December 2024

JOHAN CHU

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ACADEMIC EMPLOYMENT

Massachusetts Institute of Technology Sloan School of Management

Sarofim Family Career Development Assistant Professor. Cambridge, MA. 2023–
Assistant Professor of System Dynamics. 2022–

Northwestern University Kellogg School of Management

Visiting Assistant Professor of Management and Organizations. Evanston, IL. 2019–2022

University of Chicago Booth School of Business

Assistant Professor of Organizations and Strategy. Chicago, IL. 2014–2019

University of Chicago Center for East Asian Studies

Affiliated Faculty. Chicago, IL. 2018–2019

EDUCATION

University of Michigan Stephen M. Ross School of Business, Ann Arbor, MI

PhD in Business Administration (Management and Organizations). 2010–2014

California Institute of Technology, Pasadena, CA

PhD and MS in Physics. 1992–1998

Korea Advanced Institute of Science and Technology, Taejon, Republic of Korea

BS in Physics, with honors. 1989–1992

RESEARCH

Publications

Mark S. Mizruchi and Johan S. G. Chu. 2025. The power of fragmented elites: The role of inadvertent robust action. *Theory and Society*, 54:475–506.

Replies to responses to this article:

Mark S. Mizruchi and Johan S. G. Chu. 2025. It's a theoretical, not an empirical, piece: Reply to Babones *Theory and Society*, 54:511–515.

Johan S. G. Chu and James A. Evans. 2021. Too many papers? Slowed canonical progress in large fields of science. *Proceedings of the National Academy of Sciences*, 118: e2021636118.
- Within top 0.02% of tracked publications in Altmetrics Attention Score (over 1800)
- Featured in PNAS's Front Matter

Replies to responses to this article:

Johan S. G. Chu. 2022. Reply to Bretscher: Structures for directing mass attention. *Proceedings of the National Academy of Sciences*, 119: e2121563119.

Johan S. G. Chu. 2022. Reply to Barbier et al.: NLP is not a magic bullet. *Proceedings of the National Academy of Sciences*, 119: e2201386119.

Johan S. G. Chu. 2018. A theory of durable dominance. *Strategy Science*, 3: 498–512.

Johan S. G. Chu and Gerald F. Davis. 2016. Who killed the inner circle? The decline of the American corporate interlock network. *American Journal of Sociology,* 122: 714–754.

Johan S. G. Chu and Mark S. Mizruchi. 2015. Elites. In Robert A. Scott and Stephen M. Kosslyn (Eds.), *Emerging Trends in the Social and Behavioral Sciences*. Hoboken, NJ: Wiley.

Gerald F. Davis and Johan S. G. Chu. 2015. Stability and change in corporate governance. In Robert A. Scott and Stephen M. Kosslyn (Eds.), *Emerging Trends in the Social and Behavioral Sciences*. Hoboken, NJ: Wiley.

Christoph Adami and Johan Chu. 2002. Critical and near-critical branching processes. *Physical Review E*, 66: 011907(1–8).

Johan Chu and Christoph Adami. 1999. A simple explanation for taxon abundance patterns. *Proceedings of the National Academy of Sciences*, 96: 15017–15019.

Johan Chu and Christoph Adami. 1997. Propagation of information in populations of self-replicating code. In C.G. Langton and K. Shimohara (Eds.), *Artificial Life V, Proceedings of the Fifth International Workshop on the Synthesis and Simulation of Living Systems*: 462–469. Cambridge, MA: MIT Press.

Under Review

Johan S. G. Chu and Mark S. Mizruchi. Reversing expectations for the relation between elite fragmentation and political outcomes.

Working Papers

Ranking matters: The causal impact of Netflix's ranking on cultural popularity (with Xinwen Huang).

A simple yet well-fitting model of competition (with Yifan Wang).

Generative AI in the Korean film industry: A process model of ecosystem change (with Jehyun Chung).

Status as a burden: Korean celebrity scandals and recovery (with Ayoung Woo and Jehyun Chung).

The dangers of centralized, algorithmic management: A model (with Jason Friedman).

Weapons of mass attention direction: Durable dominance in the Korean popular music industry (with Sung-Chul Noh).

United we fall: Faultlines and the death of employee activism (with Sung-Chul Noh).

