

# Xuechunzi Bai\*

*Curriculum Vitae April 2023*

## CONTACTS

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## ACADEMIC APPOINTMENTS

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Assistant Professor	2024 -
Department of Psychology, The University of Chicago	
Faculty Affiliate, Center for Decision Research, Booth School of Business	

## EDUCATION

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Ph.D. Psychology and Social Policy, Princeton University	2024
Advisors: Susan T. Fiske, Thomas L. Griffiths	
Certificate in Statistics and Machine Learning	
M.A. Psychology, Princeton University	2020
Advisors: Susan T. Fiske, Alexander Todorov	
Joint Degree in Social Policy	
B.A. Social Sciences in Education, The University of Tokyo	2015
Advisors: Yuki Honda, Ryoko Tsuneyoshi	

## RESEARCH EXPERIENCE

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Research Intern	Summer 2022
Adobe Design 3D/AI and AI Ethics, Seattle	
Research Assistant	2016 - 18
The Fiske Lab, Princeton University	
Research Assistant	2015 - 16
Monteith Intergroup Relations and Inclusion Laboratory, Purdue University	

## HONORS AND AWARDS

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Finalist, Honorific Fellowship, Graduate School, Princeton	2022
Dean's Fund for Scholarly Travel, Graduate School, Princeton	2022
Graduate Student Fellow in Cognitive Science, Princeton	2022, 2020
The Prize Fellowship in the Social Sciences, Graduate School, Princeton	2021

\*Feel free to call me by my last name, pronounce like *bye*, or you can try *shu-ya chun-zu*.

Student Publication Prize, Society for Personality and Social Psychology	2021
Graduate Travel Award, Society for Personality and Social Psychology	2020
Social Policy Joint Degree Fellow, School of Public and International Affairs, Princeton	2019
Social Entrepreneurship Business Contest First Prize, The University of Tokyo	2014
Four-year Full Scholarship, Mabuchi International Scholarship Foundation	2010
One-year Scholarship, Monbukagakusho Honors Scholarship	2010
Valedictorian, Japan Foundation, Ministry of Foreign Affairs	2008

## PUBLICATIONS

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† Equal contribution

### Journal publications

**Bai, X.**, Griffiths, T. L., Fiske, S. T. (ms in prep). Exploring just enough? How implicit search cost can limit diversity.

**Bai, X.**, Uddenberg, S., Labbree, P. B., Todorov, A. (under revision). Insta-learn: Face stereotypes emerge and persist through insufficient statistical learning.

McKee, K., **Bai, X.**, Fiske, S. T. (under revision). Humans perceive warmth and competence in Artificial Intelligence. *iScience*.

Nicolas, G., **Bai, X.**, Fiske, S. T. (2022). A spontaneous stereotype content model: Taxonomy, properties, processes, and prediction. *Journal of Personality and Social Psychology*.

**Bai, X.**, Fiske, S. T., Griffiths, T. L. (2022). Globally inaccurate stereotypes can result from locally adaptive exploration. *Psychological Science*, 33(5), 671-684.

McKee, K., **Bai, X.**, Fiske, S. T. (2022). Warmth and competence in human-agent cooperation. *21st International Conference on Autonomous Agents and Multiagent Systems*.

Knipprath, K., Crul, M., Waldring, I., **Bai, X.** (2021). Urban space and social cognition: The effect of urban space on intergroup perceptions. *The Annals of the American Academy of Political and Social Science*, 697(1), 192-206.

**Bai, X.**, Gauri, V., Fiske, S. T. (2021). Cosmopolitan morality trades off ingroup for the world, separating benefits and protection. *Proceedings of the National Academy of Sciences*, 118(40).

**Bai, X.**†, Ramos, M. R.†, Fiske, S. T. (2020). As diversity increases, people paradoxically perceive social groups as more similar. *Proceedings of the National Academy of Sciences*, 117(23), 12741-12749.

Nicolas, G., **Bai, X.**, Fiske, S. T. (2020). Comprehensive stereotype content dictionaries using a semi-automated method. *European Journal of Social Psychology*, 51(1), 178-196.

Fiske, S. T., **Bai, X.** (2020). Vertical and horizontal inequality are status and power differences: Applications to stereotyping by competence and warmth. *Current Opinion in Psychology*, 33, 216-221.

Grigoryan, L.†, **Bai, X.**†, Durante, F., Fiske, S. T., Fabrykant, M., Maloku, E., Verbilovich, V., Hakobyan, A., Kadirov, K., Mullabaeva, N., Makashyili, A., Morozova-Larina, O., Yahiaiev, I., Samekin, A., Berdyna, E. M. (2020). Stereotypes as historical accidents: Images of social class in post-communist versus capitalist societies. *Personality and Social Psychology Bulletin*, 46(6), 927-943.

Nicolas, G., **Bai, X.**, Fiske, S. T. (2019). Exploring research methods blogs in psychology: Who posts what about whom, with what effect. *Perspectives on Psychological Science*, 14(4), 691-704.

Wu, S. J., **Bai, X.**, Fiske, S. T. (2018). Admired rich or resented rich? How two cultures vary in envy. *Journal of Cross-Cultural Psychology*, 49(7), 1114-1143.

