

# Lin Bian

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## Employment

- 2017–present **Postdoctoral Scholar**, Stanford University, CA.  
Advisor: Dr. Ellen Markman
- 2016–2017 **Research Scientist**, New York University, NY.  
Advisors: Dr. Andrei Cimpian and Dr. Marjorie Rhodes

## Education

- 2011–2017 **Ph.D. in Developmental Psychology**.  
University of Illinois at Urbana-Champaign, IL. *GPA: 4.0/4.0*  
Advisors: Dr. Andrei Cimpian and Dr. Renée Baillargeon
- 2013–2016 **M.S. in Statistics**.  
University of Illinois at Urbana-Champaign, IL. *GPA: 4.0/4.0*
- 2011–2014 **M.A. in Developmental Psychology**.  
University of Illinois at Urbana-Champaign, IL. *GPA: 3.97/4.0*
- 2007–2011 **B.S. in Psychology**.  
Zhejiang University, China. *GPA: 3.96/4.0 (Top 1%)*

## Publications

### Motivation, stereotypes, biases

- [1] **Bian, L.**, Cimpian, A., Leslie, S.-J. (to be submitted). The pervasive and early-emerging bias against women in "brilliance-required" contexts.
- [2] **Bian, L.**, Cimpian, A. (under review). The same cognitive mechanism underlies reasoning about the features of kinds and the traits of individuals.
- [3] **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.
- [4] **Bian, L.**, Cimpian, A. (2017). Are stereotypes accurate? A perspective from the cognitive science of concepts. *Brain and Behavioral Sciences*, 40, e3.
- [5] **Bian, L.**, Cimpian, A., Leslie, S.-J. (2017). Gender stereotypes about intellectual ability emerge early and influence children's interests. *Science*, 355(6323), 389–391.

### Infants' psychological and sociomoral reasoning

- [6] **Bian, L.**, Sloane, S., Baillargeon, R. (to be submitted). The context-

sensitive understanding of fairness in infants and toddlers.

[7] **Bian, L.**, Baillargeon, R. (2017). False Beliefs. In T. K. Shackelford V. A. Weekes-Shackelford (Eds.), *Encyclopedia of Evolutionary Psychological Science* (pp. 1–13). 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

**Bian, L.**, Baillargeon, R. Are early ingroup preferences driven by familiarity, similarity or by ingroup loyalty? Evidence from minimal social groups.

**Bian, L.**, Baillargeon, R. "I like this toy, but I should align with my ingroup preference!" 2-year-old toddlers expect individuals to sacrifice their own interest to align with their ingroup member's toy selection.

**Bian, L.**, Cimpian, A. The inherence heuristic promotes stereotype formation.

**Bian, L.**, Cimpian, A. Do young children associate job status with gender composition? The influences of diversity and gender inequality.

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### Invited Talks

[1] **Bian, L.**, Cimpian, A., Leslie, S.-J. (2017, January). The pervasive and early-emerging bias against females in contexts that emphasize brilliance. Talk given at the Yale/NYU Summit.

[2] **Bian, L.**, Cimpian, A., Leslie, S.-J. (2016, April). Why are women underrepresented in certain domains? Talk given at Northwestern University.

[3] **Bian, L.**, Cimpian, A., Leslie, S.-J. (2015, May). The roots of gender gaps: Experimental and developmental evidence for the Field-specific Ability Beliefs hypothesis. Talk given at University of Chicago.

[4] **Bian, L.**, Cimpian, A., Leslie, S.-J. (2015, January). Gender gaps in academia: The role of field-specific ability belief about what is required for success. Talk given at the Cognitive Brownbag at University of Illinois.

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### 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.

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## Conference Presentations

### Motivation, stereotypes, biases

[1] **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.

[2] **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.

[3] **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 Gender Development Research Conference, San Francisco, CA.

[4] **Bian, L.**, Cimpian, A., Leslie, S.-J. (2016, January). The pervasive bias against women in contexts that emphasize intellectual talent. Poster presented at the Society for Personality and Social Psychology, San Diego, CA.

[5] **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

[6] **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

[7] **Bian, L.**, Cimpian, A., (2015, March). A basic explanatory heuristic promotes stereotype formation and endorsement. Paper presented at the Biennial Meeting of the Society for Research in Child Development, Philadelphia, PA.

[8] **Bian, L.**, Cimpian, A., Leslie, S.-J. (2015, March). Gender stereotypes about intelligence: Developmental trajectory and consequences for children's activity choices. Paper presented at the Biennial Meeting of the Society for Research in Child Development, Philadelphia, PA.

[9] **Bian, L.**, Cimpian, A., Leslie, S.-J. (2015, February). Gender stereotypes about intelligence develop in early childhood and influence children's activity choices. Poster presented at the 2015 Society for Personality and Social Psychology, Long Beach, CA.

[10] 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.

- [11] 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.
- [12] 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.
- [13] **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.
- [14] 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.
- [15] 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.
- [16] 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.

#### Infants' psychological and sociomoral reasoning

- [17] **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.
- [18] 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.
- [19] **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.
- [20] **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.
- [21] **Bian, L.**, Sloane, S., Baillargeon, R. (2015, March). Context-sensitive reasoning about inequality in infancy: The cases of just rewards and scarce resources. Paper presented at the Biennial Meeting of the Society for Research in Child Development, Philadelphia, PA.
- [22] **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.
- [23] **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.

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## Teaching and Mentoring Experience

- 2016–present **Research mentor**, *New York University*, NY.
- 2016–present - Qiong Cao, Lauren Ciubotaru
- 2012–2016 **Research mentor**, *University of Illinois at Urbana-Champaign*, IL.
- 2015–2016 - Vinisha Doshi
  - 2014–2015 - Shuyun Hong
  - 2013–2014 - Andrea Lupas
  - 2012–2013 - Jennifer Youkhana
  - (All revised theses were awarded “Distinction Senior Thesis” by the Department of Psychology)
- 2012– 2016 **Teaching Assistant**, *University of Illinois at Urbana-Champaign*, IL.
- PSYCH 462 - How Children Think
  - PSYCH 318 - Psychology of Infants
  - PSYCH 216 - Child Psychology
- Spring 2015 **Guest Lecturer**, *University of Illinois at Urbana-Champaign*, IL.
- PSYCH 462 - How Children Think
- 2012–2014 **Lab instructor**, *University of Illinois at Urbana-Champaign*, IL.
- PSYCH 363 - Research Methods in Developmental Psychology

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## Selected Awards and Scholarships

- 2016-2017 Graduate College Dissertation Completion Fellowship, University of Illinois
- 2016-2017 Robert Larsen Grant for Research in Career Development
- 2015 Graduate Student Travel Award, Society for Research in Child Development
- 2015 Graduate Student Travel Award, Society for Personality and Social Psychology
- 2014 Graduate College Conference Travel Award, University of Illinois
- 2011-2012 University Fellowship, University of Illinois
- 2011 Undergraduate with Summa Cum Laude, Zhejiang Province
- 2010 Cross-disciplinary Scholars in Science and Technology Scholarship, UCLA
- 2010 Cross-disciplinary Scholars in Science and Technology Outstanding Research Presentation Award, UCLA
- 2008-2010 National Scholarship (*Top 1%*), Ministry of Education, China
- 2008-2010 First Prize of Outstanding Undergraduate Scholarship (*Top 3%*), Zhejiang University
- 2007-2010 Outstanding Undergraduate Award, Zhejiang University



## References

Name

Email

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- Dr. Andrei Cimpian
- Dr. Renée Baillargeon
- Dr. Sarah-Jane Leslie

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