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OFFICE ADDRESS, TELEPHONE & E-MAIL

Walter A. Haas School of Business
University of California Berkeley
1900 Berkeley, CA 94720
Office: F595
Email: guoxu@haas.berkeley.edu
Web: <http://www.guoxu.org>
Phone: +1 - 510 664-5064

GENDER Male

CITIZENSHIP German, US

ACADEMIC POSITIONS

7/2023- current Associate Professor, Haas School of Business, University of California, Berkeley
7/2017-6/2023 Assistant Professor, Haas School of Business, University of California, Berkeley

AFFILIATIONS

5/2024 Faculty Research Associate, NBER Development of the American Economy
4/2024 Faculty Affiliate, Opportunity Lab (O-Lab)
7/2023 Faculty Research Associate, NBER Political Economy
5/2020 Faculty Research Fellow, NBER Political Economy
8/2019 Affiliate, Institute for Research on Labor and Employment (IRLE)
5/2019 Affiliate, Bureau for Research and Economic Analysis of Development (BREAD)
8/2018 Faculty Affiliate, Center for Effective Global Action (CEGA)

PROFESSIONAL SERVICE

2023- Co-Editor, Journal of Law, Economics, and Organization
2023- Associate Editor, Econometrica
2022- Associate Editor, Journal of Political Economy
2021-2024 Executive Board Member, Association for Comparative Economic Studies

EDUCATION

2017	Ph.D. Economics	London School of Economics
2012	MSc Economics (Research)	London School of Economics
2010	MSc Development Studies	London School of Economics
2009	BSc Economics	Humboldt-Universität zu Berlin

FIELDS OF INTEREST

Primary Fields: Political Economy, Economic History, Development Economics
Secondary Fields: Organizational Economics

PUBLICATIONS

“Closing Gender Gaps through Workplace Diversity: The Intergenerational Effects of World War I”, 2026, with Abhay Aneja and Silvia Farina, ***Review of Economic Studies***, forthcoming

“Strengthening State Capacity: Postal Reform and Public Sector Performance during the Gilded Age”, 2024, with Abhay Aneja, ***American Economic Review***, Vol. 114 (8), August 2024, pp. 2352-87.

“Ideology and Performance in Public Organizations”, 2023, with Jörg Spenkuch and Edoardo Teso, ***Econometrica***, vol. 91 (4), pp. 1171-1203.

“Bureaucracy and Development”, 2022, ***Annual Review of Economics*** with Tim Besley, Robin Burgess, Adnan Khan, vol. 14 (August 2022): 397-424.

“A Glimpse of Freedom: Allied Occupation and Political Resistance in East Germany”, 2023, with Luis Martinez and Jonas Jessen, ***American Economic Journal: Applied Economics***, vol. 15 (1), January 2023, pp. 68-106.

“Bureaucratic Representation and State Responsiveness during Times of Crises: the 1918 Pandemic in India”, 2023, ***Review of Economics and Statistics***, vol. 105 (2), pp. 482-491.

“Organization of the State: Home Assignment and Bureaucrat Performance”, 2023, with Robin Burgess and Marianne Bertrand, ***Journal of Law, Economics & Organization***, vol. 39 (2), pp. 371-419.

“The Costs of Employment Segregation: Evidence from the US Federal Government”, 2021, with Abhay Aneja, ***Quarterly Journal of Economics***, vol. 137 (2) May 2022, pp. 911-958.

“Confidence Men? Evidence on Confidence and Gender among Top Economists”, 2021, with Heather Sarsons, Forthcoming, ***AEA Papers & Proceedings***

“The Glittering Prizes: Career Incentives and Bureaucrat Performance”, with Marianne Bertrand, Robin Burgess and Arunish Chawla, ***Review of Economic Studies***, vol. 87 (2), March 2020: pp. 626-655.

“The Colonial Origins of Fiscal Capacity: Evidence from Patronage Governors”, ***Journal of Comparative Economics***, vol. 47 (2), June 2019: pp. 263-276.

“The Costs of Patronage: Evidence from the British Empire”, ***American Economic Review***, Vol. 108, No. 11, November 2018: pp. 3170-98.

“Rewarding Schooling Success and Perceived Returns to Education: Evidence from India”, with Sandra Sequeira and Johannes Spinnewijn, ***Journal of Economic Behavior & Organization***, Vol. 131, Part A, November 2016, pp. 373-392.

