

# Xuechunzi Bai\*

Curriculum Vitae July 2024

## CONTACTS

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## ACADEMIC APPOINTMENTS

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Assistant Professor 2024 -  
Department of Psychology, The University of Chicago  
Affiliate: Center for Decision Research, Computational Social Science, Cognitive Science

## 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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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

One-year Scholarship, Monbukagakusho Honors Scholarship 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*.

## 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. (revise and resubmit). Learning *too* much from *too* little: False face stereotypes emerge from a few exemplars and persist via insufficient sampling. *Journal of Personality and Social Psychology*.
- 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.
- 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., Yahiiaiev, 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

**Bai, X.**, Wang, A., Sucholutsky, I., Griffiths, T. L. (under review). Measuring implicit bias in explicitly unbiased large language models.

Wang, A., **Bai, X.**, Barocos, S., Blodgett, S. L. (2023). Stereotypes make certain machine learning errors more experientially harmful. *The 3rd ACM Conference on Equity and Access in Algorithms, Mechanisms, and Optimization (EAAMO)*.

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

### Book chapters

**Bai, X.**<sup>†</sup>, Nicolas, G.<sup>†</sup>, Fiske, S. T. (2024). 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.

## PRESENTATIONS

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### Chaired panels

Large Language Models in Social Science 2024  
*Swarma Club*. An Online Reading Group on Collective Intelligence. *website*

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

International Conference on Computational Social Science (IC2S2), Philadelphia, US	2024
Behavioral Decision Research in Management, Booth School of Business, Chicago, US	
Computational Social Science Workshop, The University of Chicago, US	
Psychology in the Age of AI, Zhejiang University, China	
Formal Models of Stereotyping and Prejudice Symposium, SPSP, San Diego, US	
	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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UChicago	
Mind	Spring 2025
PSYC 44600 Topics in Social Psychology	Winter 2025
PSYC 48000 Proseminar in Psychology	Autumn 2024
Princeton	

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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Princeton

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, Scientific Reports, Motivation Science, Proceedings of the National Academy of Sciences, Psychological Review, Trends in Cognitive Sciences*

## **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](mailto: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](mailto: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](mailto:alexander.todorov@chicagobooth.edu)