

Chunchen Xu

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ACADEMIC APPOINTMENT

Stanford University, Psychology Department, Postdoctoral Scholar	2021–Present
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EDUCATION

Stanford University, Ph.D. in Organizational Behavior	2021
University of Illinois at Urbana-Champaign, Master in Human Resources & Industrial Relations	2015
Xiamen University, M.A. in Cultural Anthropology	2013
Nankai University, B.S. in Chemistry	2009

INTERESTS

Mechanisms of shared agency in climate action
Cultural models of creativity
Socio-ecological wellbeing

PUBLICATIONS

Note: * indicates shared authorship.

Xu, C., Ge, X. (2025). Reimagining Digital Well-being: A Theoretical Framework Based on the Psychology of Felt Structure and Illustrated through Creative Storytelling. *Proc. ACM Hum.-Comput. Interact.* 9, 7, Article CSCW 215 (November 2025), 19 pages.
<https://doi.org/10.1145/3757396>

Xu, C., Ge, X. (2024). AI as a Child of Mother Earth: Regrounding Human-AI Interaction in Ecological Thinking. In *Extended Abstracts of the CHI Conference on Human Factors in Computing Systems (CHI EA '24)*, May 11–16, 2024, Honolulu, HI, USA. ACM, New York, NY, USA.
<https://doi.org/10.1145/3613905.3644065>

Ge, X.*, **Xu, C.***, Misaki, D., Markus, H.R. and Tsai, J.L., (2024). How Culture Shapes What People Want From AI. In *Proceedings of the CHI Conference on Human Factors in Computing Systems (CHI '24)*, May 11–16, 2024, Honolulu, HI, USA. ACM, New York, NY, USA. <https://doi.org/10.1145/3613904.3642660>

Flynn, F.J. & **Xu, C.** (2023). A Rising Tide Lifts All Boats: People Confer Status on Their In-group Members when Group Performance Increases. *Group Processes & Intergroup Relations*. 26(7), 1457-1477.

WORK IN PROGRESS

Papers under review / revision

Note: *Paper titles were changed to facilitate anonymous review.*

Xu, C., Jago, A.S., Flynn, F.J. Algorithms and organizational culture.

Working papers

Xu, C., Huang, E., Xin, B. Ye, L. Fulfillment and wellbeing in digital environments: A deliberate exercise of imagination and reflection.

Xu, C., Chu, C., Lowery, B.S. The constraint of the self: a balanced account of subjective wellbeing based on felt structure.

Ongoing projects

Identifying cultural defaults for climate adaptation. With Hazel Rose Markus, Jeanne L. Tsai., Yukiko Uchida, Raphael Uricher.

How does the “culture of nature” shape the way we build a sustainable future? A culturally responsive framework for building future cities for socio-ecological wellbeing. With Flora Xu.

BOOK CHAPTERS

Xu, C., Ge, X., Furue, N., Misaki, D., Markus, H., & Tsai, J. (2023). Design the Future with Emotion: Crucial Cultural Perspectives. In *Design Thinking Research: Innovation Insight Then and Now* (pp. 243-267). Cham: Springer Nature Switzerland.

Ge, X., **Xu, C.**, Furue, N., Misaki, D., Lee, C., & Markus, H. R. (2022). The Cultural Construction of Creative Problem-Solving: A Critical Reflection on Creative Design Thinking, Teaching, and Learning. In *Design Thinking Research: Achieving Real Innovation* (pp. 291-323). Cham: Springer International Publishing.

