

# CHUNCHEN XU

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## EMPLOYMENT

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**Stanford Psychology Department** 2021 - present  
Postdoc Researcher

## EDUCATION

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**Stanford Graduate School of Business** 2021  
PhD in Organizational Behavior (micro)

**University of Illinois at Urbana-Champaign** 2015  
Master in Human Resources and Industrial Relations

**Xiamen University** 2013  
M.A. in Anthropology

**Nankai University** 2009  
B.S. in Chemistry

## RESEARCH INTERESTS

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Cultural assumptions underlying the design and use of smart technology  
Future of work  
Culture and creativity

## RESEARCH

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### Publication

Flynn, F.J. & Xu, C. A rising tide lifts all boats: People confer status on their in-group members when group performance increases (In print). *Group Processes & Intergroup Relations*.

### Working Paper

Xu, C., Jago, A.S., & Flynn, F.J. Algorithmic decision-making undermines people's psychological attachment to organizations.

Xu, C., Ge, X., & Markus, H.R. Cultural worldviews about the surrounding environment and their implications for the design and societal impact of smart technology.

Ge, X., Xu, C., & Markus, H.R. How culture makes ideal AI: cultural models of independent and interdependent agency affect perceptions of ideal artificial intelligence.

Xu, C., & Lowery, B.S. A novel measure of felt structure (versus freedom) in life predicts subjective well-being.

Xu, C., Chu, C., & Lowery, B.S. Felt structure in life moderates the relationship between self-essentialism and subjective well-being.

### Selected Work in Progress

Perceived agency of the environment and its implications for idea generation across cultures. With Xiao Ge, Cino Lee, Daigo Misaki, Nanami Furue, and Hazel R. Markus

The cultural and affective grounding of creativity: explore people's emotional experience and expressions associated with idea generation. With Xiao Ge, Jeanne L. Tsai, and Hazel R. Markus

Build the Chinese version of SentiStrength for sentiment analysis of short texts in Chinese. With Jeanne L. Tsai and research team.

A theory of felt structure in life and subjective well-being. With Brian S. Lowery

### **Book Chapters**

Ge, X., Xu, C., Furue, N., Misaki, D., Lee, C., & Markus, H. R. The cultural construction of creative problem solving: a critical reflection on creative design thinking, teaching, and learning. *Springer Design Thinking Research*.

### **Dissertation**

Central values as constraints: situational accessibility of central values predicts exploration. Stanford University, 2021.

## **HONORS & AWARDS**

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<b>Best Paper with Practical Implications Award</b> Academy of Management, Managerial and Organizational Cognition Division (MOC)	2020
<b>PhD Fellowship</b> Center on Philanthropy and Civil Society (PACs), Stanford University	2020-2021
<b>Diversity Graduate Travel award</b> Society of Personality and Social Psychology	2019-2020
<b>Outstanding Thesis and Exceptional Graduate Award</b> Xiamen University	2013
<b>National Graduate Scholarship Award</b> Chinese Ministry of Education	2012

## **GRANTS**

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<b>Stanford Institute for Human-Centered Artificial Intelligence Seed Grant</b> Title: What conception of the "human" grounds human-centered Artificial Intelligence (AI)? A cultural framework for equitable development of Artificial Intelligence across the globe. Amount: \$75,000	2021-2022
<b>Hasso Plattner Design Thinking Research Program (HPDTRP) Grant</b> Title: Cultural Grounding of Affect in Creativity Amount: \$60,000	2021-2022
<b>Hasso Plattner Design Thinking Research Program (HPDTRP) Grant</b> Title: Designers as Culturally-Shaped Shapers: Cultural Values Underpin the Motivation for Problem-Solving Amount: \$100,000	2020-2021
<b>Stanford Conflict and Polarization Initiative Graduate Research Grant</b> Amount: \$5,000	2018-2020

## **CONFERENCE PRESENTATIONS**

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Ge, X., Xu, C., & Markus, H. R., What Conception of the "Human" Grounds Human-Centered Artificial Intelligence? A Cultural Framework for Equitable Development of Artificial Intelligence Across the Globe. Paper presented at Berkeley Culture Conference, 2022 (virtual).

