

LIN BIAN

Address: 450 Serra Mall, Building 420, Stanford, CA 94305

Email: linbian@stanford.edu; Phone: 217-778-3011

Personal Website: linbian.weebly.com

EDUCATION

- Ph.D., University of Illinois at Urbana-Champaign** *May 2017*
Developmental Psychology, Minor in Quantitative Psychology
Advisors: Prof. Andrei Cimpian & Prof. Renee Baillargeon
Thesis: The roots of gender gaps: Investigating the development of gender stereotypes about intelligence.
- M.S., University of Illinois at Urbana-Champaign** *August 2016*
Statistics
- M.A., University of Illinois at Urbana-Champaign** *May 2014*
Developmental Psychology
- B.S., Zhejiang University, China** *June 2011*
Psychology with highest honor, Minor in English

WORK EXPERIENCE

- Postdoctoral Scholar, Stanford University** *June 2017 - Present*
Advisor: Prof. Ellen Markman
- Research Scientist, New York University** *August 2016 - May 2017*
Advisors: Prof. Andrei Cimpian & Prof. Marjorie Rhodes

PUBLICATIONS

Research Topic - Gender Inequality, Stereotypes, and Motivation

- Bian, L.**, Cimpian, A., & Leslie, S.-J. (under review). The pervasive and early-emerging bias against women in contexts emphasizing brilliance.
- Bian, L.** & Cimpian, A. (under review). The same cognitive mechanism underlies reasoning about the features of kinds and the traits of individuals.
- Bian, L.**, Cimpian, A., & Leslie, S.-J. (revise-and-resubmit). "You need to be a genius to do that!" Messages about intellectual talent discourage women from pursuing educational and professional opportunities.
- Bian, L.** & Cimpian, A. (2017). Are stereotypes accurate? A perspective from the cognitive science of concepts. *Brain and Behavioral Sciences*, 40, e3.
- Bian, L.**, Cimpian, A., & Leslie, S.-J. (2017). Gender stereotypes about intellectual ability emerge early and influence childrens interests. *Science*, 355(6323), 389391.

Research Topic - Infants' Sociomoral and Psychological Reasoning

6. **Bian, L.**, Sloane, S., & Baillargeon, R. (to be submitted). Infants expect ingroup loyalty to trump fairness when resources are scarce.
7. **Bian, L.** & Baillargeon, R. (2017). False Beliefs. In T. K. Shackelford V.A. Weekes-Shackelford (Eds.), *Encyclopedia of Evolutionary Psychological Science* (pp. 113). Cham, Switzerland: Springer International Publishing.
8. Baillargeon, R., Scott, R. M., & **Bian, L.** (2016). Psychological reasoning in infancy. *Annual Review of Psychology*, 67, 159-186.
9. Baillargeon, R., Scott, R. M., He, Z., Sloane, S., Setoh, P., Jin, K., Wu, D., & **Bian, L.** (2015). Psychological and sociomoral reasoning in infancy. In P. Shaver and M. Mikulincer (Eds.-in-chief) E. Borgida J. Bargh (Vol. Eds.), *APA Handbook of Personality and Social Psychology: Vol.1. Attitudes and Social Cognition*. Washington, D.C.: APA.
10. Baillargeon, R., Setoh, P., Sloane, S., Jin, K., & **Bian, L.** (2014). Infant social cognition: Psychological and sociomoral reasoning. In M. S. Gazzaniga and R. Magnum (Eds.-in-chief), *The Cognitive Neurosciences V*. Cambridge, MA: MIT Press.

Manuscripts in Preparation

1. **Bian, L.** & Baillargeon, R. 26-month-old toddlers have a strong expectation of ingroup loyalty.
2. **Bian, L.** & Baillargeon, R. Are early ingroup preferences driven by familiarity, similarity or by ingroup loyalty? Evidence from minimal social groups.
3. **Bian, L.** & Baillargeon, R. 8-month-olds expect individuals to act on their attributions to help other agents.
4. **Bian, L.** & Cimpian, A. An inherence heuristic promotes stereotype formation.
5. **Bian, L.** & Cimpian, A. Do young children associate job status with gender composition? The influences of diversity and gender inequality.
6. **Bian, L.**, Green, E, & Rhodes, M. Young children's essentialist beliefs about scientists.
7. **Bian, L.**, He, Z., & Baillargeon, R. False-belief understanding in 8- to 9-month-old infants.