Attention misdirection: The use of entertainment scandals to bury political scandals.

The John M. Olin Foundation and the rise of Law and Economics (with Bryn Choi).

The durable dominance of '90s Hollywood movie stars.

Dominant mutual funds benefit from increased competitive entry.

Invited Presentations

2025: Seoul National University, Incheon University, Dongguk University, MIT Knight Center, WIDE-THR (University of Houston)

2024: MIT Knight Center, University of Houston (Hilton School Analytics Center), Howard University, Yonsei University, Seoul National University, Kyunghee University

2023: Harvard Kennedy School Growth Lab, MIT Sloan, Santa Fe Institute, Northwestern University

2022: MIT Knight Center, Harvard Kennedy School Growth Lab, MIT Sloan, Santa Fe Institute, Northwestern University

2021: Massachusetts Institute of Technology, Northwestern University

2020: University of Hong Kong, University of Illinois Urbana Champaign (Illinois Strategic Organizations Initiative), Santa Clara University

2019: Nanyang Technological University, IESE, University of Michigan, INSEAD

2018: University of Chicago, Seoul National University, Northwestern University (Northwestern Institute on Complex Systems), University of Illinois, University of Tokyo, Hong Kong University of Science and Technology

2017: Princeton University (Center for the Study of Social Organization), Princeton University (Sociology)

2016: University of Michigan (Interdisciplinary Committee on Organizational Studies)

2014: INSEAD, University of Chicago, Northwestern University, University of Toronto, University of Texas

2013: Columbia Business School, IESE, Stanford University, University of Michigan (Strategy, Management and Organizations, Economic Sociology)

2012: University of Michigan (Ross School of Business, Economic Sociology)

Conference Presentations

2025: Managing the Unexpected (Johns Hopkins University), American Sociological Association Annual Meeting (Chicago, IL), Annual Meeting of the Academy of Management (Copenhagen, Denmark; poster), International Network on Analytical Sociology (Columbia University)

2024: Strategy Science Conference (University of Michigan), Theoretical Organizational Models Annual Conference (ESSEC), Junior Faculty in Organization Theory (Harvard Business School), International System Dynamics Conference (Bergen, Norway)

2022: Carnegie School of Organizational Learning Conference (Pacific Grove, CA), American Sociological Association Annual Meeting (Los Angeles, CA), Theoretical Organizational Models Annual Conference (LUISS/virtual)

2021: EGOS Colloquium (2 papers; virtual)

2020: Western Academy of Management (Conference cancelled due to COVID)

2019: Economic Sociology Conference (Emory University), EGOS Colloquium (Edinburgh, Scotland), Industry Studies Conference (Nashville, TN), Strategy Science Conference (University of Utah), Organization Science Winter Conference (Chandler, AZ), Choice Conference (University of Michigan)

2018: International Conference on Computational Social Science (Northwestern University Kellogg Business School), Junior Organization Theory Conference (Columbia Business School), Strategy Science Conference (University of Pennsylvania Wharton School of Business)

2017: Junior Organization Theory Conference (Yale School of Management), Micro Meets Macro Conference (Arizona State University Carey School of Business)

2016: Luskin Social Movements Workshop (UCLA), EGOS Colloquium (Naples, Italy)

2015: Junior Organization Theory Conference (University of Toronto Rotman School of Business), Wiley-Blackwell BPS Outstanding Dissertation Award Finalist Presentation (Annual Meeting of the Academy of Management, Vancouver, BC), Atlanta Competitive Advantage Conference (Atlanta, GA)

2014: Annual Meeting of the Academy of Management (Atlanta, GA)

2013: Inequality, Institutions, and Organizations Conference (Simon Fraser University), Inaugural Paul R. Lawrence Conference (Harvard Business School)

2012: Annual Meeting of the Academy of Management (Boston, MA), INSNA Sunbelt Social Networks Conference (Redondo Beach, CA), Rackham Centennial Symposium (University of Michigan; poster), Fourth Annual Political Networks Conference (University of Michigan; poster), Power and Institutions Paper Development Workshop (University of Cambridge Judge Business School)

2011: Complexity Conference (Northwestern University; poster)