WORKING PAPERS

“The Economics of Civil Service Protections”, 2026, *Revise & Resubmit* ***Journal of Economic Literature***

“Personnel is Policy: Ideology and Political Misalignment in the Rulemaking Process”, 2026, with Luca Bellodi, Massimo Morelli, Jörg Spenkuch, Edoardo Teso, and Matia Vannoni

“Discretion and Destruction: Promotions, Performance and Patronage in the Royal Navy”, 2026, with Joachim Voth, *Reject & Resubmit* ***Journal of Political Economy***

“Legacy on Deck: Skill Transmission and Occupational Dynasties in the Royal Navy”, 2026, with Joachim Voth

“Encouraging Others: Punishment and Performance in the Royal Navy”, 2020, with Joachim Voth

“How Does Collective Reputation Affect Hiring? Selection and Sorting in an Online Labour Market”, EOPP Paper 54, 2015

TEACHING AND MBA CASE WRITING

2026	MBA207 Ethics and Responsible Business leadership; EWMBA207 Ethics and Responsible Business Leadership (Flex); PHDA297D Economic Institutions of Capitalism in Historical Perspective
2025	MBA207 Ethics and Responsible Business Leadership; EWMBA207 Ethics and Responsible Business Leadership (Flex)
2024	MBA207 Ethics and Responsible Business Leadership; EWMBA207 Ethics and Responsible Business Leadership (Flex)
2023	MBA207 Ethics and Responsible Business Leadership; EWMBA207 Ethics and Responsible Business Leadership (Flex); PHDBA297C Political Economy: Applications
2022	MBA207 Ethics and Responsible Business Leadership; Center for Economic Studies (CES) Lecture
2021	PHDBA297C Political Economy: Applications, PHDBA297B Research Methods
2020	MBA207 Ethics and Responsible Business Leadership; Research and Theory in Business: Behavioral Science (PhD)
2019	PHDBA297C Political Economy: Applications; EWMBA207 Ethics and Responsible Leadership, Berkeley Haas (Evening MBA program), MBA207 Ethics and Responsibility in Business (MBA); PHDBA297B Research Methods Guest lectures: Political Economy, Berkeley (PhD) Ethics and Governance: Berkeley Global Executive Education (Executive Education)
2018	MBA207 Ethics and Responsible Leadership, Berkeley Haas (MBA); Research and Theory in Business: Behavioral Science (PhD) Guest lectures: Research Frontiers in Economics; Political Economy, Berkeley (PhD)
2021	“Theranos: How did a \$9 Billion Health Tech Startup End Up DOA?”, <i>Berkeley Haas Case Series</i> , with Ernesto Dal Bó – Winner 2022 Haas Best Case Award
2020	“Ethereum: Navigating the Blockchain’s Sustainability vs. Profit Dilemma”, <i>Berkeley Haas Case Series</i> , with Ernesto Dal Bó “Google’s Dragonfly: The Ethics of Providing a Censored Search Engine in China”, <i>Berkeley Haas Case Series</i> , with Ernesto Dal Bó

GRADUATE STUDENT ADVISING

2026 -	Suvy Qin, Agricultural & Resource Economics PhD (dissertation committee) Amol Singh Raswan, Business Administration PhD (dissertation committee)
2025 -	Igor Kolesnikov, Political Science PhD (exam & dissertation committee) Silvia Farina, Business Administration PhD (exam & dissertation committee chair) Sheah Deilami, Agricultural & Resource Economics PhD (exam & dissertation committee) Mehmet Seflek, Business Administration PhD (dissertation committee chair)
2023 - 2026	Sebastian Arechaga Garces (exam & dissertation committee chair)

- 2023 - 2025 Pavel Bacherikov, Business Administration PhD (exam & dissertation committee)
Morgan Foy, Business Administration (exam & dissertation committee)
- 2021 - 2025 Daria Bakhareva, Business Administration PhD (exam & dissertation committee)
Zia Mehmood, Business Administration PhD (exam & dissertation committee)
- 2020 - 2024 Lukas Leucht, Business Administration PhD (exam & co-chair dissertation committee)
- 2019 - 2022 Nicholas Kuipers, Political Science PhD 2022 (exam & dissertation committee)
- 2018 - 2022 Eric Hsu, Economics PhD 2022 (exam & dissertation committee)