- Xu, C., Jago, A. S., & Flynn, F. J. Algorithmic decision-making undermines affective commitment. Paper presented at Psychology of Technology Conference, 2021 (virtual).
- Xu, C., Jago, A. S., & Flynn, F. J. Algorithmic decision-making undermines affective commitment. Paper presented at Trans-Atlantic Doctoral Conference, 2021 (virtual).
- Xu, C., Ge, X., & Markus, H. R., Cultural values underpin the motivation for idea generation. Poster presented at Cultural Psychology Pre-conference for the Society of Personality and Social Psychology Annual Conference. 2021 (virtual).
- Xu, C., Jago, A. S., & Flynn, F. J. Algorithmic decision-making undermines affective commitment. Paper presented at Academy of Management, 2020, Vancouver, BC.
- Xu, C. Jago, A.S., & Flynn, F.J. Algorithmic decision-making undermines affective commitment. Poster presented at the Psychology of Media Technology Pre-conference for the Society of Personality and Social Psychology Annual Conference. 2020, New Orleans, LA.
- Xu, C. Jago, A.S., & Flynn, F.J. Algorithmic decision-making undermines affective commitment. Paper presented at the Professional Development Workshop (PDW) at Academy of Management, 2019, Boston, MA.
- Xu, C. Jago, A.S., & Flynn, F.J. Can Algorithmic decision-making undermine affective commitment? Poster presented at Society of Personality and Social Psychology Annual Conference. 2019, Portland, OR.
- Xu, C. Jago, A.S., & Flynn, F.J. Can Algorithmic decision-making undermine affective commitment? Poster presented at the Psychology of Technology annual conference. 2018, Stanford, CA.
- Xu, C. & Flynn, F.J. Group experience and social status. Talk presented at Stanford and Berkeley Conference. 2018, Stanford, CA.
- Xu, C., Zlatev, J.J., Berg, J.M., & Monin, B. Moral mindset and creativity. Poster presented at Society of Personality and Social Psychology Annual Conference. 2017, San Antonio, TX.
- Xu, C. Enthusiasm or equanimity? Explore affective norms for Chinese leadership. Talk presented at the Academy of International Business-Midwest USA Chapter Annual Meeting, 2015, Chicago, IL.
- Xu, C. Work with a heart: Compassion at work as a vital source and an affective mechanism of meaningful work. Poster presented at the Science of Compassion Conference held by Stanford Center for Compassion and Altruism Research and Education, 2014, San Francisco, CA.
- Xu, C. Affective spillover revisited: Exploring the mediating role of mindfulness in work-family enrichment. Talk presented at the Midwest Academy of Management Annual Meeting, 2014, Minneapolis, MN.
- Xu, C. The pursuit of harmony: Emotional well-being in Chinese culture. Poster presented at the Western Positive Psychology Conference, 2014, Claremont, CA.
- Xu, C. State-market-civil society cooperation: Farmer suicide crisis and rural development in India. Paper presented at the Sustainable Development Conference, 2014, Bangkok, Thailand.
- Xu, C. The traditional seine fishery of Chenkeng village. Talk presented at the 4th Annual Postgraduate Student Forum of Asian Anthropology, 2011, Hong Kong.

## TEACHING

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|---|-----------|
| <b>Strategic Philanthropy and Impact Investing</b>                            | 2019      |
| TA for Profs. Paul Brest & Mark Wolfson, Stanford Graduate School of Business |           |
| <b>Ethics in Management</b>   | 2017-2019 |
| TA for Prof. Neil Malhotra, Stanford Graduate School of Business              |           |

**Problem-solving for Social Change** 2017-2019  
TA for Prof. Paul Brest, Stanford Graduate School of Business

**Managing Groups and Teams** 2018-2020  
TA for Prof. Deborah Gruenfeld and Prof. Ashley Martin, Stanford Graduate School of Business

**Acting with Power** 2017  
TA for Prof. Deborah Gruenfeld, Stanford Graduate School of Business

## **PUBLICATIONS IN CHINESE**

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Xu, C. (2013). Garbage and civilization: The sociological meaning of garbage. *Jiangsu Environmental Protection Industry*, 91, 47-50.

Xu, C. (2013). Music, healing and culture. *Humanity International*, 6, 121-123.

Xu, C. (2012). Law of primitive man: An anthropological Lens. *Market Weekly*, 9, 88-90.

Xu, C. (2012). The traditional seine fishery of Chenkeng village. In C. Wu (Ed.), *Marine cultural heritage and archaeology in seas surrounding China* (pp. 501-520). Beijing: Science Press.

## **PROFESSIONAL SERVICE**

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**Officer, PhD Association of Women** 2016-2017  
Stanford Graduate School of Business

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management  
Society of Personality and Social Psychology

## **REFERENCES**

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**Brian S. Lowery**  
Walter Kenneth Kilpatrick Professor of  
Organizational Behavior  
Senior Associate Dean for Academic Affairs  
Graduate School of Business  
Stanford University  
Best way to reach: mariaht@stanford.edu

**Francis J. Flynn**  
Paul E. Holden Professor of Organizational Behavior  
Graduate School of Business  
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fflynn@stanford.edu

**Hazel R. Markus**  
Davis-Brack Professor in the Behavioral Sciences  
Faculty Director, Stanford SPARQ  
Department of Psychology  
Stanford University  
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