

# Jiaen Wu

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

1315 E 10th St, Bloomington, IN 47405

✉ [jiaewu@iu.edu](mailto:jiaewu@iu.edu)

## Education

---

### Indiana University Bloomington

Indiana

#### PHD PUBLIC AFFAIRS

2022 – Present

- 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

### National Taiwan University

Taipei

#### MS PUBLIC POLICY

2019 - 2021

- Advisor: Dr. Ming-Feng Kuo

### University of California Berkeley

California

#### VISITING STUDENT

2019 - 2020

### National Taiwan University

Taipei

#### BS POLITICAL SCIENCE

2016 - 2019

## Publications

---

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

**Wu, Jiaen** 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

---

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

## Works in Progress

---

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

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

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

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

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

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

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

## Conference Presentations

---

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

---

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

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

*Michigan*

2024

### Institute For Political Methodology, Academia Sinica

Completed the "Causal Inference" courses.

*Taipei*

2020

### Democracy Camp, University of California Berkeley

Conducted interviews with government officials and philanthropy representatives.

*California*

2020

## Research Experience

---

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

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.

*Indiana*

2024 - 2025

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

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.

*Indiana*

2022 - 2024

## Teaching Experience \_\_\_\_\_

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

INSTRUCTOR OF RECORD

*Indiana*

*Spring 2025*

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

TEACHING ASSISTANT

*Taipei*

*Spring 2021*

## Honors and Awards \_\_\_\_\_

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 \_\_\_\_\_

Referee, International Journal of Public Sector Management

President, O'Neill Ph.D. Student Association, Indiana University Bloomington, 2024-2025

## Professional Memberships \_\_\_\_\_

Public Management Research Association

Midwest Political Science Association

Association for Public Policy Analysis and Management