INVITED TALKS

1. "Who is really really smart?" Early differences in boys' and girls' beliefs about intelligence, 2017 April, Talk given at Rutgers University.
2. The pervasive and early-emerging bias against females in contexts that emphasize brilliance, 2017 January. Talk given at Yale/NYU Summit.
3. Why are women underrepresented in certain domains? 2016 April, Talk given at Northwestern University.
4. The roots of gender gaps: Experimental and developmental evidence for the Field-specific Ability Beliefs hypothesis, 2015 May, Talk given at University of Chicago.
5. Gender gaps in academia: The role of field-specific ability belief about what is required for success, 2015 January, Talk given at the Cognitive Brownbag at University of Illinois.

CHAired SYMPOSIA

1. Gender stereotypes about intellectual abilities: Developmental trajectory, mechanisms of influence, and effective interventions, 2017 April. Symposium at the 2017 Biennial Meeting of the Society for Research in Child Development, Austin, TX.
2. The origins and development of ingroup loyalty, 2016 May. Symposium at the Tenth International Conference on Infant Studies, New Orleans, LA.
3. New longitudinal and experimental evidence on the powerful influence of ability beliefs on academic success across development, 2015 March. Symposium at the Biennial Meeting of the Society for Research in Child Development, Philadelphia, PA.
4. When is inequality acceptable? The development of a context-sensitive concern for fairness in infancy and childhood, 2015 March. Symposium at the Biennial Meeting of the Society for Research in Child Development, Philadelphia, PA.

CONFERENCE PRESENTATIONS

Research Topic - Gender Inequality, Stereotypes, and Motivation

1. **Bian, L.** & Cimpian, A. (2017, October). Early exposure to gender inequity shapes children's beliefs about gender and job status. Poster to be presented at the Tenth Biennial Meeting of the Cognitive Development Society, Portland, OR.
2. **Bian, L.**, Green, E., & Rhodes, M. (2017, October). Children's and adults' essentialist beliefs about scientists. Poster to be presented at the Tenth Biennial Meeting of the Cognitive Development Society, Portland, OR.
3. **Bian, L.**, Cimpian, A. & Leslie, S.-J. (2017, April). Women and young girls are the targets of bias in contexts that emphasize intellectual ability. Paper presented at the 2017 Biennial Meeting of the Society for Research in Child Development, Austin, TX.
4. **Bian, L.**, Cimpian, A. & Leslie, S.-J. (2017, January). The roots of gender gaps: An investigation of the gender stereotypes about intelligence in young children. Paper presented at the 2017 Subway Summit on Cognition and Education Research, New York, NY.
5. **Bian, L.**, Cimpian, A. & Leslie, S.-J. (2016, October). Women and young girls are the targets of bias in contexts that emphasize intellectual ability. Poster presented at the 2016 Gender Development Research Conference, San Francisco, CA.
6. **Bian, L.**, Cimpian, A. & Leslie, S.-J. (2016, January). The pervasive bias against women in contexts that emphasize intellectual talent. Poster presented at the 2016 Society for Personality and Social Psychology, San Diego, CA.
7. **Bian, L.** & Cimpian, A. (2015, October). An inference heuristic in explanation promotes stereotype formation. Poster presented at the Ninth Biennial Meeting of the Cognitive Development Society, Columbus, OH.
8. **Bian, L.**, Cimpian, A. & Leslie, S.-J. (2015, October). The development of gender stereotypes about intelligence. Poster presented at the Ninth Biennial Meeting of the Cognitive Development Society, Columbus, OH.
9. **Bian, L.** & Cimpian, A. (2015, March). A basic explanatory heuristic promotes stereotype formation and endorsement. Paper presented at the 2015 Biennial Meeting of the Society for Research in Child Development, Philadelphia, PA.

