

CHUNCHEN XU

cxu66@stanford.edu
www.chunchenxu.com

EMPLOYMENT

Stanford Psychology Department 2021 - present
Postdoc Researcher

EDUCATION

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

Cultural assumptions underlying the design and use of smart technology
Smart technology and social equity
Culture and creativity

RESEARCH

Manuscripts under Review

Flynn, F.J. & Xu, C. A rising tide lifts all boats: People confer status on their in-group members when group performance increases. Revise & Resubmit.

Working Paper

Xu, C., Jago, A.S., & Flynn, F.J. Algorithmic decision-making undermines affective commitment.

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.

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

Preference for temporal continuity and discontinuity in evaluation of products across cultures. With Xiao Ge, Cino Lee, Daigo Misaki, Nanami Furue, and Hazel R. Markus

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

Unpack patterns of subjective well-being among different communities in the US. With Johannes C. Eichstaedt

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

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

GRANTS

Stanford Institute for Human-Centered Artificial Intelligence Seed Grant 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
Hasso Plattner Design Thinking Research Program (HPDTRP) Grant Title: Cultural Grounding of Affect in Creativity Amount: \$60,000	2021-2022
Hasso Plattner Design Thinking Research Program (HPDTRP) Grant Title: Designers as Culturally-Shaped Shapers: Cultural Values Underpin the Motivation for Problem-Solving Amount: \$100,000	2020-2021
Stanford Conflict and Polarization Initiative Graduate Research Grant Amount: \$5,000	2018-2020

CONFERENCE PRESENTATIONS

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

Strategic Philanthropy and Impact Investing 2019

TA for Profs. Paul Brest & Mark Wolfson, Stanford Graduate School of Business

Ethics in Management 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

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

Officer, PhD Association of Women
Stanford Graduate School of Business

2016-2017

PROFESSIONAL AFFILIATIONS

Academy of Management

Society of Personality and Social Psychology

REFERENCES

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
Stanford University
fflynn@stanford.edu

Hazel R. Markus

Davis-Brack Professor in the Behavioral Sciences
Faculty Director, Stanford SPARQ
Department of Psychology
Stanford University
hmarkus@stanford.edu

Johannes C. Eichstaedt

Assistant Professor
Department of Psychology
Shriram Faculty Fellow
Institute for Human-Centered A.I.
Stanford University
johannes@jeichstaedt.com