

# Hualin Xiao

[xhualin92@gmail.com](mailto:xhualin92@gmail.com) | 17 rue Paul Collomp, 63000 Clermont-Ferrand, France | [www.hualinxiao.com](http://www.hualinxiao.com)

---

## Education

### École Normale Supérieure-PSL, France

2017 - 2021

PhD in Cognitive Sciences (*direction: social psychology and psycholinguistics*)

Dissertation: “**Gender in language and gender in the social mind**” (*defended on 15<sup>th</sup> December, 2021*)

Advisors: Brent Strickland (*Institut Jean Nicod*), Sharon Peperkamp (*Laboratoire de Sciences Cognitives et Psycholinguistique*)

### Guangdong University of Foreign Studies, China

2013 - 2016

MA in Linguistics

### Yunnan University, China

2009 - 2013

BA in English language and literature

## Research experience

### Postdoctoral researcher

09/2024- present

With Pascal Huguet, LAPSCO, University Clermont Auvergne

- Leading 1 social psychology research project on gender stereotypes and high schoolchildren’s academic trajectory choices

### Postdoctoral researcher

10/2022- 08/2024

With Prof. Sabine Sczesny, Institute of Psychology, University of Bern

- Leading 3 social psychology research projects on gender and language: in charge of research conceptualization, survey design, data collection and analysis, research articles writing
- Co-writing 3 research proposals to apply for national research funding

### Postdoctoral fellow (*offered but turned down a tenure track position*)

04-09/2022

Africa Business School, UM6P, Morocco

- Leading 1 social psychology research project on gender-fair hiring policy evaluations: in charge of experimental design, data collection, statistical analysis, and interaction with external partners
- Supervision of 4 master students

### Research assistant (*during PhD*)

01-07/2021

School of Collective Intelligence, UM6P, Morocco

- Assisting 3 research projects on social psychology and cultural evolution: literature review, creating test materials, data collection and analysis
- Supervision of 2 master students

## Research papers

- ✚ **Xiao, H.**, Strickland, B., & Peperkamp, S. (2022). How fair is gender-fair language? Insights from gender ratio estimations in French. *Journal of Language and Social Psychology*.
- ✚ **Xiao, H.**, Marie, A., & Strickland, B. (2024). Moral commitment to gender equality increases (mis)perceptions of gender bias in hiring. *European Journal of Social Psychology*.
- ✚ Yong, J. C., Aziz, I.A.S., **Xiao, H.**, & Li, N. P. (2024). Interactive effects of intrasexual competitiveness, same-sex competition, and physical attractiveness on temporal discounting.

### *Personality and Individual Differences.*

- + Marie, A. & Xiao, H. (under review). From parenthood to prejudice: The association between parenthood and anti-immigration sentiments across 38 industrialized countries.
- + Xiao, H., Cremers, A., Straboni, C., Strickland, B., & Peperkamp, S. (working paper). Grammatical gender does not influence how we conceptualize inanimate objects.
- + Xiao, H., Gustafsson-Senden, M. & Sczesny, S. (working paper). Think parent—think mother: Perceptions of mothers shape the stereotype of parents.
- + Xiao, H., Devoto, F., Malik, M. & Strickland, B. (working paper). Fairness and efficiency: evaluations of gender-quota hiring policies.
- + Xiao, H., Nater, C., & Sczesny, S. (working paper). The influence of social role information on gender status norms.

## Conference presentations

- + Xiao, H., Gustafsson-Senden, M., & Sczesny, S. (June, 2024). **Parental stereotypes: are parents perceived as communal as mothers and as agentic as fathers?** G-VERSITY Achieving Gender Diversity Conference. Bern, Switzerland.
- + Xiao, H., Marie, A., & Strickland, B. (2023). **Moral attitudes influence perceptions of gender bias in hiring.** European Association of Social Psychology General Meeting, Krakow, Poland.
- + Xiao, H., Strickland, B., & Peperkamp, S. (2021). **Does gender-fair language induce accurate representations of gender ratios?** Architectures and Mechanisms for Language Processing, Paris, France
- + Xiao, H., Strickland, B. & Peperkamp, S. (2021). **Can gender-fair language reduce biased representations of gender?** The 14<sup>th</sup> Syntax and Semantics Conference, Paris, France

## Invited talks

- + **Grammatical gender may not affect our conceptualizations of objects**, AGORA – Workshop on AGents, Objects & RelAtions, 2<sup>nd</sup> Decenber 2022, *Institute of Cognitive Sciences Marc Jeannerod, CNRS, France*
- + **Using concrete language to reduce gender stereotyping in hiring**, 8<sup>th</sup> September 2022, *G-VERSITY summer school, Berlin*
- + **The roles of grammatical gender markers and social stereotypes on the perceptions of gender distributions**, 29<sup>th</sup> October, 2020, *Lab of Formal Linguistics, University of Paris, France*
- + **Do we think objects have gender?** 26<sup>th</sup> June 2020, *School of Collective Intelligence, Université Mohammed VI Polytechnique, Morocco*
- + **Differential roles of grammatical gender and social stereotype on perceived ratios of women and men**, 30<sup>th</sup> April, 2020, *Journée doctorale, ED540, École Normale Supérieure-PSL, France*

## Review for journals

Journal of Experimental Social Psychology  
Journal of Language and Social Psychology  
Language and Cognition  
Psychology of Language and Communication  
Sociological Methods and Research

## Skills

- ❖ **Experimental design:** Labvanced, PsychoPy, Qualtrics
- ❖ **Data analysis:** Linear regression (mixed effects models), mediation, Chi-square test, ANOVA
- ❖ **Programming:** R (6 years), Python (1 year), JavaScript (1 year)
- ❖ **Languages:** English (near native), French (advanced), Mandarin Chinese (native)