

# Jiae Wu

PhD Candidate · O'Neill School of Public and Environmental Affairs, Indiana University Bloomington  
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## Education

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### **Indiana University Bloomington**

PHD PUBLIC AFFAIRS

- Major Field: Public Management
- Minor Field: Policy Analysis
- Dissertation Title: Balancing Bureaucratic Discretion: The Role of Diversity, Policy, and AI in Public Governance
- Dissertation Committee: Amanda Rutherford (Chair), Jill Nicholson-Crotty, Tom Rabovsky, Coady Wing

Indiana

2022 – Present

### **National Taiwan University**

MS PUBLIC POLICY

- Advisor: Dr. Ming-Feng Kuo

Taipei

2019 - 2021

### **University of California Berkeley**

VISITING STUDENT

### **National Taiwan University**

BS POLITICAL SCIENCE

California

2019 - 2020

Taipei

2016 - 2019

## Publications

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Rutherford, Amanda and **Jiae Wu**. (Forthcoming). Representation and the Legislative Enterprise: An Expanded View of Staff Representation. *Politics, Groups, and Identities*.

**Wu, Jiae** and Ming-feng Kuo. 2024. How conjoint analysis contributes to mitigating intergroup conflict? A case study of ageing policy in Taipei city (Taiwan). *Journal of Asian Public Policy*, 725-746.

## Manuscripts Under Review

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Zhu, Xiaochun, **Jiae Wu** and Sewon Kim. "Symbolic Gesture or Substantive Change? Gender Budgeting and Sectoral Allocations in the OECD. (Under Review)"

## Works in Progress

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Freedman, Seth, Kosali Simon, Nicole Siegal, Coady Wing, and **Jiae Wu**. "Physician Labor Mobility Post-Dobbs."

Rutherford, Amanda and **Jiae Wu**. "Active Representation and the Legislative Bureaucracy: Studying the Effects of Congressional Staff."

**Wu, Jiae** and Amanda Rutherford. "Is GPT a Good Civil Servant? The Evaluation of Artificial Discretion by Large Language Model."

**Wu, Jiae** and Amanda Rutherford. "Augmenting the Bureaucrat: How AI Exposure Shapes Job Satisfaction in Public Agencies."

**Wu, Jiae**. "From Boardroom Representation to Workplace Leadership: Evaluating the Effects of California's Gender Quota Legislation on Female Career Advancement."

**Wu, Jiae**. "Routinized Deference: Predictive Screening and Bureaucratic Capacity in Child Protective Services."

**Wu, Jiae**. "Automating Access: How AI Tools Influence FOIA Responsiveness and Government Transparency."

## Conference Presentations

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Freedman, Seth, Kosali Simon, Nicole Siegal, Coady Wing, and **Jiaen Wu**. "Physician Labor Mobility Post-Dobbs." 2025. Association for Public Policy Analysis and Management.

**Wu, Jiaen**. "Artificial Discretion in Action: The Effects of Predictive Screening Algorithms on Child Protective Services Outcomes." 2025. Public Management Research Conference.

**Wu, Jiaen**. "From Boardroom Representation to Workplace Leadership: Evaluating the Effects of California's Gender Quota Legislation on Female Career Advancement." 2025. Midwest Political Science Association.

**Wu, Jiaen** and Amanda Rutherford. "Is GPT a Good Civil Servant? The Evaluation of Artificial Discretion by Large Language Model." 2024. Public Management Research Conference.

Zhu, Xiaochun, **Jiaen Wu** and Sewon Kim. "Gender Budgeting and Fiscal Performance: Evaluating Its Impact on National Deficits Across OECD Countries." 2024. Association for Public Policy Analysis and Management.

Rutherford, Amanda and **Jiaen Wu**. "Active Representation and the Legislative Bureaucracy: Studying the Effects of Congressional Staff." 2024. Midwest Political Science Association.

**Wu, Jiaen** and Amanda Rutherford. "Is GPT a Good Civil Servant? The Evaluation of Artificial Discretion by Large Language Model." 2024. Annual O'Neill Ph.D. Student Conference. (Conference Best Paper Award)

Rutherford, Amanda and **Jiaen Wu**. "Political Pressure vs. Representation and the Composition of Congressional Staff." 2023. American Political Science Association.

Rutherford, Amanda and **Jiaen Wu**. "Who do Legislators Hire? The Motivation of Political Representative in the Congress." 2023. Annual O'Neill Ph.D. Student Conference.

**Wu, Jiaen**. "Inequality and Donation: Effect of the Social Image on Donation Motivation." 2019. The Association for Research on Nonprofit Organizations and Voluntary Action - Asia.

## Additional Training & Research Skills

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### **Inter-University Consortium for Political and Social Research**

*Michigan*

Completed the "Theoretical Modeling for the Social and Behavioral Sciences" course.

*2024*

### **Institute For Political Methodology, Academia Sinica**

*Taipei*

Completed the "Causal Inference" courses.

*2020*

### **Democracy Camp, University of California Berkeley**

*California*

Conducted interviews with government officials and philanthropy representatives.

*2020*

## Research Experience

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### **Research Assistant for Prof. Kosali Simon, Indiana University Bloomington**

*Indiana*

#### **RESEARCH ASSISTANT**

- Cleaned and reshaped over 1,000,000 unique physician records in the National Plan and Provider Enumeration System (NPPES) from 2007 to 2024.
- Cleaned and organized U.S. job posting data from Lightcast.

### **Research Assistant for Prof. Amanda Rutherford, Indiana University Bloomington**

*Indiana*

#### **RESEARCH ASSISTANT**

- Cleaned and reshaped over 100,000 legislative staff records and related congressional data from the 90th through the 115th U.S. Congress.
- Co-designed and fielded an online survey experiment with 500+ respondents.
- Mentored 2 undergraduate students in data analysis techniques.

## Teaching Experience

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**SPEA-V185: Management of Public Problems and Solutions, Indiana University**

*Indiana*

**Bloomington**

INSTRUCTOR OF RECORD

*Spring 2025*

**GIPA-7008: Applied Statistics for Social Science Research, National Taiwan University**

*Taipei*

TEACHING ASSISTANT

*Spring 2021*

## Honors and Awards

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2025 - 2026    **The Alan Brass Ph.D. Fellowship in Public Affairs**, Indiana University Bloomington O'Neill School of Public and Environmental Affairs

2022 - 2024    **Fulbright Student Grantee**, The Bureau of Educational and Cultural Affairs of the U.S. Department of State

## Professional and University Services

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Referee, International Journal of Public Sector Management  
President, O'Neill Ph.D. Student Association, Indiana University Bloomington, 2024-2025

## Professional Memberships

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Public Management Research Association  
Midwest Political Science Association  
Association for Public Policy Analysis and Management