

Update: July, 2025

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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 Ku, A., Campbell, D., **Bai, X.**, Geng, J., Liu, R., Marjeh R., McCoy, R. T., Nam, A., Sucholutsky, I., Veselovsky V., Zhang, L., Zhu, J. Q., Griffiths, T. L. (under revision). Levels of analysis for large language models. *Philosophical Transactions of the Royal Society A*.
- 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.**[†], 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*.
- 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.[†], **Bai, X.**[†], 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

- 2025 Sun, L.[‡], Mao, C., Hofmann, V., **Bai, X.** (2025). Aligned but blind: Alignment increases implicit bias by reducing awareness of race. *The 63rd Annual Meeting of the Association for Computational Linguistics (ACL) Main*. 20% acceptance.
- Wang, A., **Bai, X.**, Barocos, S., Blodgett, S. L. (2025). Measuring machine learning harms from stereotypes requires understanding who is being harmed by which errors in what ways. *The 8th ACM Conference on Fairness, Accountability, and Transparency (FAccT)*. 27% acceptance.
- 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)*.
- 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)*. 23% acceptance.

Book Chapters

- 2024 **Bai, X.**[†], Nicolas, G.[†], 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*

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, with Gandalf Nicolas
- Large language models in social sciences
- Collective Intelligence Reading Group, Online, with Jiaxin Pei, Kevin Yang, Yutong Wu
- 2023 Networks and cognition workshop
- Department of Psychology, Princeton, US, with Raja Marjeh, Matt Hardy, Robert Hawkins
- 2022 Computational social cognition: Social sense-making and formal modeling get acquainted
- Society of Personality and Social Psychology (SPSP), San Francisco, US, with Susan Fiske
- 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, with Susan Fiske
- 2020 The diversity paradox: Mechanisms underlying mixed effects of social diversity
- European Association of Social Psychology (EASP), Krakow, Portland, with Miguel Ramos

Invited Talks

- 2025 Ohio University, Department of Psychology
- Ohio State University, Department of Psychology
- University of Illinois Urbana-Champaign, Department of Psychology, Social Area
- University of South California, Department of Psychology, Social Area
- University of College London, School on Analytical Connectionism
- Peking University, School of Psychological and Cognitive Sciences
- Santa Fe Institute, Implicit Attitude Workshop
- University of Illinois, Department of Psychology, Social Area
- The University of Chicago, Department of Psychology, Developmental and Cognitive 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 The University of Delaware, Department of Psychological and Brain Sciences
Northwestern University, The Center for Science of Science and Innovation
Chinese Open Science Network, Open Talks
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 Chemnitz University of Technology, Hybrid Societies

2020 The World Bank Group, eMBED Summer University Workshop

2015 TEDxUTokyo

Conference Presentations

2025 International Conference on Computational Social Science (IC2S2), Norrköping, Sweden
- Oral Presentation, by Gao, B.[†] (top 27%)
Annual Meeting of the Midwestern Psychological Association (MPA), Chicago, US

2024 Person Memory Interest Group Meeting (PMIG), Albuquerque, 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
Xin Qing Nian, School of Psychological and Cognitive Sciences, Peking University, China
- 2020 Society for Personality and Social Psychology (SPSP), New Orleans, US
 - Data Blitz

Advising

- 2025 - Bufan Gao (Ph.D. in Psychology)
- 2024 - 26 Shiyao Wang (M.S. in Computational Analysis and Public Policy, UChicago)
Alicia Liu (B.S. in Computer Science, M.S. in Social Sciences, UChicago)
- 2024 - 25 Bufan Gao (M.S. in Computer Science, Fudan University)
 - Ph.D. in UChicago Psychology
- Lihao Sun (B.S. in Computer Science, Minor in Cognitive Science, UChicago)
 - Quad Summer Undergraduate Research Awards
 - M.S. in NYU Courant Institute of Mathematical Sciences
- Committee Youngjae Cha, Elizabeth Janey, Shan Gao, Yihan Qian, Nakwon Rim
- 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 Department Colloquium Committee, 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
Social and Personality Psychology Compass

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 Psychology: Learning, Memory, and Cognition, 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