10. **Bian, L.**, Cimpian, A. & Leslie, S.-J. (2015, March). Gender stereotypes about intelligence: Developmental trajectory and consequences for childrens activity choices. Paper presented at the 2015 Biennial Meeting of the Society for Research in Child Development, Philadelphia, PA.
11. **Bian, L.**, Cimpian, A. & Leslie, S.-J. (2015, February). Gender stereotypes about intelligence develop in early childhood and influence childrens activity choices. Poster presented at the 2015 Society for Personality and Social Psychology, Long Beach, CA.
12. Cimpian, A. & **Bian, L.** (2015, February). A basic explanatory heuristic promotes stereotype formation and endorsement. Poster presented at the 2015 Society for Personality and Social Psychology, Long Beach, CA.
13. Saucedo, M., **Bian, L.**, & Cimpian, A. (2014, October). The developmental origins of gender stereotypes regarding general intelligence. Poster presented at the 2014 SACNAS National Conference, Los Angeles, CA.
14. Cimpian, A., **Bian, L.**, & Leslie, S.-J. (2014, February). Experimental and developmental evidence for the Field-specific Ability Beliefs hypothesis. Paper presented at the Fifteenth Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.
15. **Bian, L.**, Cimpian, A., & Leslie, S. J. (2013, April). Why are women underrepresented in certain academic fields? Poster presented at the Biennial Meeting of the Society for Research in Child Development, Seattle, WA.
16. Cimpian, A., **Bian, L.**, & Sutherland, S. (2013, April). The origins of children's beliefs about achievement: Thinking about the abilities of groups causes 4-year-olds to devalue effort. Paper presented at the Biennial Meeting of the Society for Research in Child Development, Seattle, WA.
17. Leslie, S. J., Cimpian, A., **Bian, L.**, & Meyer, M. A. (2013, April). Gender gaps and conceptions of ability. Paper presented at the Biennial Meeting of the Society for Research in Child Development, Seattle, WA.
18. Cimpian, A., Sutherland, S. L., & **Bian, L.** (2011, October). Exposure to generic language induces rapid changes in children's naive theories about achievement. Poster presented at the 7th Biennial Meeting of the Cognitive Development Society. Philadelphia, PA.
19. **Bian, L.**, Cimpian, A., & Leslie, S. J. (2012, May). Why are women underrepresented in certain academic fields? Talk given at the Developmental Brownbag at University of Illinois, Champaign, IL.
20. **Bian, L.** & Lu, H. (2010, September). Face adaptation effect on identification and age estimation. Talk given at the Cross-disciplinary Scholars in Science and Technology Conference, Los Angeles, CA.

Research Topic - Infants' Sociomoral and Psychological Reasoning

21. **Bian, L.**, He, Z., & Baillargeon, R. (2017, April). False-belief understanding in 8- to 9-month-old infants: Evidence from combined anticipatory-looking and expectation-violation measures. Poster presented at the 2017 Biennial Meeting of the Society for Research in Child Development, Austin, TX.
22. Jin, K., **Bian, L.**, & Baillargeon, R. (2017, April). What behaviors lead toddlers to infer an ingroup relation? The case of sharing. Poster presented at the 2017 Biennial Meeting of the Society for Research in Child Development, Austin, TX.
23. **Bian, L.** & Baillargeon, R. (2016, May). Toddlers and infants expect individuals from novel social groups to prefer and align with ingroup members. Poster presented at the Tenth International Conference on Infant Studies, New Orleans, LA.

24. **Bian, L. & Baillargeon, R.** (2016, May). 8-month-olds attribute, and expect others to attribute, strong preferences to agents. Poster presented at the Tenth International Conference on Infant Studies, New Orleans, LA.
25. **Bian, L. & Baillargeon, R.** (2015, March). Context-sensitive reasoning about inequality in infancy: The cases of just rewards and scarce resources. Paper presented at the 2015 Biennial Meeting of the Society for Research in Child Development, Philadelphia, PA.
26. **Bian, L. & Baillargeon, R.** (2014, July). Are early ingroup preferences Driven by familiarity or by ingroup loyalty? Evidence from minimal social groups. Paper presented at the Ninth International Conference on Infant Studies, Berlin, Germany.
27. **Bian, L. & Baillargeon, R.** (2013, October). Toddlers expect individuals from novel social groups to prefer and align with ingroup members. Poster presented at the Eighth Biennial Meeting of the Cognitive Development Society, Memphis, TN.