Other Conference Participation

2022: From Lab to Business School: Leveraging STEM Experience to Thrive in Management Workshop at the Annual Meeting of the Academy of Management (Seattle, WA; panelist)

2018: OMT Doctoral Student Consortium at the Annual Meeting of the Academy of Management (Chicago, IL; presenter), Political Economy of Finance (University of Chicago Stigler Center; discussant)

2017: BPS New Faculty Consortium at the Annual Meeting of the Academy of Management (Atlanta, GA; invited participant), 2017 Conference on Behavioral Perspectives on Corporate Governance (INSEAD; session chair)

2016: BPS Managing Your Dissertation Workshop at the Annual Meeting of the Academy of Management (Anaheim, CA; organizer and presenter), Medici Summer School (HEC Paris; invited participant)

2014: "What happened to the elites? Old conundrums and new data on who they are and what they are doing." Symposium (presenter) and OMT Junior Faculty Consortium (invited participant) at the Annual Meeting of the Academy of Management (Philadelphia, PA)

2013: "Durable domination: Mechanisms of elite entrenchment from strategy, sociology, and social psychology." Symposium (organizer and presenter) and BPS Dissertation Consortium (invited participant) at the Annual Meeting of the Academy of Management (Lake Buena Vista, FL), PhD Pre-Colloquium Workshop at the 29th EGOS Colloquium (Montréal, Canada; invited participant), PhD Student Workshop at the Inequality, Institutions, and Organizations Conference (Simon Fraser University; invited participant)

1996: Complex Systems Summer School (Santa Fe Institute; invited participant)

Patents & Patents Pending

Kyung Goo Doh, Ouk Seh Lee, Tae Hyoung Choi, Bo Hyon Whang, Johan Chu, Sang Sik Yoo and Sung Goo Hong. 2007. Universal string analyzer and method thereof. ROK Patent No. 1020050026727. Seoul, Korea: Korean Intellectual Property Office.

Johan Chu. 2003. A method and apparatus for developing a web application program. ROK Patent Pending No. 1020030033628. Seoul, Korea: Korean Intellectual Property Office.

TEACHING

Massachusetts Institute of Technology

Asian School of Business MBA Immersion Program. May 2024

Research Seminar in System Dynamics (15.879). Spring 2023 (agent-based modeling), Fall 2023 (using simulations to build theory)

System Dynamics for Business and Policy (15.873). Spring 2023, Fall 2023

System Dynamics: Tools for Solving Complex Problems (15.8731). Spring 2023, Fall 2023

Introduction to System Dynamics (15.871). Spring 2023, Fall 2023

Northwestern University

Corporate Entrepreneurship: Organization Design for Disruption (MORS-928). Winter 2020, Winter 2021 (online), Spring 2022

Negotiations Fundamentals (MORS-472-5). Winter 2021 (online), Spring 2022

University of Chicago

Strategy and Structure (BUSE39001). Autumn 2014, Spring 2016, Winter 2017, Spring 2018, Spring 2019

University of Michigan

Behavioral Theory in Management (MO300). Fall 2012

California Institute of Technology

Section Instructor for Second-year Physics (wave theory, etc.); Teaching Assistant for Artificial Life

ADVISING

Doctoral

Shipeng Yan (IESE. 2016; External committee member)

Master's

Yuichiro Monden (MS, System Design and Management, MIT, 2024; Advisor)

Mathieu Perin (MS, Management Science, MIT, 2024; Advisor)

Wei Wang (MS, Management Science, MIT, 2024; Advisor)

Rodrigo Valdes-Ortiz (MA, Computational Social Science, University of Chicago. 2018; Advisor)

Predoc

Jacki Xinwen Huang (MIT, 2025–)

Bryn Choi (Northwestern, 2020–2021; Current PhD student at UIUC)

UROP

MIT: Joanne Shi, Nishi Gandra, Samuel Chen, Brendan Spellman, Ethan Chan, Noah Hopkins, Justin Lin, Finnegan Mulvihill, Ian Sun

Wellesley: Ella Chen

HONORS & AWARDS

MIT Sloan Junior Faculty Research Assistance Program. 2023, 2024, 2025.

MIT Research Support Committee Funding. 2024.

