

XUAN ZHAO

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ACADEMIC POSITIONS

Stanford University, Department of Psychology Research Scientist, SPARQ (Social Psychological Answers to Real-World Questions)	10/2020–Present
The University of Chicago, Booth School of Business Postdoctoral Research Fellow, Center for Decision Research	09/2017–09/2020

EDUCATION

Brown University Ph.D. in Social Psychology Dissertation: When Do We Take Other People’s Perspectives? An Investigation into the Contextual Triggers of Visual Perspective Taking Committee: Bertram Malle (Chair), Hyowon Gweon, Joachim Krueger, Oriol FeldmanHall	08/2011–08/2017
Stanford University Exchange Scholar, Department of Psychology & Graduate School of Business	01/2015–06/2015
Zhejiang University (Hangzhou, China) B.Sc. in Psychology, first-class honors at Chu Kochen College Thesis: Visual working memory in multiple object tracking through occlusion Advisor: Mowei Shen	09/2007–06/2011

RESEARCH INTERESTS

Social judgment and decision-making
Conversation and perspective taking
Prosocial behaviors
Anthropomorphism and human-robot interaction

HONORS AND AWARDS

Thaler Tversky Independent Research Grant, University of Chicago Booth School of Business	2020
International Conference on Human-Robot Interaction, Best Paper Award, runner-up	2018
Society of Personality and Social Psychology, Q&pAy Grant Competition, first-prize winner	2017
Psychology of Technology Preconference, SPSP, Graduate Student Travel Award, first prize	2017
Society of Philosophy and Psychology, Graduate Student Travel Award	2016
Morality and Unethical Behavior Summer School Fellowship, IDC Herzliya	2016
The Reginald D. Archambault Teaching Award (Honorable Mention), Brown University	2015
Dissertation Fellowship, Brown University	2015
Society of Personality and Social Psychology, Graduate Student Travel Award	2014
Tübingen International Summer School Fellowship, 2014, Tübingen University	2014
First-Year Fellowship, Brown University	2011
First-Class Scholarship for Outstanding Student, Zhejiang University	2009, 2010

Award for Excellent Student Leadership, Zhejiang University	2008-2010
Kwang-Hua Scholarship for Academic Excellence, Kwang-Hua Foundation	2011
First-Class Award for Student Research, Zhejiang University	2009

PEER-REVIEWED PUBLICATIONS

1. **Zhao, X.** & Epley, N. (in press). Insufficiently complimentary?: Underestimating the positive impact of compliments creates a barrier to expressing them. *Journal of Personality and Social Psychology*.
2. Zhao, X., **Zhao, X.**, Gweon, H., & Kushnir, T. (in press). Leaving a choice for others: Children's social evaluations of considerate actions. *Child Development*.
3. Hoffman, G. & **Zhao, X.** (2020). A primer for empirical studies in human-robot interaction. *Transactions of Human-Robot Interaction (THRI)*, 10(1), 1-31.
- Featured as a target article.
4. **Zhao, X.** & Epley, N. (2020). Kind words do not become tired words: Undervaluing the positive impact of frequent compliments. *Self and Identity*.
5. Phillips, E., **Zhao, X.**, Ullman, D., & Malle, B. F. (2018). What is human-like?: Decomposing robot human-like appearance using the Anthropomorphic roBOT (ABOT) Database. In *Proceedings of the Eleventh Annual ACM/IEEE International Conference on Human-Robot Interaction*, 105-113.
- Nominated for Best Paper Award in Theory and Methods at HRI'18.
6. **Zhao, X.**, Cusimano, C., & Malle, B. F. (2016). Do people spontaneously take a robot's visual perspective? In *Proceedings of the Eleventh Annual ACM/IEEE International Conference on Human-Robot Interaction*, 335-342.
7. Li, J., **Zhao, X.**, Cho, M.J., Ju, W., Malle, B. F. (2016). From trolley to autonomous vehicle: Perception of responsibility and moral norms in traffic accidents with autonomous cars. *SAE Technical Paper*, 2016-01-0164.
8. **Zhao, X.**, Malle, B.F., & Gweon, H. (2016). Is it a nine, or a six? Prosocial and selective perspective taking in four-year-olds. In *Proceedings of the 38th Annual Conference of the Cognitive Science Society*, 924-292.
9. **Zhao, X.**, Cusimano, C., & Malle, B.F. (2015). In search of triggering conditions for spontaneous visual perspective taking. In *Proceedings of the 37th Annual Meeting of the Cognitive Science Society*, 2811-2816.