SELECTED MEDIA COVERAGE

Bian, Leslie & Cimpian (2017), *Science*

The Atlantic - 6-year-old girls already have gendered beliefs about intelligence.

New York Times - Why young girls don't think they are smart enough.

Los Angeles Times - By age 6, girls are less likely than boys to think that they can be brilliant, study shows.

BBC News - Girls lose faith in their own talents by the age of six.

The Washington Post - Research shows young girls are less likely to think of women as "really, really smart".

NPR - Young girls are less apt to think that women are really, really smart.

The Huffington Post - Girls start doubting their own brilliance as young as 6, researchers say.

CNN - Girls feel less smart than boys by age 6, research says.

Bian & Cimpian (2017), *Brain and Behavioral Sciences*

Andrew Gelman's Blog - Are stereotypes statistically accurate?

Society for Personality and Social Psychology Blog - Are stereotypes accurate? a viewpoint from the cognitive science of concepts.

TEACHING EXPERIENCE

Instructor, University of Illinois at Urbana-Champaign

PSYCH 363 - Research Methods in Developmental Psychology

2013-2014

Guest Lecturer, University of Illinois at Urbana-Champaign

PSYCH 462 - How Children Think?

2015 Spring

Teaching assistant, University of Illinois at Urbana-Champaign

PSYCH 462 - How Children Think?

PSYCH 318 - Psychology of Infants

PSYCH 216 - Child Psychology

2015 Spring

2014 Spring

2012-2014

Lab Instructor, University of Illinois at Urbana-Champaign

PSYCH 363 - Research Methods in Developmental Psychology

2012-2013

MENTORING EXPERIENCE

Research Mentor, New York University

Emily Green - Research assistant in Psychology

2017-Present

Qiong Cao - Master student in Psychology

2016-Present

Research Mentor, University of Illinois at Urbana-Champaign

Vinisha Doshi - Undergraduate Research Thesis student

2015-2016

Shuyun Hong - Undergraduate Research Thesis student

2014-2015

Andrea Lupas - Undergraduate Research Thesis student

2013-2014

Jennifer Youkhana - Undergraduate Research Thesis student

2012-2013

Their revised theses were awarded "Distinction Senior Thesis" by the Department of Psychology.

Mayra Saucedo - Summer Research Opportunity (SROP) student

2014 Summer

GRANTS, FELLOWSHIPS AND AWARDS

J. McVicker Hunt Award for Excellence in Graduate Research and Scholarship, \$300

2017

Robert Larsen Grant for Research in Career Development, \$1,500

2016-2017

Graduate College Dissertation Completion Fellowship, \$20,000

2016-2017

Society for Research in Child Development Graduate Student Travel Award, \$300

2015

Society for Personality and Social Psychology Graduate Student Travel Award, \$500

2015

Graduate College Conference Travel Award, \$300

2014

University Summer Fellowship, \$4,000 per year

2013, 2014

University Fellowship, \$20,000

2011-2012

Undergraduate with Distinction

2011

National Innovation Research Grant, 8,000 RMB

2010-2011

Cross-disciplinary Scholars in Science and Technology Scholarship, \$5,000

2010

Cross-disciplinary Scholars in Science and Technology Outstanding Research Presentation Award

2010

National Scholarship (Top 1%), 8,000 RMB per year

2008-2010

First Prize of Outstanding Undergraduate Scholarship (Top 3%), 5,000 RMB per year

2008-2010

Outstanding Undergraduate Award

2007-2010

PROFESSIONAL SERVICES

Reviewers

Child Development, Educational Psychologist, Cognitive Development Society

Science Writer

The Science Breaker

REFERENCES

Prof. Ellen Markman (Postdoc advisor)

markman@stanford.edu

Prof. Andrei Cimpian (Ph.D. advisor)

andrei.cimpian@nyu.edu

Prof. Renee Baillargeon (Ph.D. advisor)

rbaillar@illinois.edu

Prof. Sarah-Jane Leslie (Research Collaborator)

sjleslie@princeton.edu