CONFERENCE AND SEMINAR PRESENTATIONS

- 2027 RFBerlin Applied Seminar (scheduled); Applied Micro and Organization (AMOS) Frankfurt (scheduled)
- 2026 UC Santa Cruz; Utah Winter Organizational and Political Economics conference; University of Chicago; University of Southern California Bedrosian Symposium; Northwestern Kellogg Historical Political Economy Conference; CESifo Conference Venice; UVA Bureaucracy Conference (scheduled); Universidad Pompeu Fabra (scheduled); Universitat Autònoma Barcelona (scheduled); Hong Kong University (scheduled); Brown (scheduled)
- 2025 Stanford; UCLA; Yale Kuznets Mini Conference; National University Singapore; Tsinghua SEM; PKU Guanghua School of Management; Bank of Italy (Keynote); World Bank; UC San Diego Mini Conference; Institutions, Organizations and Growth Conference; Chicago AI in Social Science Conference; Yale Leitner Political Economy Seminar
- 2024 Vanderbilt; Cornell; Duke; LSE, NBER Development of the American Economy Summer Institute; Bank of Italy; Georgetown
- 2023 Utah Winter Organizational and Political Economics conference; University of Maryland; NYU Stern; Goettingen; Princeton; UCL; CEPR Organizing Development and the Development of Organizations Conference; NBER Culture meeting (discussion); UBC; Northwestern; Simon Fraser; Harvard; Nottingham
- 2022 UC Irvine; Universidad Pompeu Fabra; Sciences Po/Paris School of Economics; University of Southern California, War & Economic History Conference, Northwestern; UC Merced; University of Cologne; University of Maryland; PUC-Chile; Stanford Political Economy Seminar; NBER Summer Institute Development of the American Economy, Harvard/MIT Development Seminar; Northwestern Kellogg; Columbia GSB
- 2021 Labor Economics UC Berkeley, AEA; Northwestern Economic History; UC Berkeley Demography; NBER Political Economy Spring Meeting, NBER Summer Institute Development of the American Economy; Princeton Labor/Public Finance Seminar; Economic History Association Meeting; Berkeley Political Science; University of Melbourne; IIM Ahmedabad; WZB; Columbia University; Imperial College Business School
- 2020 Stanford Economic History; University of Alberta *; Dartmouth *; LMU Munich; Northwestern Kellogg; Utah Winter Organizational and Political Economics conference; Northwestern War and Economic History conference *; Kellogg PED conference *; Barcelona GSE Summer Forum Organizational Economics *; SIOE *, Goethe University Frankfurt, Harvard Economic History Seminar (scheduled); BI Norwegian Business School Political Economy Conference; Berkeley Economic History; Urban Economics Conference; Chicago Booth-LSE Economics of Social Sector Conference; Berkeley Development; Tsinghua PBC, Growth and Development in India Webinar; NEUDC; Ridge Economic History * Scheduled and cancelled due to COVID-19

- 2019 Northwestern Kellogg PED conference; University of Gothenburg; University of Houston; Chinese University of Hong Kong; NBER Organizational Economics Meeting; Barcelona GSE Summer Forum, New York University, CEPR Conference Incentives, Management and Organization (IMO); UCLA Anderson, German Economists Abroad Christmas Meeting, Goethe University
- 2018 North American Winter Meetings Econometric Society; UC Davis Economic History; UC Berkeley Economic History; UC Berkeley Political Economy; PacDev; Ohio State Bureaucracy Workshop; Stanford Quality of Governance Conference, Barcelona GSE Summer Forum; Calvo-Armengol Workshop Barcelona GSE; World Bank ABCDE; UCLA Anderson and BPP Workshop; Columbia GSB Organizational Economics Workshop; University of Iowa; Queen's University, Northwestern Kellogg Political Economy
- 2017 UC Berkeley Development seminar; NEUDC Tufts; Stockholm School of Economics; University of Uppsala; University of British Columbia, Political Economy seminar; UC San Diego Behavioral and Development seminar; Harvard Economic History Workshop; Conference on Comparative Political Selection, National School of Development, PKU; 33rd BREAD Conference on Development Economics, Stanford; Stanford-LSE Conference on Long-Range Development in Latin America; Northwestern Kellogg Strategy Rookie-Fest
- 2017 IES; IIES; Bocconi; Stanford GSB; Chicago Booth; MIT Sloan; UCLA; USC; Berkeley Haas; (JM) CGDev; Columbia GSB
- 2016 European Winter Meeting of the Econometric Society, Edinburgh; SAEe Bilbao; Warwick, History and Development Workshop; Paris School of Economics Development Seminar; EUDN PhD Workshop on Development Economics, ULB; Uppsala University, Applied Micro Seminar; Development Economics Workshop, Oxford CSAE; European Doctoral Program Workshop, UPF; Annual Congress EEA-ESEM, Geneva; Evidence Based Economics Summer Meeting, LMU Munich; Verein für Socialpolitik AEL, Heidelberg; International Growth Week, LSE; Trans-Atlantic Doctoral Conference, LBS; Annual Conference of the Royal Economic Society, Sussex
- 2015 Brown Bag Seminar, Humboldt-Universität zu Berlin; Berlin Colloquium in Economic History, Humboldt-Universität zu Berlin
- 2014 CESifo Group Seminar; DIW Berlin, International Economics Seminar; Annual Congress EEA-ESEM, Toulouse; Warwick PhD Conference
- 2013 NEUDC Harvard Kennedy School; Asian Development Bank; European Doctoral Program Workshop; UC Louvain
- 2012 Annual Congress EEA-ESEM, Malaga
- 2011 Verein für Socialpolitik AEL, DIW Berlin; Annual Congress EEA-ESEM, Oslo

