Jiaen Wu

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

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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   *Michigan*
Completed the "Theoretical Modeling for the Social and Behavioral Sciences" course.   *2024*
Institute For Political Methdology, 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

Research Assistant for Prof. Kosali Simon, Indiana University Bloomington   *Indiana*
RESEARCH ASSISTANT   *2024 - 2025*
- 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   *2022 - 2024*
- 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

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