MANUSCRIPTS UNDER REVIEW

Available on ArXiv:

10. **Zhao, X.**, Phillips, E., & Malle, B. F. How people infer a humanlike mind from a robot body. [[preprint](#)] [[database](#)]
11. **Zhao, X.**, & Malle, B. F. Seeing through a robot's eyes: Spontaneous perspective taking toward humanlike machines. [[preprint](#)] [materials and data]
12. Bluvstein, S.*, **Zhao, X.***, Barasch, A., Schroeder, J. "Hello! How may I helo you?": How (corrected) errors humanize a communicator. [*equal authorship] [[preprint](#)] [materials and data]

Available upon Request:

13. **Zhao, X.**, Cusimano, C., & Malle, B. F. Easing into another mind: Goal inference facilitates perspective taking.

SELECTED MANUSCRIPTS IN PREPERATION

14. **Zhao, X.** & Epley, N. Under-asking: Underestimating others' happiness to help as a barrier to help-seeking.
15. **Zhao, X.**, Jung, M., Ong, D. C., Costa, J., FeldmanHall, O., Malle, B. F. Tugging at the heartstrings: Feeling human heartbeat promotes prosocial and cooperative behaviors.
16. **Zhao, X.**, Caruso, H., & Risen, J. L. "Thank you, because...": Discussing disagreement while finding common ground.

CHAIRED SYMPOSIUM

Useful conversations we seek to avoid. (2021). Annual Convention of the Society of Personality and Social Psychology (SPSP). (co-chair)

The art and science of disagreeing: How to create more effective conversations about opposing views. (2020). Annual Meeting of the Academy of Management, Vancouver, British Columbia, Canada.

Talking across divides: Novel interventions to create common ground. (2020). Annual Convention of the Society of Personality and Social Psychology (SPSP), New Orleans, LA.

Rethinking anthropomorphism: The antecedents, unexpected consequences, and potential remedy for perceiving machines as humanlike. (2019). Technology, Mind & Society Conference (TMS), Washington, DC.

Rethinking anthropomorphism: The antecedents, unexpected consequences, and potential remedy for perceiving machines as humanlike. (2019). Association for Consumer Research (ACR), Atlanta, GA.

CONFERENCE PRESENTATIONS

Panel Discussion

Dobson, K., Schweitzer, S. J., Hardin, A. E., Ruttan, R. L., Schroeder, J., Workman, K. M., & Zhao, X. (2019, Aug). Exploring dehumanization and humanization in organizational contexts. Annual Meeting of the Academy of Management, Boston, MA.

Talks

Zhao, X., & Epley, N. (2021, Feb). Happy to Have Helped: How Underestimating Other People's Prosociality Creates a Misplaced Barrier to Help-Seeking. Annual Convention of the Society of Personality and Social Psychology.

Zhao, X.*, Bluvstein, S.*, Barasch, A., & Schroeder, J. (2020, Nov). How (Corrected) Errors Humanize an Online Communicator. Annual Meeting of the Society for Judgment and Decision Making.

Zhao, X., Caruso, H., & Risen, J. L. (2020, August). "Thank You, Because...": Discussing Disagreement while Finding Common Ground. Annual Meeting of the Academy of Management, Vancouver, BC.

Zhao, X., Phillips, E., & Malle, B. F. (2020, August). Appearing Human: The Landscape of Humanlike Robots and Its Impact on Human Inferences of Machine Intelligence. Annual Meeting of the Academy of Management, Vancouver, BC.

Zhao, X., Caruso, H., & Risen, J. L. (2020, July). "Thank You, Because...": Discussing Disagreement while Finding Common Ground. Annual Conference of the International Association for Conflict Management, Charleston, SC.