HONORS, AWARDS & GRANTS

Honors & Awards

Best Paper with Practical Implications Award. Academy of Management, Managerial and Organizational Cognition Division	2020
Ph.D. Fellowship. Stanford Center on Philanthropy and Civil Society	2020
Diversity Graduate Travel award. Society of Personality and Social Psychology	2020
National Graduate Scholarship Award. Xiamen University	2012

Grants - Lead Researcher

Stanford Sustainability Accelerator Grant. "Identifying cultural defaults for climate adaptation" (\$150,000)	2025-26
Stanford Institute for Human-Centered Artificial Intelligence Seed Grant. "Developing cultural agents for ecological participation" (\$30,000)	2023-24
Stanford Institute for Human-Centered Artificial Intelligence Seed Grant. "AI for a multicultural future" (\$75,000)	2022-23
Stanford Institute for Human-Centered Artificial Intelligence Seed Grant. "What conception of the 'human' grounds human-centered Artificial Intelligence?" (\$75,000)	2021-22
Hasso Plattner Design Thinking Research Program Grant. "Cultural grounding of affect in creativity" (\$60,000)	2021-22
Hasso Plattner Design Thinking Research Program Grant. "Cultural values underpin the motivation for problem-solving" (\$100,000)	2020-21
Stanford Conflict and Polarization Initiative Graduate Research Grant. "Centrality of values to the self and its societal implications" (\$5,000)	2018-20

PRESENTATIONS

Xu, C., Markus, H.R., Tsai, J.L. Identifying cultural defaults for global climate adaptation. Talk at Sustainability Accelerator Climate Adaptation Kickoff Event, Stanford, USA. May, 2025.

Xu, C., Ge, X., Markus, H.R., Tsai, J.L. Designing the future with emotion: Crucial Cultural Perspectives on Creativity and Inclusive AI Design. Invited talk at Stanford Psychology Affective Science Seminar, Stanford, USA. October, 2024.

Xu, C., Ge, X., Misaki, D., Markus, H.R., Tsai, J.L. How culture shapes what people want from AI. CHI Conference on Human Factors in Computing Systems, Honolulu. USA. May, 2024.

Xu, C., Ge, X. AI as a child of mother earth. CHI Conference on Human Factors in Computing Systems, Honolulu. USA. May, 2024.

Xu, C., Ge, X., Lee, C. AI for a multicultural future: initial empirical findings and a cultural psychological perspective on AI. Global AI Cultures Workshop at The Twelfth International Conference on Learning Representations (ICLR), May, 2024 (virtual).

Xu, C., Yang, A., Liu, T., Xie, S., Knutson, B., Uchida, Y., Ungar, L., Thelwall, M., Tsai, J.L. Does culture shape affective virality on social media. Poster presented at The National AI Advisory Committee (NAIAC) Hearing, Stanford, 2022.

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 & MENTORSHIP

Guest Lecturer

Selected Topics and Methods in Cultural Psychology: Practical Applications. Profs. Hazel Rose Markus and Jeanne L. Tsai, Stanford Psychology Department	2025
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Course Assistant

Strategic Philanthropy and Impact Investing, by profs. Paul Brest and Mark Wolfson, Stanford Graduate School of Business	2019
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Ethics in Management, by prof. Neil Malhotra, Stanford Graduate School of Business	2017-19
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Problem-solving for Social Change, by prof. Paul Brest, Stanford Graduate School of Business	2017-19
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Managing Groups and Teams, by profs. Deborah Gruenfeld and Ashley Martin, Stanford Graduate School of Business	2018-20
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Acting with Power, by prof. Deborah Gruenfeld, Stanford Graduate School of Business	2017
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Research Mentor

Stanford Summer Research Early Identification Program (SR-EIP). Mentored one undergraduate student to analyze climate adaptation policy documents.	2025
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Independent Summer Research on Reimagining Digital Placemaking. Initiated a novel research-design project and led 3 undergraduate students to co-develop alternative imaginaries for digital environments.	2023
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METHODOLOGICAL TRAINING

Community-Based Design Research Methods: Co-Designing Transformative Research with Families and Communities. Led by Dr. Megan Bang at Stanford University	2025
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SERVICE

Reviewer

Academy of Management Discovery	2022
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Behavior & Policy	2024
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CHI Conference on Human Factors in Computing Systems	2024
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Officer, Ph.D. Association of Women, Stanford Graduate School of Business	2016
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MEDIA COVERAGE

Stanford Institute for Human-Centered Artificial Intelligence: https://hai.stanford.edu/news/how-culture-shapes-what-people-want-ai	2024
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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.