James Y. Chu

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Education

Exp.2020   Ph.D., Sociology, Stanford University

Dissertation: *Cameras of Merit or Engines of Inequality? The Effect of College Rankings on the Enrollment of Disadvantaged Students*

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

Under Review

2019   **James Chu** "Cameras of Merit or Engines of Inequality? The Effect of College Rankings on the Enrollment of Disadvantaged Students." R&R 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

2019   **James Chu** "Victims of Structure: Status Inequality and Adolescent Peer Victimization." Under Review.

*ASA Social Psychology Graduate Student Paper Award, Honorable Mention

2019   **James Chu**, Marcel Fafchamps, and David Jonason. "Procedural Fairness and Antagonistic Labor Relations: A Case Study of Manufacturing Firms in Ethiopia." Under Review.

2019   Walder, Andrew and **James Chu**. "Generating a Violent Insurgency: Chinas Factional Warfare of 1967-1968" R&R at *American Journal of Sociology.*

2019   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." R&R at *Management Science.*

Journal Articles

General Interest

2019   **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." Forthcoming at *Social Forces*.

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

2018   Yi, Hongmei, Guirong Li, Liying Li, Prashant Loyalka, Linxiu Zhang, Jiajia Xu, Elena Kardanova, Henry 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.

Works in Progress

2019   **James Chu** "When Virtue Becomes Obligation: An Ethnographic Study of Morality and the Overproduction of Prosocial Behavior." *In progress.*

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

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-present **Stanford Vice Provost for Teaching and Learning** | Consultant. Helping Stanford graduate teaching assistants 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

2017 **Theoretical Analysis and Research Design (Ph.D. Seminar)** | Teaching Assistant for Robb Willer. Overall rating; 4.6/5

2016 **Theoretical Analysis and Research Design (Ph.D. Seminar)** | Teaching Assistant for Robb Willer. Overall rating: 4.4/5

2014-2015 **Causal Identification Workshop** | Instructor. Developed a short course on causal identification for HR managers in Chinese factories.

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-present **American Sociological Association Section on Organizations, Occupations, and Work** | Graduate Student Representative.

2016-present **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-present **Apple, Inc.** | Independent Contractor. I collect and analyze survey, interview, and administrative data to better understand 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

Nationality

USA