Zhao, X., Caruso, H., & Risen, J. L. (2020, Feb). "Thank You, Because...": Discussing Disagreement while Finding Common Ground. Annual Convention of the Society of Personality and Social Psychology, New Orleans, LA.

- Zhao, X., Caruso, H., & Risen, J. L. (2020, Feb). "Thank You, Because...": Discussing Disagreement while Finding Common Ground. The Preconference on Shared Reality and Authenticity at Annual Convention of the Society of Personality and Social Psychology, New Orleans, LA.
- Zhao, X., Phillips, E., & Malle, B. F. (2019, Nov). From Human-Looking to Human-Minded. The Fourth Annual Conference of Psychology of Technology, Washington, DC.
- Zhao, X., Phillips, E., & Malle, B. F. (2019, Oct). Beyond Anthropomorphism: Differentiated Inferences About Robot Mind from Appearance. Technology, Mind & Society Conference, Washington, DC.
- Zhao, X., & Caruso, H. M., & Risen, J. L. (2019, Oct). "Thank You Because...": Can Gratitude Pave the Way to Inclusive Dialogue? Annual Meeting of the Science of Diversity Initiative (SODI), Chicago, IL.
- Zhao, X., Phillips, E., & Malle, B. F. (2019, Oct). Inferring Robot Mind from Robot Appearance. Annual Meeting of the Society for Experimental Social Psychology, Toronto, ON, Canada.
- Zhao, X., Phillips, E., & Malle, B. F. (2019, Oct). Beyond Anthropomorphism: Differentiated inferences about robot mind from appearance. Annual Meeting of the Association for Consumer Research, Atlanta, GA.
- Bluvstein, S.*, Zhao, X.*, Barasch, A., & Schroeder, J. (2019, Oct). "Hello! How May I Helo You?" How Written Errors Can Humanize a Communicator. Annual Meeting of the Association for Consumer Research, Atlanta, GA.
- Zhao, X., Phillips, E., & Malle, B. F. (2019, Aug). Appearing Human: The landscape of humanlike robots and its influence on mind perception. SPSP Summer Psychology Forum: Big Data in Personality and Social Psychology, St. Louis, MI.
- Zhao, X., & Epley, N. (2019, Aug). Why don't people give enough compliments? Cause and consequence of underestimating compliments' positive impact on their recipients. Annual Meeting of the Academy of Management, Boston, MA.
- Zhao, X., & Phillips, E., & Malle, B. F. (2019, Apr). From Human-Looking to Human-Minded. The Inaugural Conference on the Intelligence of Things,
- Zhao, X., & Epley, N. (2019, Feb). Why don't people give enough compliments? Cause and consequence of underestimating compliments' positive impact on their recipients. Annual Meeting of the Society of Judgment and Decision Making, Portland, OR.
- Zhao, X., & Epley, N. (2018, Nov). Why don't people give enough compliments? Cause and consequence of underestimating compliments' positive impact on their recipients. Annual Meeting of the Society of Judgment and Decision Making, New Orleans, LA.
- Zhao, X., Jung, M., Ong, D., Costa, J., FeldmanHall, O., & Malle, B. F. (2018, Mar). A Heart for Cooperation: Feeling Another Human's Heartbeat Promotes Prosocial and Cooperative Behaviors. Annual Convention of the Society of Personality and Social Psychology, Atlanta, GA.
- Phillips, E.*, Zhao, X.*, Ullman, D., & Malle, B. F. (2018, Mar). What is human-like?: Decomposing robot human-like appearance using the Anthropomorphic roBOT (ABOT) Database. The 13th International Conference on Human-Robot Interaction, Chicago, IL.
- Zhao, X., Jung, M., Ong, D., Costa, J., FeldmanHall, O., & Malle, B. F. (2017, Nov). A Heart for Cooperation: Feeling Another Human's Heartbeat Promotes Prosocial and Cooperative Behaviors. The 2nd Psychology of Technology Conference, Berkeley, CA.
- Zhao, X., Jung, M., Ong, D., Costa, J., FeldmanHall, O., & Malle, B. F. (2017, Sept). A Heart for Cooperation: Feeling Another Human's Heartbeat Promotes Prosocial and Cooperative Behaviors. The 2017 Science of Philanthropy Initiative, Chicago, IL.