Giarratani Rising Star Award, Industry Studies Association. 2019

Likert Dissertation Award. Interdisciplinary Committee on Organizational Studies, University of Michigan. 2016

Wiley-Blackwell Business Policy and Strategy Outstanding Dissertation Award. 2015

Inducted, Beta Gamma Sigma Honor Society. 2015

Early Graduation Award, Early Proposal Defense Award, Rackham Research Grant (twice), Doctoral Research Grant, Rackham Centennial Symposium Poster Preparation Grant, Rackham International Student Fellowship (25 awarded university-wide), Fellowships, Research Assistantships, Teaching Assistantships and Travel Grants. University of Michigan. 2010–2014

Love of Learning Award. Phi Kappa Phi Honor Society. 2013

Faculty Dinner Invitee. Delta Delta Delta University of Michigan Iota Chapter. 2013

Best Student Paper Award. Association of Korean Management Scholars. 2012

Inducted, Phi Kappa Phi Honor Society. 2012

Travel Bursary for Power and Institutions Conference. Academy of Management Organizations and Management Theory Division. 2012

Best Poster Presentation. 2011 Complexity Conference. 2011

Special Reading Fellowships, NSF-funded Research Assistantships, Teaching Assistantships, Travel Grants. California Institute of Technology. 1992–1998

Travel Grant for Complex Systems Summer School. Santa Fe Institute. 1996

National Science Scholarships. Ministry of Science & Technology, Korea. 1989–1992

National Science Scholarships. Ministry of Education, Korea. 1987–1992

Korean Science Foundation Gifted Scholar. 1988

Korean National Team Member, 29th International Mathematical Olympiad. 1988

Silver Medal, 1st Korean Mathematical Olympiad. 1987

PROFESSIONAL ACTIVITIES

Service to the Academy

Editorial board: Administrative Science Quarterly, 2018–2021

Academy of Management Organization and Management Theory Research committee. 2020–

Ad hoc reviewer: American Journal of Sociology, Administrative Science Quarterly, Management Science, Theory and Society, American Sociological Review, ILR Review, Strategic Management Journal, Organization Science, Social Forces, INFORMS/Organization Science Dissertation Proposal Competition, RAND

Service to MIT Sloan

System Dynamics group PhD representative, 2023–2024

Service to Chicago Booth

Booth Organization Scholars Symposium (2-day recruiting workshop) Organizer, 2016

Outreach

Advisory and board membership

Various, including venture-backed companies and the Institute for the Future

Popular press articles

2020 Power Celebrity. Director Bong Joon-Ho: How winning the Oscar changes "Bong Joon-Ho Power". *Forbes Korea*. May 2020

The strategy behind Big Hit Entertainment's success: Taking the world by storm the Korean way. *Forbes Korea*. December 2019

The death of the corporate inner circle. *The Corporate Board*. May/June 2017

When board interlock network fell apart, so did political moderation in the boardroom. *LSE Business Review*. February 2017

Corporate America's old boys' club is dead–and that's why Big Business couldn't stop Trump. *The Conversation*. October 2016

- Syndicated by *Newsweek, RealClearPolitics, UPI, SFGate, Houston Chronicle, San Antonio Express-News,* etc.

Keynotes

World Foodtech Forum. December 2025

World Foodtech Conference. October 2025

Ulaanbaatar Portal x TJ Live House. October 2025

Go Blue Korea. July 2025

UIDP Webinar. January 2022

Institute for the Future's 2021 Ten-Year Forecast Summit. September 2021 (guest speaker)

1st JC Leadership Summit. September 2016

NON-ACADEMIC EMPLOYMENT

Egon Zehnder International

Asia-Pacific Consumer Practice Leader, Global Consumer Electronics and Durables Leader, Consumer Practice Executive Committee member. Seoul, Korea. 2006–2009

ITP Systems

Chief Executive Officer. San Francisco, CA. 2005–2006

ITPlus

Director of Strategy. Seoul, Korea. 2004–2006

Accenture

Senior strategy consultant. Seoul, Korea and Beijing, China. 2003–2004

Poiesis Laboratories

Founder. Seoul, Korea. 2001–2002

Gensol Systems
General Manager, Web Applications. Seoul, Korea. 2001–2002

The Exeter Group
Manager and consultant. Cambridge, MA. 1999–2000