

# XUAN ZHAO

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## PROFESSIONAL POSITION

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### Flourish Science, a public benefit corporation

Co-Founder & CEO

08/2023–Present

## ACADEMIC POSITIONS

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### 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

Principal Researcher, Center for Decision Research

09/2017–09/2020

## EDUCATION

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### Brown University

Ph.D. in Experimental Psychology

Dissertation: When Do We Take Other People's Perspectives? An Investigation into the Contextual Triggers of Visual Perspective Taking

08/2011–08/2017

### Stanford University

Exchange Scholar, Department of Psychology & Graduate School of Business

01/2015–06/2015

### Zhejiang University

B.Sc. in Psychology, first-class honors at Chu Kochen College

09/2007–06/2011

## RESEARCH INTERESTS

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Perspective taking, empathy, well-being, social interaction, conversation, inclusion, social judgment and decision-making, prosocial behaviors, anthropomorphism, human-robot interaction

## PEER-REVIEWED PUBLICATIONS

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- Bluvstein, S.\*, **Zhao, X.\***, Barasch, A., Schroeder, J. (in press). Imperfectly human: The humanizing potential of (corrected) errors in text-based communication. *Journal of the Association for Consumer Research*. (\* indicates equal authorship)
- Atir, S., **Zhao, X.**, & Echelbarger, M. (2023). Talking to strangers: Intention, competence, and opportunity. *Current Opinion in Psychology*.
- Zhang, A. W., Lin, T., **Zhao, X.**, & Sebo, S. (2023). Ice-breaking technology: Robots and computers can foster meaningful connections between strangers through in-person conversations. *Proceedings of the 2023 CHI Conference on Human Factors in Computing Systems*.
- Malle, B. F. & **Zhao, X.** (2023). The now and future of social robots as depictions (commentary). *Behavioral and Brain Sciences*.
- Zhao, X.** & Epley, N. (2022). Surprisingly happy to have helped: How underestimating prosociality creates a misplaced barrier to asking for help. *Psychological Science*, 33(10), 1708-1731.

6. **Zhao, X.,** & Malle, B. F. (2022). Spontaneous perspective taking toward robots: The unique impact of humanlike appearance. *Cognition*, 224, 1-14.
7. Epley, N., Kardas, M., **Zhao, X.,** Atir, S., Schroeder, J. (2022). Undersociality: Miscalibrated social cognition can inhibit social connection. *Trends in Cognitive Science*, 26(5), 406-418.
8. **Zhao, X.** & Epley, N. (2021). Insufficiently complimentary?: Underestimating the positive impact of compliments creates a barrier to expressing them. *Journal of Personality and Social Psychology*, 121(2), 239–256.
9. Zhao, X., **Zhao, X.,** Gweon, H., & Kushnir, T. (2021). Leaving a choice for others: Children’s social evaluations of considerate actions. *Child Development*, 92(4), 1238-1253.
10. **Zhao, X.,** & Epley, N. (2021). Kind words do not become tired words: Undervaluing the positive impact of frequent compliments. *Self and Identity*, 20(1), 25-46.
11. 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 lead article.
12. 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 HRI18.
13. **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.
14. 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.
15. **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.
16. **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

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17. **Zhao, X.,** Phillips, E., & Malle, B. F. How people infer a humanlike mind from a robot body. [\[preprint\]](#) [\[database\]](#)
18. **Zhao, X.,** Hamedani, M. G., Lee, C., Gligoric, K., Markus, H. R., & Eberhardt, J. L. Large-scale field interventions to foster inclusive moderation in online communities.
19. Lee, C., Gligoric, K., Kalluri, R., Harrington, M., Durmus, E., Sanchez, K., San, N., Tse, D., Zhang, J., **Zhao, X.,** Hamedani, H., Markus, H. R., Jurafsky, D., & Eberhardt, J. L. People who share encounters with racism are censored online by humans and machines but a guideline-reframing intervention holds promise.
20. **Zhao, X.,** Cusimano, C., & Malle, B. F. Easing into another mind: Goal inference facilitates perspective taking.
21. Tsoi, N., Sterneck R., **Zhao, X.,** & Vázquez, M. Comparing human perceptions of robots based on realism and interactivity.

## SELECTED MANUSCRIPTS IN PREPERATION

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22. **Zhao, X.**, Caruso, H., & Risen, J. L. “Thank you, because...”: Discussing disagreement while finding common ground.
23. **Zhao, X.**, Song, R., Maitreyi, A., Gutierrez, C., Hamedani, M. G., Markus, H. R., & Eberhardt, J. L. Standing in Solidarity? Predicting people’s perceptions of organizational statements following the murder of George Floyd.
24. **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.

