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## **Xuechunzi Bai**

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### **Academic Positions**

- 2024 - *Neubauer Family Assistant Professor*, Department of Psychology, The University of Chicago
- Affiliate, Center for Decision Research, Booth School of Business
  - Affiliate, Program in Behavioral Economics Research, Becker Friedman Institute
  - Affiliate, Center for Computational Social Science

### **Education**

- 2018 - 24 *Ph.D.*, Psychology and Social Policy, Princeton University
- Advisors: Susan T. Fiske, Thomas L. Griffiths
  - Certificate in Statistics and Machine Learning
- 2010 - 15 *B.A.*, Social Sciences in Education, The University of Tokyo
- Advisors: Yuki Honda, Ryoko Tsuneyoshi

### **Industry Experience**

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

### **Selected Honors**

- 2024 Neubauer Family Assistant Professorship, The University of Chicago
- 2021 The Prize Fellowship in the Social Sciences, Graduate School, Princeton University  
Student Publication Prize, Society for Personality and Social Psychology
- 2020 Graduate Student Fellow in Cognitive Science, Princeton University
- 2019 Social Policy Fellow, School of Public and International Affairs, Princeton University
- 2014 Social Entrepreneurship Business Contest First Prize, The University of Tokyo
- 2010 Four-year Full Scholarship, Mabuchi International Scholarship Foundation
- 2008 Valedictorian, Japan Foundation, Ministry of Foreign Affairs

## Research Grants

- 2025 Seed Grant for Research in Behavioral Economics
- Source: Becker Friedman Institute for Economics, The University of Chicago
  - Title: Microfoundations of statistical discrimination
- 2022 Graduate Student Research Funding
- Source: Program of Cognitive Science, Princeton University
  - Title: The psychological origin of multidimensional stereotypes
- 2020 Graduate Student Research Funding
- Source: Program of Cognitive Science, Princeton University
  - Title: A computational model of the origin of inaccurate social impression

## Journal Publications

† denotes equal contribution, ‡ denotes student author

- 2025 **Bai, X.**, Wang, A., Sucholutsky, I., Griffiths, T. L. (2025). Explicitly unbiased large language models still form biased associations. *Proceedings of the National Academy of Sciences*.
- Bai, X.**, Uddenberg, S., Labbree, P. B., Todorov, A. (2025). 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*.
- Bai, X.**, Griffiths, T. L., Fiske, S. T. (2025). Costly exploration produces stereotypes with dimensions of warmth and competence. *Journal of Experimental Psychology: General*.
- 2023 Crockett, M., **Bai, X.**, Kapoor, S., Messeri, L., Narayanan, A. (2023). The limitations of machine learning models for predicting scientific replicability. *Proceedings of the National Academy of Sciences*.
- McKee, K., **Bai, X.**, Fiske, S. T. (2023). Humans perceive warmth and competence in Artificial Intelligence. *iScience*.
- 2022 **Bai, X.**, Fiske, S. T., Griffiths, T. L. (2022). Globally inaccurate stereotypes can result from locally adaptive exploration. *Psychological Science*.
- Nicolas, G., **Bai, X.**, Fiske, S. T. (2022). A spontaneous stereotype content model: Taxonomy, properties, processes, and prediction. *Journal of Personality and Social Psychology*.
- 2021 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*.
- 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*.
- 2020 **Bai, X.**<sup>†</sup>, Ramos, M. R.<sup>†</sup>, Fiske, S. T. (2020). As diversity increases, people paradoxically perceive social groups as more similar. *Proceedings of the National Academy of Sciences*.

- Nicolas, G., **Bai, X.**, Fiske, S. T. (2020). Comprehensive stereotype content dictionaries using a semi-automated method. *European Journal of Social Psychology*.
- 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*.
- Grigoryan, L.<sup>†</sup>, **Bai, X.**<sup>†</sup>, Durante, F., Fiske, S. T., Fabrykant, M., Hakobjanyan, A., Javakhishvili, N., Kadirov, K., Kotova, M., Makashvili, A., Maloku, E., Morozova-Larina, O., Mullabaeva, N., Samekin, A., Verbilovich, V., & Yahiaiev, I. (2020). Stereotypes as historical accidents: Images of social class in post-communist versus capitalist societies. *Personality and Social Psychology Bulletin*.
- 2019 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*.
- 2018 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*.

### Conference Publications

- 2024 **Bai, X.**, Wang, A., Sucholutsky, I., Griffiths, T. L. (2024). Measuring implicit bias in explicitly unbiased large language models. *Safe and Trustworthy Agents Workshop, Behavioral Machine Learning Workshop, The 38th Conference on Neural Information Processing Systems (NeurIPS)*.
- 2023 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)*.
- 2022 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

- 2024 **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 Ed)*.
- 2020 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)*.

