

ZHU, Ling

Stanford University, Department of Sociology
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EMPLOYMENT

- 2020 Assistant Professor, The Chinese University of Hong Kong (*expected start date: Aug 3, 2020*)
2020 Post-Doctoral Fellow, Stanford Center for Poverty and Inequality (*starting on Jan 9, 2020*)

EDUCATION

- 2020 Ph.D., Sociology, Stanford University, CA, USA
2017 M.Sc., Statistics, Stanford University, CA, USA
2012 M.Phil., Sociology, The Chinese University of Hong Kong, Hong Kong
2010 B.E., Law, Sun Yat-sen University, Guangzhou, China

AREAS OF RESEARCH INTERESTS

Organizations and Networks	Social Stratification and Intergenerational Mobility
Economic Sociology	Political Sociology
Chinese Societies	Causal Inference and Big-data Analytics

DISSERTATION

Title: Achieving Political Control and Regional Development: Spatial Mobility in the Chinese Bureaucracy

Committee: Xueguang Zhou (*Supervisor*), Andrew G. Walder, Walter W. Powell

Summary:

This dissertation examines how the state governance in China maintains a delicate balance between political control and regional development through the lens of the regulated spatial mobility of Chinese bureaucrats. Drawing on an organizational perspective and a unique proprietary dataset on chief bureaucrats in local governments, the empirical analysis shows that organizational rules, rather than individual performance and networks, play the most crucial role in shaping the mobility patterns of local bureaucrats. Bureaucrats in local leadership positions experience frequent spatial transfers to maintain the central control, while those who are more stable in each locality exert more direct influence on the regional economy.

PUBLICATIONS

Published or Forthcoming Refereed Papers

- 2020 **Zhu, Ling** *. "Tradition-modern Duality: Cultural Characteristics of Urban Villages through the Lens of A Rural Protest". *Tsinghua Sociological Review (in Chinese)*. In press.
- 2020 **Zhu, Ling** * and Tony Tam. "Negative Ability Bias from Conditioning on a Confounded Mediator: A Directed Interaction Test and Case Study". *Social Science Research*. 87: 102401.
https://www.sciencedirect.com/science/article/pii/S0049089X19310439?casa_token=KowMXSx34SsAAAAA:y2wg2cu1ZOwHebhX3eFT35mvXin3Mj0BrBPR-

- [Ghp83GgVq98x_v30MUIV4hVtENyOe9QFLK0R-RH](#)
- 2020 Zhou, Xueguang, Yu Ai, Jianhua Ge, Huijun Gu, Lan Li, Qinglian Lu, Wei Zhao, and **Ling Zhu**. “The Party-Government Relationship in the Chinese Bureaucracy: Evidence from Patterns of Personnel Flow.” *Society/Shehui (in Chinese)*. 40(2):137-67. <http://gb.oversea.cnki.net/kcms/detail/detail.aspx?filename=SHEH202002005&DBName=cjfdtotal&dbcode=cjfd>
- 2019 **Zhu, Ling *** and Tony Tam. “Have Party Premiums Disappeared in Post-2000 China? The Influence of Negative Ability Bias from Position Conditioning.” *Chinese Journal of Sociology*. 5(1): 57-79. <https://journals.sagepub.com/eprint/7KTqYsVg2vagaGmzuVWf/full>
- 2018 **Zhu, Ling ***. “Intergenerational Housing Asset Transfer and The Reproduction of Housing Inequality in Urban China.” *Chinese Journal of Sociology*. 4(4):453-480. http://journals.sagepub.com/eprint/wwSuCag2gpAukwcxNtWC/full#_i34
- 2018 Zhou, Xueguang, Yu Ai, Jianhua Ge, Huijun Gu, Lan Li, Qinglian Lu, Wei Zhao, and **Ling Zhu**. “Stratified Spatial Mobility in the Chinese Bureaucracy: A Model and Empirical Evidence.” *Society (in Chinese)*. 38(3):1-45. <http://www.society.shu.edu.cn/EN/abstract/abstract17056.shtml>

Under Journal Review

- Zhu, Ling *** and Tony Tam. “Market Reform and the Evolution of State’s Rewards to Loyalty and Ability: Explaining the Paradox of Vanishing Party Premiums.” Invited to revise-and-resubmit, *American Journal of Sociology*.
- Zhou Xueguang and **Ling Zhu ***. “Stratified Spatial Mobility in Chinese Bureaucracy: A Model and Empirical Evidence.” Under review, *American Journal of Sociology*.
- Zhu, Ling ***. “Stratified Spatial Mobility and Economic Growth in China: The Role of Mobile Leaders and Stable Political Elites.” Under review. https://lingzhu3.people.stanford.edu/sites/g/files/sbiybj13746/f/lingzhu_ws_stratifiedmobilityecogrowth_0.pdf
- Zhu, Ling ***. “Using Propensity Score Strata to Evaluate Heterogeneous Treatment Effects: The Problem of Imbalance Heterogeneity.” Under review. https://lingzhu3.people.stanford.edu/sites/g/files/sbiybj13746/f/lingzhu_ws_psmptifalls_0.pdf

Working Papers

Manuscript completed and under revision for submission

- Zhu, Ling**. “*Spatial Mobility in the Chinese Bureaucracy: Mechanisms, Patterns, and Applications*”. https://lingzhu3.people.stanford.edu/sites/g/files/sbiybj13746/f/study1_190805_apsa_accept.pdf
- Zhu, Ling**. “*Job Origin and the Career Advancement of County Leaders in China: Evidence from Jiangsu Province*”. https://lingzhu3.people.stanford.edu/sites/g/files/sbiybj13746/f/study2_manuscript_0805.pdf

Manuscript in progress

- Zhu, Ling** and David Grusky. “Intergenerational Occupational Reproduction and Occupational Gender Segregation in the United States: 1972-2016.”
- Zhu, Ling**. “*Gender Inequality in Occupational Status and Income Levels in the United States*.”