REFeree SERVICE

Journal of Political Economy; Quarterly Journal of Economics, AEJ: Applied, Econometrica, American Economic Review, American Economic Review: Insights, AEJ: Economic Policy; Review of Economic Studies, Review of Economics and Statistics, Journal of European Economic Association, Journal of Labor Economics, Journal of Public Economics, Journal of Development Economics, Journal of Economic History, Economica, Journal of Law, Economics and Organization, Journal of Urban Economics, Journal of Industrial Economics, British Journal of Political Science, Fiscal Studies, Journal of Comparative Economics, National Science Foundation, Journal of Economic Behavior and Organization; Economic Journal; Journal of Political Economy: Micro; World Bank Economic Review

CONFERENCE AND SEMINAR ORGANIZATION

Berkeley-Padova-Paris Organizational Economics Conference, co-organizer 2026; All-California Economic History Conference 2025, NBER Summer Institute Political Economy Meeting, program committee 2024; China Financial Research Conference 2024, program committee; ACES Political Economy Summer School 2023; BREAD 2023, program committee; Call to Service workshop Stanford, spring 2023; China Financial Research Conference 2023, program committee; Oliver E. Williamson Seminar Spring 2023; Economic History Seminar Fall 2023, co-organizer; Political Economy Seminar Fall 2022; Economic History Seminar Fall 2022, co-organizer; Oliver E. Williamson Seminar Spring 2022; Berkeley Political Economy Conference Fall 2021, co-organizer; Oliver E. Williamson Seminar Spring 2020; Oliver E. Williamson Seminar Fall 2018

OTHER SERVICE

Faculty Equity and Inclusion Council member (2025-); BPP PhD Field Advisor at Haas (2025-); Faculty Equity Advisor at Haas (2023-); Haas Full-time MBA Academic Program Committee member (2023-2024); Senior Editor VoxDevLit for Bureaucracy and Development (2023-); Faculty recruitment committee member (2020, 2021, 2022, 2023); Faculty recruitment committee outside member (2019, 2021, 2022); Business and Public Policy PhD admissions committee (2018, 2019, 2020, 2021, 2022, 2023); Haas Assistant Professor Representative (2020-2021); Chair of ad-hoc excellence review committee for continuing lecturer (2021).

RESEARCH GRANTS

2022	IRLE Faculty Research Grant with Abhay Aneja
2021	Russel Sage Foundation with Abhay Aneja IRLE Faculty Research Grant with Abhay Aneja
2020	IRLE Faculty Research Grant with Abhay Aneja
2019	Pearson Institute, University of Chicago with Luis Martinez and Jonas Jessen Berkeley Haas Equity, Gender, and Leadership with Heather Sarsons
2018	IGC Research Grant with Sandra Sequeira and Daniela Scur Pearson Institute, University of Chicago with Luis Martinez
2015	International Growth Centre Grant STICERD Research Grant

RELEVANT POSITIONS HELD

June-July 2023	Visitor Einaudi Institute for Economics and Finance
2017	Consultant at World Bank Consultant at Bank of England, Human Resource Analytics
2013 – 2014	LSE Teaching Fellow in International Development
2012 – 2013	Consultant at Asian Development Bank, Research Division
2010 – 2011	Research Associate at DIW Berlin

LANGUAGES

German	Native
English	Fluent
Chinese (Mandarin)	Fluent spoken, basic written

HONORS AND SCHOLARSHIPS

2025	Review of Economic Studies Excellence in Refereeing Award
2024	AER: Insights Excellence in Refereeing Award
2023	Sloan Research Fellowship
2022	AER: Insights Excellence in Refereeing Award
2021	Cheit Award for Excellence in Teaching
2020	Hellman Fellowship, Schwabacher Fellow
2018	John Hicks Prize for Outstanding Doctoral Dissertation
2017	LSE Class Teacher Award
2016	Royal Economic Society Junior Fellowship
2014	LSE Class Teacher Award
2010	Best Overall Performance and Best Dissertation for MSc
2007	Friedrich-Ebert-Foundation Fellowship