2024 “Deference or (Mutual) Respect? How Status Is Allocated and Adolescent Intolerance of Gender Difference.” American Sociological Association Annual Meeting: Montreal.
- 2023 “Megastudy identifying effective interventions to strengthen Americans’ democratic attitudes.” American Sociological Association Annual Meeting: Philadelphia.
- 2022 “The Price of Prestige: Educational Rankings and Adolescent Perceptions of College Cost.” American Sociological Association Annual Meeting: Los Angeles.
“Clarity from Violence? Intragroup Aggression and the Structure of Status Hierarchies.” International Network for Social Network Analysis Sunbelt Conference.
- 2019 “When Virtue Becomes Obligation: Morality and the Overproduction of Prosocial Behavior.” American Sociological Association Annual Meeting: New York.
“Antagonistic Labor Relations among Foreign, Domestic, and Chinese-Owned Manufacturing Firms in Ethiopia.” American Sociological Association Annual Meeting: New York.
“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.
“The effect of vouchers on student attainment in rural China.” Chinese Economists Society. Kaifeng, Henan.

Teaching and Advising

Columbia University

- **Senior Seminar** | Yearlong sequence for undergraduates writing senior theses
- **Status, Evaluation, and Inequality** | Masters-level Seminar
- **Introduction to Social Networks** | Undergraduate Seminar
- **Experimental Methods for Social Research** | Ph.D. Seminar

Stanford University

- **Social Network Methods (Ph.D. Seminar)** | Teaching Assistant
- **Junior/Senior Seminar for Undergraduate Majors** | Teaching Assistant.
- **Theoretical Analysis and Research Design (Ph.D. Seminar)** | Teaching Assistant.
- **Educational Stratification in Contemporary China (Undergraduate Seminar)** | Student-Initiated Course Leader.

Other Teaching Experiences

- **Stanford Vice Provost for Teaching and Learning** | Consultant (2019-2020). Worked with Stanford graduate teaching assistants on how to improve their teaching practice.
- **Causal Identification Workshop** | Instructor (2014-2015). Developed a short course on causal identification for industrial engineers in major Apple suppliers and graduate students.
- **Stata Workshop** | Instructor (2013-2014). Developed and taught a short course on data cleaning, analysis, and programming in Stata for graduate students in China.

Service

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| 2025- | Consulting Editor American Journal of Sociology |
| 2021- | Experimental Design Workshop Faculty Organizer (with Maria Abascal) |
| 2024- | International Network of Analytical Sociologists Annual Meeting Co-Organizer (with Gerard Torrats-Espinosa) |
| 2022- | Columbia Sociology Department Curriculum Committee Committee Member |
| 2025- | American Sociological Association Section on Inequality, Poverty, and Mobility Devah Pager Best Paper Award Committee Member. |
| 2024 | Sociology Dept Faculty Search Committee Member |
| 2024 | ASA Section on Organizations, Occupations, and Work / Organizations Co-Organizer (with Dan Hirschman) |
| 2019 | American Sociological Association Section on Organizations, Occupations, and Work Graduate Student Representative. |
| 2016-2020 | Enhancing Diversity in Graduate Education Mentor. |

- 2015-2021 **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.

Occasional Reviewer: *American Sociological Review, Social Forces, Nature Human Behavior, PNAS, European Journal of Sociology, European Sociological Review, Organization Science, Children and Youth Services Review, Journal of Political Economy (Microeconomics), Time-Sharing Experiments in the Social Sciences (TESS)*

Professional Experience

- 2013-2020 **Apple, Inc.** | Independent Contractor. Investigated why workers were 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