

TOM CHIANG, JR.

tc558@scarletmail.rutgers.edu | www.tomchiangjr.com | [Google Scholar](#) (total citations = 9; h-index = 2)

EDUCATION

Rutgers Law School (expected) 2028
JD (2L)
Research Assistant for Rachel D. Godsil, Distinguished Professor of Law

Northeastern University School of Law 2024
MLS, Legal Studies
Concentration in Public Law and Policy

The University of Pennsylvania Graduate School of Education 2020
M.S.Ed., Higher Education
Independent Study Paper: *Social Cognitive Theory: Determinants of College Persistence among Chinese-American and Chinese International Students*

Teachers College, Columbia University 2019
M.A., Sociology and Education
Concentration in Policy
Master's Thesis: *Pathways to College: A Study on Suburban Tracking*

Drew University 2017
B.A., Sociology
Elected to the Nu Chapter of *Alpha Kappa Delta* (International Honor Society of Sociology), 2016; Graduated with Civic Honors, 2017
Minor: Anthropology

POSITIONS HELD

Policy Unit Intern - New Jersey Division on Civil Rights, Office of the Attorney General September 2026 - Present
Intern (Research) - Perception Institute July 2026 - Present
Research Highlights: Coded qualitative survey data on immigrant identity, cross-racial engagement, and perceptions of racism for comparative research on first- and third-generation immigrant groups. Contributed to the refinement and evaluation of public-facing messaging on disparate impact and synthesized MaxDiff survey findings into presentation materials. Developed the opposition/control messaging treatment for a randomized controlled trial (RCT) evaluating pro-disparate impact messaging against an opposing-message condition.

Intern (Research) - Center on Law, Inequality and Metropolitan Equity (CLiME) June 2026 - Aug. 2026
Conducted legal research on workforce housing, first-source hiring, and New Jersey redevelopment law; prepared legal memoranda on contractor licensing and redevelopment requirements.

Adjunct Faculty, including Instructor appointment (Sociology) - Rowan University Sept. 2020 - June 2026
Taught ten semesters.
Instructor appointment (2022–2024): three-course teaching load.

Lecturer (Criminal Justice) - California State University, Stanislaus Aug. 2020 - Aug. 2025

SCHOLARSHIP

Peer-Reviewed Journal Articles

Chiang, T., Jr. & Killian, C. (2024). Child education rights versus parental preferences: A paradox between United Nations conventions and alternative schooling methods. *Educational Policy*, 38(5), 1176-1199.
<https://doi.org/10.1177/08959048231198821>

Chiang, T., Jr. (2022). College promise programs: Additive to student loan debt cancellation. *Perspectives on Urban Education*, 20 (1).
<https://urbanedjournal.gse.upenn.edu/archive/volume-20-issue-1-fall-2022/college-promise-programs-additive-student-loan-debt-cancellation>

Selected Peer-Reviewed Contributions to Edited Volumes

Chiang, T., Jr. (2026). Organizational institutionalism. In M. Godwyn, E. Swartz, M. Grothe-Hammer, S.O. Idowu (Eds.), *The Elgar Encyclopedia of Organizational Sociology* (pp. 213–216). Edward Elgar Publishing Ltd.
Chiang, T., Jr. (2026). Groups. In M. Godwyn, E. Swartz, M. Grothe-Hammer, S.O. Idowu (Eds.), *The Elgar Encyclopedia of Organizational Sociology* (pp. 173–176). Edward Elgar Publishing Ltd.
Chiang, T., Jr. (2026). Legitimacy. In M. Godwyn, E. Swartz, M. Grothe-Hammer, S.O. Idowu (Eds.), *The Elgar Encyclopedia of Organizational Sociology* (pp. 233–234). Edward Elgar Publishing Ltd.

Non-Peer-Reviewed Journal Articles

Chiang, T., Jr. (2022). Why Indian Americans are successful. *Contexts*, 21(3), 64. <https://doi.org/10.1177/15365042221114996> (Invited).
Chiang, T., Jr. (2021). Humanizing students during Covid-19: What college educators can do to help students from marginalized communities succeed. *Teachers College Record*. ID Number: 23864. <https://www.tcrecord.org>.

Essays

Chiang, T., Jr. & Morgan, G.S. (2022). *Separate and still unequal: How students with disabilities are hurt by Covid-19*. The Star-Ledger.
<https://www.nj.com/opinion/2022/02/separate-and-still-unequal-how-students-with-disabilities-are-hurt-by-covid-19-opinion.html>
Chiang, T., Jr. (2021). *Social media in society: A positive or negative force?* Contexts.
<https://contexts.org/blog/social-media-in-society-a-positive-or-negative-force/>

Reprinted in: Corrigan-Brown, C. (2024). [Imagining Society: An Introduction to Sociology \(2nd edition\)](#). Sage Publications Inc. [Chapter 7: Language, Media, and Culture, Pp. 222 - 225: as part of highlighted [reading](#) accompanied by reading questions on the challenges/opportunities of social media].

