

# Xuechunzi Bai\*

Curriculum Vitae October 2023

## CONTACTS

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Office Peretsman Scully Hall 424, Princeton, NJ, 08544  
Email xb2@princeton.edu; baix@uchicago.edu  
Homepage <http://www.xuechunzibai.com>

## 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

## INDUSTRY EXPERIENCE

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Research Intern Summer 2022  
Adobe Design 3D/AI and AI Ethics, Seattle

## HONORS AND AWARDS

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Finalist, Honorific Fellowship, Graduate School, Princeton 2022

The Prize Fellowship in the Social Sciences, Graduate School, Princeton 2021

Student Publication Prize, Society for Personality and Social Psychology 2021

Graduate Student Fellow in Cognitive Science, Princeton 2020

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

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

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. (under review). Multidimensional stereotypes emerge spontaneously when exploration is costly.
- Bai, X.**, Uddenberg, S., Labbree, P. B., Todorov, A. (under review). Learning *too* much from *too* little: False face stereotypes emerge from a few exemplars and persist via insufficient sampling.
- Wang, A., **Bai, X.**, Barocos, S., Blodgett, S. L. (under review). Measuring machine learning errors requires understanding who is being harmed, in what ways, by which stereotypes, and why.
- Crockett, M., **Bai, X.**, Kapoor, S., Messeri, L., Narayanan, A. (2023). The limitations of machine learning models for predicting scientific replicability. *PNAS Letter*.
- McKee, K., **Bai, X.**, Fiske, S. T. (2023). 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., Hakobjanyan, 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.

### Conference papers

Wang, A., **Bai, X.**, Barocos, S., Blodgett, S. L. (2023). Stereotypes make certain machine learning errors more experientially harmful. *ACM Conference on Equity and Access in Algorithms, Mechanisms, and Optimization*.

### 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.**, Summers, T. R. How does communication transmit social stereotypes across generations?

## PRESENTATIONS

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### Chaired panels

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

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, Portland.*

### Invited talks

2023  
AI Ethics in the Workplace: Challenges and Opportunities, AOM, Boston, US  
Historical Psychology Preconference, 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, SPSP, New Orleans, US  
eMBeD Summer University Workshop, The World Bank Group, Washington DC, US

2015  
TEDxUTokyo, Tokyo, Japan

## TEACHING

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PSY/COS360 Computational Models of Cognition (Instructor: Tom Griffiths) Fall 2023  
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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Department Diversity Equity and Inclusion Committee	2021 - 24
International Journal Club with non-Native English Speakers	2021 - 23
SPSP Mentoring Program	2023

## **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