## CHAired SYMPOSIUMS

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- Reducing Inequality and Fostering Inclusion with Field Interventions. (2023). Annual Convention of the Society of Personality and Social Psychology (SPSP). (co-chair w/ Jackson Lu)
- Minds, minds everywhere: Perceiving mind in diverse agents (from robots to corporations). (2022). Annual Conference of the Society of Experimental Social Psychology conference (SESP), Philadelphia, PA. (co-chair w/ Juliana Schroeder and Katrina Fincher)
- I meant what I said, and I said what I meant?: Organizational rhetoric around social justice issues. (2022). Annual Meeting of the Academy of Management (AOM), Seattle, WA. (co-chair w/ Preeti Srinivasan)
- Useful conversations we seek to avoid. (2021). Annual Convention of the Society of Personality and Social Psychology (SPSP). (co-chair w/ Einav Hart)
- The art and science of disagreeing: How to create more effective conversations about opposing views. (2020). Annual Meeting of the Academy of Management (AOM), 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.

## SELECTED CONFERENCE PRESENTATIONS

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### Panel Discussion

- Hwang, E. B., Segura, A., Detert, L., & Zhao, X. (2022, Aug). Examining Dehumanization and Humanization in Organizational Life. Annual Meeting of the Academy of Management, Seattle, WA.
- 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., Hamedani, H., Lee, C., Gligoric, K., Markus, H., & Eberhardt, J. (2023, Sept). Large-Scale Inclusion Training for Online Community Moderators. Annual Safety and Trust Research Conference, Stanford, CA.
- Zhao, X., Hamedani, H., Lee, C., Markus, H., & Eberhardt, J. (2023, Feb). Large-Scale Inclusion Training for Online Community Moderators. Annual Convention of the Society of Personality and Social Psychology, Atlanta, GA.

- Zhao, X., Hamedani, H., Lee, C., Markus, H., & Eberhardt, J. (2022, Nov). Large-Scale Inclusion Training for Online Community Moderators. Annual Meeting of the Society of Judgment and Decision Making, San Diego, CA.
- Zhao, X., Song, R., Maitreyi, A., Gutierrez, C., Hamedani, M. G., Markus, H. R., & Eberhardt, J. L. (2022, Aug). Standing in Solidarity? Predicting People's Perceptions of Organizational Statements Following George Floyd's Death. Annual Meeting of the Academy of Management, Seattle, WA.
- Zhao, X., & Epley, N. (2022, Jun). Insufficiently Complimentary?: Underestimating the Positive Impact of Compliments Creates a Barrier to Expressing Them. Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- Zhao, X., Hamedani, H., Lee, C., Markus, H., & Eberhardt, J. (2021, Nov). Effective Inclusion Training for Online Community Moderators. The Fifth Annual Conference of Psychology of Technology, Santa Barbara, CA.
- Zhao, X., & Epley, N. (2021, Jun). Insufficiently Complimentary?: Underestimating the Positive Impact of Compliments Creates a Barrier to Expressing Them. Inaugural Life Improvement Science Conference.
- 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.

- Zhao, X.\*, Bluvstein, S.\*, 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 13<sup>th</sup> 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 2<sup>nd</sup> 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 11<sup>th</sup> 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 6<sup>th</sup> 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 3<sup>rd</sup> 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 9<sup>th</sup> 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 ACADEMIC TALKS**

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Stanford University, Department of Psychology, Causality in Cognition Lab (Oct, 2022)

Stanford University, Department of Psychology, Stanford Social Neuroscience Lab (May, 2022)

Stanford University, Department of Psychology, Social Lab Talk Series (Apr, 2022)

George Mason University, Department of Psychology, Human Factors and Applied Cognition Brown Bag Series (Mar, 2022)

University of California, Davis, Department of Psychology, Social-Personality Brown Bag Series (Nov, 2021)

Stanford University, Department of Psychology, Colloquium Lightning Talk (Sept, 2021)

Hitotsubashi University, Graduate School of Business Administration, Management Innovation Research Center (MIC) Seminar (Aug, 2021)

University of California, San Diego, Department of Psychology, Mind and Development Lab (Aug, 2021)

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

University of Chicago, Department of Psychology, Developmental Psychology Brown Bag 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 Brown Bag Talk Series (Dec, 2015)

Stanford University, Department of Psychology, Developmental Brown Bag Talk Series (Nov, 2015)

Brown University, CLPS, Social Cognitive Science Brown Bag Talk Series (May, 2014)

## SELECTED MEDIA COVERAGE AND PUBLIC PRESENCE

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### Public Speaking

“Flourishing Together: Rethinking Well-Being (and Technology) in the Loneliness Epidemic” (Nov, 2023), National Academy of Sciences, Distinct Voices [\[link\]](#)

“Building Strong Connections in the Remote Workplace” (Oct, 2023), Salesforce Inc.

