

LIN BIAN

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ACADEMIC APPOINTMENTS

- Evalyn Edwards Milman Assistant Professor** *January 2019 - Present*
Department of Human Development, Cornell University
- Postdoctoral Scholar** *June 2017 - December 2018*
Department of Psychology, Stanford University

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

PUBLICATIONS

1. **Bian, L.**, & Markman, E. (in press). Why do we eat cereal but not lamb chops at breakfast? Investigating Americans' beliefs about breakfast foods. *Appetite*.
2. **Bian, L.**, Leslie, S.-J., & Cimpian, A. (2018). The pervasive and early-emerging bias against women in contexts emphasizing brilliance. *American Psychologist*, 73(9), 1139-1153.
3. **Bian, L.**, Leslie, S.-J., Murphy, M., & Cimpian, A. (2018). Messages about brilliance undermine women's interest in educational and professional opportunities. *Journal of Experimental Social Psychology*, 76, 404-420.
4. **Bian, L.**, Sloane, S., & Baillargeon, R. (2018). Infants expect ingroup support to override fairness when resources are limited. *Proceedings of the National Academy of Sciences*, 201719445.
5. **Bian, L.**, Leslie, S.-J., & Cimpian, A. (2017). Gender stereotypes about intellectual ability emerge early and influence children's interests. *Science*, 355(6323), 389-391.
6. **Bian, L.** & Cimpian, A. (2017). Are stereotypes accurate? A perspective from the cognitive science of concepts. *Brain and Behavioral Sciences*, 40, e3.
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 under review

- Bian, L.** (under review). Gender stereotypes and education. In D. Vanderlaan I. Wong, (Eds.) *Gender and sexuality development: contemporary theory and research*. Berlin, Germany: Springer.
- Bian, L.** & Baillargeon, R. (under review). 26-month-old toddlers understand public show of loyalty.
- Bian, L.** & Cimpian, A. (under review). The same cognitive mechanism underlies reasoning about the features of kinds and the traits of individuals.
- Bian, L.** & Markman, E. (under review). What should we eat for breakfast? American and Chinese children's prescriptive judgments about breakfast foods.
- Powell, D., **Bian, L.**, & Markman, E. (under review). When intents to educate can misinform: Unintentional paltering through violations of communicative norms.

Manuscripts in preparation

- Bian, L.**, Sun, L., Wang, M., & Roberts, S. Preschoolers use praises as social comparative cues.
- Bian, L.**, Shu, Y., Hu, Q., & Xu, F. The development of the gender stereotypes about brilliance in Chinese young children.
- Bian, L.** & Cimpian, A. Early exposure to gender inequity shapes children's and adults' beliefs about gender and job status.
- Bian, L.** & Cimpian, A. An inference heuristic promotes stereotype formation.
- 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. 8-month-olds expect individuals to act on their attributions to help others.
- Jin, K., **Bian, L.**, & Baillargeon, R. How many did she give her? Toddlers use gift amounts to infer group affiliations.

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 Interests

1. **Bian, L.**, Sun, L., Wang, M., & Roberts, S. (2019, October). Preschoolers use praises as social comparative cues. Paper to be presented at the 11th Biennial Meeting of the Cognitive Development Society, Louisville, KY.
2. **Bian, L.**, Shu, Y., Hu, Q., & Xu, F. (2019, October). The development of the gender stereotypes about brilliance in Chinese young children. Poster to be presented at the 11th Biennial Meeting of the Cognitive Development Society, Louisville, KY.
3. Yang, X., Zhao, X., **Bian, L.**, & Dunham, Y. (2019, October). Naturals vs. strivers: Who do children prefer?. Poster to be presented at the 11th Biennial Meeting of the Cognitive Development Society, Louisville, KY.
4. **Bian, L.**, & Cimpian, A. (2019, March). Early exposure to gender inequality shapes children's beliefs about gender and job status. Paper presented at the 2019 Biennial Meeting of the Society for Research in Child Development, Baltimore, Maryland.
5. **Bian, L.**, Cimpian, A., & Leslie, S.-J. (2018, May). Gender stereotypes about brilliance emerge early and influence children's interests. Talk presented at the 30th Association for Psychological Science Annual Convention, San Francisco, CA.
6. **Bian, L.** & Cimpian, A. (2017, October). Early exposure to gender inequity shapes children's beliefs about gender and job status. Poster presented at the Tenth Biennial Meeting of the Cognitive Development Society, Portland, OR.
7. **Bian, L.**, Green, E., & Rhodes, M. (2017, October). Children's and adults' essentialist beliefs about "scientists". Poster presented at the Tenth Biennial Meeting of the Cognitive Development Society, Portland, OR.
8. **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.
9. **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.
10. **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.
11. **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.
12. **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.

13. **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.
14. **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.
15. **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 2015 Biennial Meeting of the Society for Research in Child Development, Philadelphia, PA.
16. **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.
17. 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.
18. 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.
19. 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.
20. **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.
21. 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.
22. 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.
23. 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.
24. **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.
25. **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

26. **Bian, L.**, & Baillargeon (2019, March). Toddlers and Infants Hold an Abstract Expectation of In-group Loyalty. Paper presented at the 2019 Biennial Meeting of the Society for Research in Child Development, Baltimore, Maryland.
27. **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.