### Chaired Panels

- 2024 Social representations in large language models: How LLMs represent and (perhaps) misrepresent the person and the situation  
 - Society of Experimental Social Psychology (SESP), Santa Fe, US
- Large language models in social sciences  
 - Collective Intelligence Reading Group, Online
- 2023 Networks and cognition workshop  
 - Department of Psychology, Princeton, US
- 2022 Computational social cognition: Social sense-making and formal modeling get acquainted  
 - Society of Personality and Social Psychology (SPSP), San Francisco, US
- Toward the next generation of psychological science: Classic problems innovative solutions  
 - Young Chinese Association for Personality and Social Psychology, Online
- 2021 Social biases in machine learning and in human nature: What social scientists and computer scientists can learn from each other  
 - Center for Statistics and Machine Learning (CSML), Princeton, US
- 2020 The diversity paradox: Mechanisms underlying mixed effects of social diversity  
 - European Association of Social Psychology General Meeting (EASP), Krakow, Poland

### **Invited Talks**

- 2025 University of College London, School on Analytical Connectionism  
 University of Illinois, Department of Psychology, Social Area  
 The University of Chicago, Law School, Technology and Law Seminar  
 The University of Chicago, Booth School of Business, Behavioral Economics Seminar  
 The University of Wisconsin-Madison, Department of Psychology, Social Area  
 Florida Institute for Human & Machine Cognition, DARPA BlueSky Workshop
- 2024 Columbia University, Department of Psychology, Social and Affective Processes Seminar  
 The University of Delaware, Department of Psychological and Brain Sciences  
 Northwestern University, The Center for Science of Science and Innovation  
 Chinese Open Science Network, OpenTalks  
 The University of Chicago, Computational Social Science Workshop  
 Zhejiang University, Psychology in the Age of AI Talk Series
- 2023 New York University, ConCats Talk Series  
 The University of Chicago, Department of Psychology  
 The University of Washington, Department of Psychology, Social Area
- 2022 University of California, Davis, Department of Psychology

Stanford Graduate School of Business, Organizational Behavior  
 MIT Sloan, Work and Organization Studies  
 Yale School of Management, Organizational Behavior  
 The Ruhr University Bochum, Department of Psychology, Social Cognition Seminar  
 Summer Institute in Computational Social Science, Taiwan  
 New York University, Department of Psychology, Emerging Scholar Series  
 University of Pennsylvania, Overcoming Prejudice Against Immigrant Minorities  
 2021 Peking University, School of Psychology and Cognitive Sciences, Xin Qing Nian,  
 Chemnitz University of Technology, Hybrid Societies  
 2020 The World Bank Group, eMBeD Summer University Workshop  
 2015 TEDxUTokyo

### **Conference Presentations**

2025 Annual Meeting of the Midwestern Psychological Association (MPA), Chicago, US  
 2024 Person Memory Interest Group Meeting (PMIG), Santa Fe, US  
 AI in Social Science Conference, The Becker Friedman Institute, Chicago, US  
 International Conference on Computational Social Science (IC2S2), Philadelphia, US  
 - Plenary Lightning Talk (top 3%) and Oral Presentation (top 35%)  
 Behavioral Decision Research in Management, Booth School of Business, Chicago, US  
 Society for Personality and Social Psychology (SPSP), San Diego, US  
 - Symposium: Formal Models of Stereotyping and Prejudice  
 2023 Academy of Management (AOM), Boston, US  
 - Symposium: AI Ethics in the Workplace  
 Society for Personality and Social Psychology (SPSP), Atlanta, US  
 - Preconference: Historical Psychology  
 2022 Dimensions of the Social Mind Conference, Princeton University, US  
 Becoming a Minority Conference, CUNY, New York, US  
 2021 Harvard Women in Psychology Summit, Harvard University, US  
 2020 Society for Personality and Social Psychology (SPSP), New Orleans, US  
 - Data Blitz

### **Advising**

2024 - Bufan Gao (B.S. and M.S. in Computer Science, Fudan University)  
 Leo Sun (B.S. in Computer Science and Cognitive Science, UChicago)

- Quad Summer Undergraduate Research Awards

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

### **Teaching**

2025 - 26 Topics in Social Psychology, Mind, Social Cognition

2024 - 25 Proseminar in Psychology, Topics in Social Psychology, Mind

Princeton (TA) Computational Models of Cognition, Social Psychology, Introduction to Psychology, Development Psychology, Department Statistics Tutor

### **Professional Service**

2025 - Executive Committee, Center for Computational Social Science, The University of Chicago

2024 - 25 Colloquium Committee, Department of Psychology, The University of Chicago

2021 - 24 Department Diversity Equity and Inclusion Committee, Princeton University

2021 - 23 International Journal Club with non-Native English Speakers, Online

2023 Academic Job Materials Panel Discussions, Online

Mentoring Program, Society for Personality and Social Psychology, Atlanta, US

### **Editorial Board**

2025 - Journal of Personality and Social Psychology: Attitudes and Social Cognition

### **Journal Reviewing**

2020 - Advances in Methods and Practices in Psychological Science, Cognition, Frontiers in Psychology, Journal of Applied Social Psychology, Journal of Computational Social Science, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Migration and Ethnic Studies, Journal of Personality and Social Psychology, Motivation Science, Open Mind, Personality and Social Psychology Bulletin, Proceedings of the Annual Conference of the Cognitive Science Society, Proceedings of the National Academy of Sciences, Psychological Review, Psychological Science, Science Advances, Scientific Reports, Trends in Cognitive Sciences

### **Grant Reviewing**

2024 - National Science Foundation