Zhao, X., Malle, B.F., & Gweon, H. (2016, Jun). "When to take the other's viewpoint? Prosocial and selective perspective taking in adults and four-year-olds." Annual Meeting of the Society of Philosophy and Psychology, Austin, TX.

Zhao, X. & Cusimano, C. & Malle, B.F. (2016, Mar). Do People Spontaneously Take a Robot's Perspective? The 11th ACM/IEEE International Conference on Human-Robot Interaction, Christchurch, New Zealand.

Zhao, X., & Malle, B.F. (2016, Oct). Do people take robots' perspectives? New Directions in the Psychology of Technology Research Conference, Los Angeles, CA.

Zhao, X. & Cusimano, C. & Malle, B.F. (2015, Jul). Activating Spontaneous Visual Perspective Taking: Actions, Space, and the Mind. The 6th Joint Action Meeting. Budapest, Hungary.

Zhao, X. & Cusimano, C. & Malle, B.F. (2015, Jul). In Search of Triggering Conditions for Spontaneous Visual Perspective Taking. Annual Conference of the Cognitive Science Society. Pasadena, CA.

Posters

Zhao, X., & Phillips, E., & Malle, B. F. (2018, Nov). From Human-Looking to Human-Minded: The Appearance-Mind Link in Perceiving Robots. The 3rd Psychology of Technology Conference, Stanford, CA.

Zhao, X., Jung, M., Ong, D., Costa, J., FeldmanHall, O., & Malle, B. F. (2018, Mar). A Heart for Cooperation: Feeling Another Human's Heartbeat Promotes Prosocial and Cooperative Behaviors. The Preconference on Intervention Science, Annual Convention of the Society of Personality and Social Psychology, Atlanta, GA.

Zhao, X., Jung, M., Ong, D., Costa, J., FeldmanHall, O., & Malle, B. F. (2017, Nov). A Heart for Cooperation: Feeling Another Human's Heartbeat Promotes Prosocial and Cooperative Behaviors. Annual Meeting of Society for Judgment and Decision Making, Vancouver, Canada.

Zhao, X., & Malle, B.F. (2017, Jan). Do people take robots' visual perspectives? Annual Meeting of the Society of Personality and Social Psychology, San Antonio, TX.

Zhao, X., & Malle, B.F. (2017, Jan). Do people take robots' visual perspectives? The Psychology of Technology Preconference at the Annual Convention of the Society of Personality and Social Psychology, San Antonio, TX.

Zhao, X., Malle, B.F., & Gweon, H. (2016, Aug). Is it a nine, or a six? Prosocial and selective perspective taking in four-year-olds. The 38th Annual Conference of the Cognitive Science Society, Philadelphia, PA.

Zhao, X., Malle, B.F. & Gweon, H. (2016, Jan). When (or when not) to adopt her view? Adults and children consider others' epistemic states to selectively take their visual perspectives. Annual Convention of the Society of Personality and Social Psychology, San Diego, CA.

Zhao, X., Malle, B.F. & Gweon, H. (2016, Jan). To adopt or not to adopt her viewpoint? Selective visual perspective taking in prosocial context in preschoolers and adults. Social Cognition Preconference, Annual Convention of the Society of Personality and Social Psychology, San Diego, CA.

Zhao, X., Malle, B.F. & Gweon, H. (2015, Oct). When (or when not) to adopt her view? Adults and children consider others' epistemic states to selectively take their visual perspectives. The 9th Biennial Meeting of the Cognitive Development Society, Columbus, OH.

Zhao, X. & Cusimano, C. & Malle, B.F. (2015, Mar). Do People Spontaneously Take a Robot's Perspective? Late-breaking report at the 10th ACM/IEEE International Conference on Human-Robot Interaction, Portland, OR.