Working Papers

Chiang, T., Jr. (2022). Social cognitive theory: A comparative study of Chinese American students and Chinese international students. Available at SSRN 4027098. <http://dx.doi.org/10.2139/ssrn.4027098>
Chiang, T., Jr. (2022). Residential privilege: The effects of socioeconomic capital on human and social capital in school settings. Available at SSRN 3955381. <http://dx.doi.org/10.2139/ssrn.3955381>

CONFERENCE PRESENTATIONS

Chiang, T. Jr. & Killian, C. (2023). *Beyond tiger moms: Childcare choices and parenting priorities of first-generation Chinese women in the US*. American Sociological Association Conference.
Chiang, T. Jr. & Zeelig, A.M. (2023). *The people's palace: Public libraries as places of opportunity for people from underserved America*. Eastern Sociological Society Conference.
Chiang, T., Jr. (2022). *Exploratory study: A study on social capital & residential privilege*. Eastern Sociological Society Conference.
Chiang, T., Jr. (2021). *Social cognitive theory: College persistence among Chinese Americans & international students in the US*. Presented at the American Sociological Association Conference.
Chiang, T., Jr. (2019). *When imperfections become policy: Tracking to vocationalism*. Presented at the Eastern Sociological Society Conference.

Chiang, T., Jr. (2018). *Chinglish: Discriminatory practices and underachievement among immigrants*. Presented at the Diversity in Research & Practice Conference at Teachers College, Columbia University.

INVITED PRESENTATIONS & MEETINGS

Chiang, T., Jr. (2025, March 19). *Alumni panel - Applying a degree in the social sciences*. Panelist in an Alumni Career Panel focused on careers in the social sciences at Drew University. [In-Person]

Chiang, T., Jr. (2024, April 10). *Music education & schooling*. Presentation for A&HM 5022 - Children's Musical Development at Teachers College, Columbia University. [Virtual]

Chiang, T., Jr. (2021, March 31). *College persistence: A comparative study of Chinese international students & Chinese American students*. Presented at the Rowan University Faculty Research Day. [Virtual]

GRANT & FUNDING AWARDED

Rowan Global Distributions Fund	2022 - 2023
Department of Criminal Justice	2022
Provost's Grant for Conference Presentation and Professional Development	2019

SERVICE TO THE PROFESSION

Editorial Board

- Associate Editor, *Rutgers Race and the Law Review* (Fall 2026 – Spring 2027)

Legal-Related Service

- Volunteer, Wills for Heroes (Pro Bono) – *New Jersey State Bar Association – Young Lawyers Division* (Spring 2026; Summer 2026)

Ad-hoc Reviewer

- *Educational Policy* (2024), *International Journal of Qualitative Studies in Education* (2026, 2024), *Edward Elgar Publishing Ltd.* (2023), *Sociological Perspectives* (2022)

Further Academic Service

- Textbook Revision Reviewer, *Routledge* (Spring 2025)
- Mentor, Mentoring Program – *Alpha Kappa Delta (AKD) International Honor Society of Sociology* (Fall 2022)
- Paper Session Organizer, Eastern Sociological Society Conference Session on *Childhood, Marginalization, and Resistance* (Spring 2019)

SERVICE TO THE INSTITUTION

Rutgers University

- Volunteer, Law School Commencement Reception, Rutgers Law School (Spring 2026)
- Served as a *Commencement Marshal* for the 2026 Rutgers University, Newark Graduation Ceremony (Spring 2026)

Rowan University

- Invited by the Associate Dean of Program Development/Director of Pre-Health Programs at Rowan University's College of Sciences and Mathematics to become a mock interviewer and conduct mock interviews with students who have applied to professional health schools during the 2022 – 2023 cycle (Fall 2022)

Teachers College, Columbia University

- Invited by the *Education Policy & Social Analysis Student Advisory Council* at Teachers College, Columbia University, to advise prospective and admitted international students from China on student & campus life, and to cultivate relationships between admitted students and key campus life stakeholders. (Spring 2018 – Spring 2019)

Drew University

- The associate dean for academic services invited me to meet with and interview two candidates applying to be academic coaches at *The Center for Academic Excellence, Drew University*. (Fall 2015)
- *The Center for Career Development/Internships at Drew University* invited me to speak at a Board of Trustees meeting to increase funding/awareness for the Center. (Spring 2015)

AWARDS & HONORS

Rutgers University Law School Scholarship	2025 - Present
Awarded to students in good academic standing throughout their enrollment.	
MLS Scholarship Award, Northeastern University School of Law	2022 - 2024
Awarded to students in good academic standing throughout their enrollment.	
Teachers College Scholarship, Teachers College	2017
Awarded to first-year students.	
Elbridge and Edna Smith Prize, Drew University	2016
Awarded to students for outstanding academic achievement in the field of sociology.	
Dean's List, Drew University	2015 - 2016
Awarded to students with a 3.6 cumulative GPA or above.	
Presidential Award for Academic Excellence Scholarship, Drew University	2013 - 2017
Awarded to students in good academic standing.	
Civic Engagement Scholarship, Drew University	2013 - 2017
Awarded to students who demonstrate a commitment to volunteerism.	