28. 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.
29. **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.
30. **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.
31. **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.
32. **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.
33. **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.

INVITED TALKS

2019	The National Academies Workshop in Washington DC Princeton University, Department of Psychology
2018	UC Riverside, Department of Psychology UC Merced, Department of Psychological Sciences Zhejiang University, International Forum on Psychological Science and Human Factors Tsinghua University, Department of Psychology Institute of Psychology of Chinese Academy of Sciences Beijing Normal University, Department of Psychology Cornell University, Department of Human Development
2017	UC Berkeley, Department of Psychology Stanford University, Department of Psychology Rutgers University, Department of Psychology Yale/NYU Summit
2016	Northwestern University, Department of Psychology
2015	University of Chicago, Department of Psychology

SELECTED MEDIA COVERAGE

Bian, Leslie & Cimpian (2018), *American Psychologist*

APS - We Still believe that genius is male and women's careers are suffering as a result.

New York Post - Women, girls less likely to be considered for "high IQ" tasks.

The Times - Why brilliant women get overlooked.

Futurity - People still favor guys for "high IQ" jobs.

Bian, Sloane & Baillargeon (2018), *PNAS*

Stanford News - When resources are limited, infants will favor group loyalty over fairness says Stanford

scholar.

Quartz - Babies expect people to be fair. They also expect them to be prejudiced.

Futurity - Toddlers like fairness until there's a cookie shortage.

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.

NBC - Ask your kids at home: Who is the smart one in this story?

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.

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

*Ranked 5th in Altmetric's Top 100 most-discussed papers of 2017 (out of a total 2.2 million research outputs tracked).

TEACHING EXPERIENCE

Lecturer, Cornell University

Cognitive Development (HD 2300/COGST 2300)

2019 Fall

Guest Lecturer, Stanford University

How to Make a Racist? (PSYCH 21N)

2018 Winter

Guest Lecturer, University of Illinois at Urbana-Champaign

How Children Think? (PSYCH 462)

2015 Fall

Instructor, University of Illinois at Urbana-Champaign

Research Methods in Developmental Psychology (PSYCH 363)

2013-2014

Teaching assistant, University of Illinois at Urbana-Champaign

How Children Think? (PSYCH 462)

2015 Fall

Psychology of Infants (PSYCH 318)

2014 Spring

Child Psychology (PSYCH 216)

2012-2014

Lab Instructor, University of Illinois at Urbana-Champaign

Research Methods in Developmental Psychology (PSYCH 363)

2012-2013

MENTORING EXPERIENCE

Research Mentor, Cornell University

Reut Vraneski - Doctoral student

2019 Fall-Present

Yuhang Shu - Master student

2019 Fall-Present

Yuchen Tian - Master student

2019 Fall-Present

Lindsay Tuttle - Research assistant

2019 Spring-Present

Research Mentor, Stanford University

Tavia Teitler - Undergraduate research assistant

2018 Fall-Present

Mengdi Huang - Undergraduate research assistant

2018 Summer

Hannah Levy - Undergraduate research assistant

2017 Fall-2018 Spring

Huijun Chen, Jiyoung Jeong, Eliza Pink, Lorenzo Puente - Undergraduate research assistants

2017 Fall

Research Supervisor, New York University

Emily Green - Research assistant in Psychology 2017-2018

Qiong Cao - Master student in Psychology 2016-2018

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

Each of their theses was awarded "Distinction Senior Thesis" by the Department of Psychology.

Mayra Saucedo - Summer Research Opportunity Program (SROP) student 2014 Summer

GRANTS, FELLOWSHIPS AND AWARDS

Engaged Cornell Opportunity Grant 2019

Forbes 30 Under 30 Asia Class of 2019 2019

Association for Psychological Science Rising Star 2018

J. McVicker Hunt Award for Excellence in Graduate Research and Scholarship 2017

Robert Larsen Grant for Research in Career Development 2016-2017

Graduate College Dissertation Completion Fellowship 2016-2017

Society for Research in Child Development Graduate Student Travel Award 2015

Society for Personality and Social Psychology Graduate Student Travel Award 2015

Graduate College Conference Travel Award 2014

University Summer Fellowship 2013, 2014

University Fellowship 2011-2012

Undergraduate with Distinction 2011

National Innovation Research Grant 2010-2011

Cross-disciplinary Scholars in Science and Technology Scholarship 2010

Cross-disciplinary Scholars in Science and Technology Outstanding Research Presentation Award 2010

National Scholarship (Top 1%) 2008-2010

First Prize of Outstanding Undergraduate Scholarship (Top 3%) 2008-2010

PROFESSIONAL SERVICES

Reviewer Child Development, Cognition, Developmental Psychology, Frontiers in Psychology, Journal of Experimental Child Psychology, Journal of Experimental Psychology: General, Oxford Economic Papers, Plos One, Psychological Science, Sex Roles

REFERENCES

Prof. Ellen Markman (Postdoc advisor, June 2017 - December 2018) markman@stanford.edu

Prof. Andrei Cimpian (Ph.D. advisor, August 2011 - May 2017) andrei.cimpian@nyu.edu

Prof. Renee Baillargeon (Ph.D. advisor, May 2012 - May 2017) rbaillar@illinois.edu

Prof. Sarah-Jane Leslie (Research collaborator, August 2011 - May 2017) sjleslie@princeton.edu