Zhao, X. & Cusimano, C. & Malle, B.F. (2015, Feb). When people see 9 as 6: Triggers of Spontaneous Level-2 Visual Perspective Taking. Annual Convention of the Society of Personality and Social Psychology, Long Beach, CA.

Zhao, X. & Malle, B.F. (2014, Jul). When another person's perspective interferes with one's own: Evidence for automatic spatial perspective taking. Annual Meeting of the Cognitive Science Society, Quebec City, Quebec, Canada.

Zhao, X. & Malle, B. F. (2014, Feb). Altercentrism? Spontaneous perspective taking biases one's own spatial judgments. Annual Convention of the Society of Personality and Social Psychology, Austin, TX.

INVITED TALKS

Northwestern University, Kellogg School of Business, Center for Science of Science and Innovation
Brownbag Series (to be rescheduled)

Stanford University, Department of Psychology, SPARQ (Dec, 2019)

University of Chicago, Department of Psychology, Developmental Psychology Brownbag Series (Apr, 2018)

University of Chicago, Booth School of Business, Center for Decision Research Workshop Series (Sept, 2017)

Boston College, Department of Psychology, Morality Lab (May, 2017)

ShanghaiTech University, School of Entrepreneurship and Management (Mar, 2017)

Zhejiang University, College of Education (Mar, 2017)

Zhejiang University, Department of Psychology and Behavioral Sciences, Colloquium (Mar, 2017)

Yale University, Comparative Cognition Lab (Sept, 2016)

Harvard University, Boston Area Moral group (BAM) (Feb, 2016)

Brown University, CLPS, Social Cognitive Science Brownbag Series (Dec, 2015)

Stanford University, Department of Psychology, Developmental Brownbag Series (Nov, 2015)

Brown University, CLPS, Social Cognitive Science Brownbag (May, 2014)

PUBLIC PRESENCE

Public Speaking

“Wired to Connect” (Jan, 2019), University of Chicago Booth School of Business

“Through the Eyes of a Robot...” (Jan, 2017), Brown University Division of Advancement

“Through the Eyes of a Robot...” (Nov, 2016), “Research Matters!”, Brown University. [[Youtube](#)]

Media

Washington Post ([1](#)), SPSP Character & Context ([1](#)), APA Monitor on Psychology ([1](#)), SPSP Member Updates ([1](#)), Brown University Graduate School Youtube channel ([1](#)), Brown University School of Professional Studies Annual Report.

TEACHING EXPERIENCE

Designer and Facilitator of the “Inclusion in Practice” workshops – The University of Chicago

Sept 2017 – Present Designed a two-hour experiential learning workshop (“*Inclusion in Practice: Appreciating our Differences*”) with open enrollment to the University of Chicago community through the Diversity & Inclusion Office. This workshop guides participants through behavioral science-based improvisational exercises to cultivate skill in discussing conflicting views and interpersonal disagreement. Designed and facilitated a 1.5-hour version open to the general public.

Executive Training Workshop Developer – The University of Chicago Booth School of Business

Sept 2017 – Developed experiential learning exercises and academic content for the Second Science
 Nov 2018 Project, a partnership between Center for Decision Research and The Second City, with the goal of using behavioral science and improvisational practice to cultivate the behavioral insights and interpersonal skills needed in today's workplace.

Instructor – Leadership Institute, Brown University

Summer 2017 CEPY0946: “Leading with Empathy in the 21st Century”
 Summer 2016 CEPY0946: “Leading with Empathy in the 21st Century”
 Summer 2015 CEPY0946: “Leading with Empathy in the 21st Century”
 * Reginald D. Archambault Award for Teaching Excellence, Honorable Mention for teaching with distinction in Pre-College education.
 * Course materials and exercises available at: <http://www.leading-with-empathy.com>

Guest Lecturer

Fall 2016 Other Minds (in *Social Psychology*)
 Spring 2017 The Limits of Empathy (in *The Social Self*)