MEDIA COVERAGE

- Featured in Drew University News for research published in Educational Policy (09/22/2023).
<https://drew.edu/2023/09/22/drew-university-professor-alum-team-up-on-research-paper/>
- Quoted in *Chapter 11: "Welcome to The Drew Vault: Educating Students through College Radio"* in the book *College Media: Learning in Action* on experiential learning and campus radio (2015).
<https://www.schweitzer-online.de/ebook/Adamo/College-Media/9781453918319/A38543275/>

TEACHING

Courses Taught

SOC 08120: Introduction to Sociology
SOC 08320: Urban Sociology
SOC 08336: Sociology of Education
SOC 08332: Contemporary Sociological Theory
SOC 08229: Self & Society
SOC 08221: Social Problems
CJ 2255: Methods to CJ Inquiry
CJ 3170: CJ Research Methods
CJ 4875: Immigration and the American Criminal Justice System

PUBLIC & GOVERNMENT SERVICE

Board Member - Mountain Lakes School District , <i>Borough of Mountain Lakes</i>	Jan. 2024 - Feb. 2026
- <i>Chairman</i> of the Special Education & Student Services Committee (Sept 2025 -) - <i>Chairman</i> of the Special Education Committee (June 2024 - Sept 2025) - Overseeing: School district-wide personnel and student policies, school district-wide facilities planning, and \$40,486,699 (Total Operating Budget FY23-24) - Direct Reports: Superintendent of Schools - Representative to the Morris County School Board Association - Sits on the Policy, Facilities, and Special Education Committees	
Member - Affordable Housing Advisory Committee , <i>Borough of Mountain Lakes</i>	Apr. 2023 - Dec. 2025
Chair responsibilities (Sept 2023–Sept 2025); officially appointed Chair (Jan 2024); Alternate Member #1 (Apr–Dec 2023), Community Member (Jan 2024–Dec 2025)	

- Represent the committee at the New Jersey State League of Municipalities (NJLM) and other internal/external stakeholder meetings
- Assist in updating and implementing the Borough's Housing Element and Fair Share Plan (HEFSP)
- Identify and prioritize realistic opportunities for affordable housing
- Suggest possible funding sources to accomplish affordable housing opportunities

Member - **Environmental Commission, Borough of Mountain Lakes**

Feb. 2023 - Dec. 2024

- Engaged experts from the New Jersey State Department of Environmental Protection (NJDEP) on behalf of the Commission to gather pertinent environmental and regulatory insight to advise the Borough Council on a Polystyrene recycling ordinance/initiative
 - Drafted a memorandum on behalf of the Commission for the Borough Council outlining experts' recommendations, advantages, disadvantages, and current & pending relevant legislation
- Led the effort to pass a resolution to support a neighboring town's environmental action group in its environmental conservation efforts
 - The resolution, along with supporting resolutions from other Commissions/towns, resulted in a landmark preliminary agreement to preserve The Drew Forest Preserve valued at more than \$65 million

ORGANIZATIONAL MEMBERSHIPS

- American Bar Association (ABA) - Legal
- Eastern Sociological Society (ESS) - Academic
- Alpha Kappa Delta (AKD) - Academic
- Association of New Jersey Environmental Commissions (ANJEC) - Professional/Public

EARLY PROFESSIONAL EXPERIENCE

Graduate Assistant - *Weingarten Tutoring Center, University of Pennsylvania*

Dec. 2019 - May 2020

- Conducted mixed-methods research to determine demographic analysis among tutoring program users
- Conducted undergraduate and graduate tutee intake interviews.
- Reviewed policies to meet compliance with the College Learning and Reading Association (CRLA) accreditation standards.
- Performed benchmarking research to compare peer institutions' academic support services, identifying service gaps and opportunities.

Undergraduate Intern - *Family Promise*

2014

- Collected federal/state data on homelessness and truancy rates in the United States (US)
- Called various truancy directors in the US to assess federal/state needs for at-risk youth
- Prepared reports for the supervisor outlining findings

SKILLS, LICENSES, & CERTIFICATIONS

Skills: Qualtrics; SPSS; R; Tableau Public

Licenses & Certifications: Notary Public - The State of New Jersey (2023); New Board Member Boardsmanship Certification (NBM) - New Jersey School Boards Association (2024)

Last Updated 08/28/26