AWARDS, FELLOWSHIPS, AND FUNDINGS

- 2018-19 Stanford Freeman Spogli Institute for International Studies Dissertation Fellowship (US\$42,411)
- 2018-19 Doctoral Fellowship of Chiang Ching-kuo Foundation (US\$18,000) (*Declined*)
- 2016-17 Stanford Graduate Research Opportunity (GRO) Award (US\$4,000)
- 2016-17 Exploratory Awards for SCID (Stanford Center for International Development) Graduate Student Fellowship (US\$7,000)
- 2016-17 FSI Global Policy Fellows small research grant (US\$1,500)
- 2013-15 Asia-Pacific Scholars' Fund Fellowship at Stanford University (about US\$80,000)
- 2012-14 Awardee of Hong Kong PhD Fellowship Scheme (HKPFS) Fellowship
- *Only 135 out of all applicants of HK Ph.D. programs get the fellowship in 2012*
- 2008-09 Excellent Student Award at Sun Yat-sen University
- 2007-08 Excellent Student Award at Sun Yat-sen University

CONFERENCE PAPERS

- 2019 **Zhu, Ling** and Xueguang Zhou. "*Spatial Mobility as A Governance Tool: Mechanisms, Patterns, and Applications in the Chinese Bureaucracy*".
- Paper presented at the 2019 Annual Meeting of Association of Asian Studies. Denver, Colorado, USA.
 - Paper presented at the 2019 Annual Meeting of American Political Science Association. Washington DC., Virginia, USA.
- 2018 Tam, Tony and **Ling Zhu**. "*Paradoxes of Heterogeneous Returns: The Negative Selection Syndrome in Stratification Research*". Paper presented at the 2018 ISA World Congress of Sociology. Toronto, Canada.
- 2017 **Zhu, Ling** and Jianhua Ge. "*Putting Leadership under the Spotlight: Assessing Local Political Leaders' Influence on Regional Development in China*". Refereed Roundtable Session at 2017 Annual Meetings of American Sociological Association. Montreal, Canada.
- 2017 **Zhu, Ling**. "*Gender Inequality in Occupational Status and Income Levels in the Contemporary United States*". Paper presented at the 2017 Tohuko-Stanford Annual Conference. Stanford, US.
- 2016 **Zhu, Ling**. "*Sustaining Economic Growth: Do Local Political Leaders Really Influence Regional Development in China?*". Paper presented at the 2016 Tohuko-Stanford Annual Conference. Sendai, Japan.
- 2016 **Zhu, Ling** and David B. Grusky. "*Intergenerational Reproduction: A New Mechanism of Occupational Gender Desegregation*". Paper presented at the Conference of Poverty and Inequality in the 21st Century. Stanford, US.
- 2014 **Zhu, Ling** and Tony Tam. "*Negative Ability Bias and Collider Conditioning: Explaining the Vanishing Communist Party Premium in Transitional China*". Paper presented at the 2014 Annual Meetings of American Sociological Association, San Francisco, US.
- 2014 **Zhu, Ling** and Tony Tam. "*Rising Income Returns to Political Capital in Transitional China: 1988-2010*". Paper presented at the Sixth International Symposium on Frontiers of Sociological Inquiries by Young Scholars in Asia, Seoul, South Korea.
- 2013 **Zhu, Ling** and Tony Tam. "*Political Capital and Unobserved Ability: Negative Collider Bias on Income Returns to Party Membership in China*". Paper presented at the Bi-Annual Center for Comparative Research Conference. New Haven, US.
- 2012 **Zhu, Ling** and Tony Tam. "*Political Capital and Unobserved Ability in Marketization: A Paradox of Income Returns to Party Membership in China*". Paper presented at the Spring 2012 Meeting of ISA RC28 "Economic Transformation and Social Stratification in Comparative Perspectives", Hong Kong.

- 2012 **Zhu, Ling**. “*Principled Party Clientelism: The Income Advantage of Communist Party Members in Contemporary China*”. Paper presented at Workshop on the Frontiers of Social Research, Hong Kong.
- 2011 **Zhu, Ling** and Tony Tam. “*Ability or Patronage? Explaining the Income Returns to Party Membership in Transitional China*”. Paper presented at the Annual Conference of the Hong Kong Sociological Association, Hong Kong.

TEACHING INTERESTS AND EXPERIENCES

Languages

Mandarin (Native), English (Proficient), Cantonese (Proficient)

Teaching Interests

Substantive Courses:

Chinese Society, Political Sociology, Organization Theories, Social Networks, Social Stratification

Statistical Method Courses:

Introductory Courses to Statistical Software (e.g., R and Python), Causal Inferences, Network Analysis, Machine Learning, Big-data Analytics

Teaching Experiences

- 2015-16 Stanford University, Teaching Assistant of Methodology Series for *Doctoral Students* of Sociology (SOC 381, SOC 382, SOC 383)
- **English Lecturing:** about 50 minutes per week
 - Topics covered: Logistic regression models; event counts models; event history models; panel data analysis; multi-level and mixed-effects models; modeling uncertainty; causal inference modeling (e.g. propensity score matching)
- 2011-13 The Chinese University of Hong Kong, Teaching Assistant of SOCI 1004 “Social Statistics” (Undergraduate Course)
- **English and/or Cantonese Lecturing:** about 50 minutes *per* week

REFERENCES

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