“How to Conduct Useful, Interesting, and Impactful Psychological Research” (Nov, 2022), The New Youth of Psychology (《如何做有趣、有用、有爱的心理学》, 心理新青年) [\[link\]](#)

“Designing for Inclusion: From Awareness to Action” (Jul, 2022), WorkHuman Brown Bag Research Lunch

“DEI in the Investment World: Baseline Survey of Employees from Illumen Capital’s Portfolio of Funds” (Oct, 2021), Illumen Capital Annual Investor Meeting

“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 [\[link\]](#)

### Opinion Editorials and Popular Press Writing

Boothby, E., Zhao, X., & Bohns, V. K. A Simple Compliment Can Make a Big Difference (Feb 24, 2021). *Harvard Business Review*.

### Podcasts and Books

“Why Asking for Help is Worth It with Dr. Xuan Zhao” (Jan, 2024), Inner Workout [\[link\]](#)

“Episode 7 - Xuan Zhao, CEO / Co-Founder Flourish Science” (Jan, 2024), Loneliness Busters [\[link\]](#)

The Happiness Lab with Dr. Laurie Santos, “How to make friends and compliment people”, Sept 21, 2023. [\[link\]](#)

Science Friday, “The science behind why you should ask for help”, Oct 21, 2022. [\[link\]](#)

## News Media

- New York Times, “Go ahead, ask for help. People are happy to give it”, Sept 15, 2022. [\[link\]](#)
- Stanford News, “Asking for help is hard, but people want to help more than we realize, Stanford scholar says”, Sept 8, 2022. [\[link\]](#)
- BBC Worklife, “Why we don’t dole out many compliments – but should,” July 27, 2021. [\[link\]](#)
- Washington Post, “Should asking a stranger to take your photo go the way of the daguerreotype?,” August 3, 2020. [\[link\]](#)
- SPSP Character & Context, “How do robots and humans interact?,” March 2, 2018. [\[link\]](#)
- Other: 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

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### Designer and Instructor of the “Science-Based Practices for a Flourishing Life” workshops

- Oct 2022 – Present      Designed experiential learning workshops and a mobile app with open enrollment to the Stanford community through the Stanford BeWell program (for faculty and staff) and Stanford Vice President of Graduate Students (for students). This workshop series guides participants through science-based happiness and well-being activities to help participants learn knowledge and skills to cultivate a culture of kindness and social support for themselves and others.

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

- Sept 2017 – Sept 2020      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 Designer – The University of Chicago Booth School of Business

- Sept 2017 – Nov 2018      Developed experiential learning exercises and academic content for the Second Science 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 2023      Designing a Good Life with a Metaphor (in *Metaphor and Mind*, University of Wisconsin-Madison)
- Fall 2022      Designing for Inclusion (in *Social Psychology*, Hong Kong University)
- Summer 2022      Designing for Inclusion (in *SPARQ Lab*, Stanford University)
- Fall 2016      Other Minds (in *Social Psychology*, Brown University)
- Spring 2017      The Limits of Empathy (in *The Social Self*, Brown University)



**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)
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**PROFESSIONAL AFFILIATION**

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

**SERVICE**

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**Conference organizing:**

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

**Ad hoc reviewing:**

- Academic journals: Proceedings of the National Academy of Sciences of the United States of America (PNAS); Journal of Personality and Social Psychology; Journal of Experimental Psychology: General; Journal of Experimental Psychology: Applied; Social Psychological and Personality Science; Personality and Social Psychology Bulletin; Journal of Experimental Social Psychology; Self & Identity; Organization Science; Journal of Public Policy and Marketing; Scientific Reports; ACM Transactions on Human-Robot Interaction; International Journal of Social Robotics; Information Systems Research; Sensors; Production and Operations Management; Advances in Cognitive Psychology.
- Achieved conference proceedings: Human-Robot Interaction (HRI; 2017, 2018, 2019, 2020, 2021, 2022), Human-Computer Interaction (HCI; 2021), Cognitive Science Society (CogSci; 2016, 2017, 2018), IEEE International Symposium on Robot and Human Interactive Communication (RO-MAN; 2017), APA Technology, Mind, & Society conference (TMS; 2021).
- Non-achieved conferences: Life Improvement Science Conference (2021), 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

**HONORS AND AWARDS**


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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

**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 LEADERSHIP/TEACHING/COMMUNICATION/ACTING**

Startup accelerators: StartX (AI series, Winter '23; Student-in-Residence, Spring '24), Stanford Venture Studio (since Spring '22), MassChallenge Growth Cohort (Summer '23), Galvanizer (Summer '23), Cardinal Ventures (Spring '23), NSF I-Corps Bay Area (August '23), Dorm Room Fund PhD track (Summer '22).

Stanford Ignite (Winter '22), Stanford Graduate School of Business

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