### Book chapters

**Bai, X.**†, Nicolas, G.†, Fiske, S. T. (in press). Social stereotype: Content and process. In D. Carlston, K. Johnson, & K. Hugenberg (Eds.), *The Oxford Handbook of Social Cognition: 2nd Edition/Volume*.

Fiske, S. T., Nicolas, G., **Bai, X.** (2020). Stereotype content model: How we make sense of individuals and groups. In P. A. M. Van Lange, E. T. Higgins, & A. W. Kruglanski (Eds.), *Social psychology handbook of basic principles (2nd ed)*. New York: Guilford.

### Selected research in progress

**Bai, X.**, Griffiths, T. L. What is the psychological origin of a maladaptive social hierarchy?

**Bai, X.**, Sumers, T. R. How does communication transmit social stereotypes across generations?

**Bai, X.**, Agarwal, M. What is the computational function of Affirmative Action?

## **PRESENTATIONS**

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### Chaired panels

Networks and cognition 2023  
*Department of Psychology*. Princeton, US.

Computational social cognition: 2022  
Social sense-making and formal modeling get acquainted.  
*Society of Personality and Social Psychology*. San Francisco, US. *video*

Toward the next generation of psychological science: 2022  
Classic problems innovative solutions.  
*Young Chinese Association for Personality and Social Psychology (YCA-PSP)*. *flyer*

Social biases in machine learning and in human nature: 2021  
What social scientists and computer scientists can learn from each other.  
*DataX, Center for Statistics and Machine Learning*, Princeton, US. *website*

The diversity paradox: postponed 2020  
Mechanisms underlying mixed effects of social diversity.  
*European Association of Social Psychology General Meeting*, Krakow, Poland.

### Invited talks

2023  
Ethics of Technology, Annual Meeting of AOM, Boston, US  
Historical Psychology Preconference, Annual Meeting of SPSP, Atlanta, US  
ConCats Talk Series, New York University, US  
Department of Psychology, The University of Chicago, US  
Social, Personality, and Developmental Seminar Series, The University of Washington, US

2022  
Department of Psychology, University of California, Davis, US  
Organizational Behavior, Stanford Graduate School of Business, US  
Work and Organization Studies, MIT Sloan, US  
Organizational Behavior, Yale School of Management, US  
Social Cognition Brown Bag, The Ruhr University Bochum, Germany  
Summer Institute in Computational Social Science, Taiwan  
Emerging Scholar Series, New York University, US  
Six College Conference, Cornell University, US  
Overcoming Prejudice Against Immigrant Minorities, University of Pennsylvania, US  
Dimensions of the Social Mind Conference, Princeton University, US  
Becoming a Minority Conference, CUNY New York, US

2021  
Bias in AI Reading Group, Princeton University, US  
Harvard Women in Psychology Summit Main Session, Harvard University, US  
Xin Qing Nian, School of Psychology and Cognitive Sciences, Peking University, China  
Social Cognition Talk Series, Southwest University, China  
Six College Conference, Columbia University, US  
Collaborative Research Center Hybrid Societies, Chemnitz University of Technology, Germany

2020  
Single Paper Data Blitz, Annual Meeting of SPSP, New Orleans, US  
eMBeD Summer University Workshop, The World Bank Group, Washington DC, US

2015  
TEDxUTokyo, Tokyo, Japan

## **TEACHING**

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PSY252 Social Psychology (Instructor: Rebecca Carey) Spring 2023  
PSY101 Introduction to Psychology (Instructor: Joel Cooper) Fall 2022  
PSY254 Developmental Psychology (Instructor: Casey Lew-Williams) Spring 2021  
Department Statistics Tutor 2020 - 22

## **MENTORING**

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Undergraduate Thesis Students:

Ogechi Adele, Yolore Airewele, Obiageri Amaechi, Carmella Asparrin, Andrijana Bilbija, Jessica Brice, Dana Harris, Gaea Lawton, Jean Luo, James Packman, Serena Starks

## **SERVICE**

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SPSP Mentoring Program	2023
Department Diversity Equity and Inclusion Committee	2021 - 23
International Journal Club with non-Native English Speakers	2021 - 23

## **REVIEWING**

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*Frontiers in Psychology, Journal of Applied Social Psychology, Journal of Computational Social Science, Journal of Experimental Social Psychology, Journal of Migration and Ethnic Studies, Journal of Personality and Social Psychology, Motivation Science, Nature Human Behavior, Proceedings of the National Academy of Sciences, Psychological Review*

## **REFERENCES**

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### **Dr. Susan T. Fiske**

Eugene Higgins Professor, Departments of Psychology  
Professor, School of Public and International Affairs, Princeton University  
sfiske@princeton.edu

### **Dr. Thomas L. Griffiths**

Henry R. Luce Professor of Information Technology, Consciousness and Culture  
Departments of Psychology and Computer Science, Princeton University  
tomg@princeton.edu

### **Dr. Alexander Todorov**

Leon Carroll Marshall Professor of Behavioral Science  
Booth School of Business, The University of Chicago  
alexander.todorov@chicagobooth.edu