Teaching Assistant – CLPS, Brown University

Fall 2016 CLPS0700: “Social Psychology” (Instructor: Bertram Malle & Oriel FeldmanHall)
 Fall 2014 CLPS1780: “Clinical and Personality Assessment” (Instructor: Jack Wright)
 Spring 2014 CLPS0900: “Quantitative Methods in Psychology” (Instructor: Jack Wright)
 Fall 2013 CLPS0900: “Quantitative Methods in Psychology” (Instructor: Leslie Welch)
 Spring 2013 CLPS0700: “Social Psychology” (Instructor: Fiery Cushman)
 Fall 2012 CLPS0020: “Introduction to Cognitive Science” (Instructor: David Sobel)

Teaching Assistant – Graduate School of Business, Stanford University

Spring 2015 OB333: “Acting with Power” (Instructor: Deborah H. Gruenfeld)

PROFESSIONAL AFFILIATION

Society of Personality and Social Psychology (SPSP)
 Society of Judgment and Decision Making (SJDM)
 Academy of Management (AOM)
 IACM (International Association for Conflict Management)
 Association for Consumer Research (ACR)
 Society of Philosophy and Psychology (SPP)
 Cognitive Development Society (CDS)
 Association for Computing Machinery (ACM)

SERVICE

Conference organizing:

- Program Committee Member, the 14th Annual Conference on Human-Robot Interaction (the premier conference in the field of HRI)

Ad hoc reviewing:

- Academic journals: Journal of Experimental Psychology: General; Organization Science; Journal of Experimental Social Psychology; Self & Identity; ACM Transactions on Human-Robot Interaction; Information Systems Research; Advances in Cognitive Psychology.

- Peer-reviewed, achieved conference proceedings: Human-Robot Interaction Annual Conference (2017, 2018, 2019), Cognitive Science Society (2016, 2017, 2018), IEEE International Symposium on Robot and Human Interactive Communication (RO-MAN, 2017)
- Peer-reviewed, non-achieved conferences: Academy of Management OB Division (2018)

Mentoring:

- Master’s students at University of Chicago: Dante Chao (thesis: *When Does Social Influence Become Manipulative?*); Yaoxi Shi (thesis: *Let’s Talk About Failures*)
- Undergraduate research assistants at Brown and Stanford: Nina Diepenbrock, Matthew Dang, Jenny (Xiyu) Fu, Jo-Ann Huynh, Fue Vue, Alyssa Lombardo, Mandana Ali

School/Department Service:

2014-2016	Organizer, Social Brown Bag Talk Series, CLPS, Brown University
2015	Library Advisory Committee, Brown University
2014	CareerLAB Director Search Committee, Brown University
2013-2014	Department Representative, Graduate Student Council, Brown University
2011-2013	Alumni Association Board of Directors, Semester At Sea, Institute for Shipboard Education

GRANTS AND FUNDING

University of Chicago Booth School of Business, Thaler Tversky Independent Research Grant, \$3,000; 2020-2021. (PI)

University of Chicago Booth School of Business, Postdoctoral Research Funds, \$15,000; 2017-2020. (PI)

Society of Personality and Social Psychology, Bonding in a Heartbeat: Can Feeling Others’ Heartbeat Increase Empathy and Prosocial Behavior? \$5,000; 2017-2018. (PI)

Brown University Graduate School, Doctoral Research and Conference Travel Grant, \$7,337; 2014-2016.

Institute for Shipboard Education, Semester at Sea, \$15,500; 2011.

Ministry of Education of the People’s Republic of China, National Undergraduate Student Research & Innovation Competition, An Investigation into the Computational Representation of Depth Perception, \$1,800; 2009-2011. (co-PI, with Yeqin Shentu and Yi Ji)

TRAINING IN TEACHING/COMMUNICATION/ACTING

Conflict Resolution, Brown University Ombuds Office

Academic Teaching Certificate I, The Sheridan Center for Teaching and Learning in Higher Education, Brown University

Stage Acting, Department of Theatre Arts and Performance Studies, Brown University

- Served as a TA for “Acting” (TAPS0230).
- Enrolled in “Style and Performance” (TAPS1160). Class training includes modern plays, British comedy, Shakespeare tragedy, musical and farce, and monologues

Persuasive Communication, Department of Theatre Arts and Performance Studies, Brown University