

(Max) Hui Bai

Education

- Ph.D in Social Psychology, Department of Psychology, University of Minnesota Twin Cities (Expected) 2021
Minor Program: Political Psychology
Dissertation Committee: Dr. Eugene Borgida (advisor), Dr. Christopher Federico (advisor), Dr. Mark Snyder, and Dr. Howard Lavine
- B.A., Department of Psychology, University of Minnesota Twin Cities 2013

Research

Publications

- Bai, H.**, & Federico, C. (in press) White and Minority Demographic Shifts as an Antecedent of Intergroup Threat and Right-wing Extremism. *Journal of Experimental Social Psychology*
- Bai, H.** (2020). When Racism and Sexism Benefit Black and Female Politicians: Politicians' Ideology Moderates Prejudice's Effect More than Politicians' Demographic Background. *Journal of Personality and Social Psychology*. <https://doi.org/10.1037/pspi0000314>
- Bai, H.** (2019). Whites' Racial Identity Centrality and Social Dominance Orientation are Interactively Associated with Far-Right Extremism. *British Journal of Social Psychology*, 59, 387–404 <https://doi.org/10.1111/bjso.12350>
- Bai, H.**, & Federico, C. M. (2019). Collective existential threat mediates White population decline's effect on defensive reactions. *Group Processes & Intergroup Relations*, <https://doi.org/10.1177/1368430219839763>
- Bai, H.** & Briggs, K. (2012). *The Name Letter Effect: The Correlation between Name, GPA and the Choice of Exam Times*. *Sentience Journal*, 7, 1-4. <http://z.umn.edu/name>

Manuscripts under review

- Bai, H.**, Euh, H., Federico, C., & Borgida, E.. Thou Shalt Not Kill, Unless It Is Not a Human: Target Dehumanization May Make Decisions for Moral Dilemmas Easier and Less Deontological. (invited resubmission under review at *Social Cognition*)
- Craig, M., Zou, L., **Bai, H.**, & Lee, M.. Racial-Political Stereotyping and Expectations of Alliances among American Racial Groups. (invited resubmission under review at *Personality and Social Psychology Bulletin*)
- Bai, H.** & Federico, C. Retrospective National Economic Appraisals and Shifts in Vote Preference Over Time During Political Campaigns (invited resubmission under review at *Journal of Social and Political Psychology*) <https://psyarxiv.com/zan7g/>
- Federico, C., Aguilera, R., & **Bai, H.** Is Religion Always an Authoritarian Pursuit? Individual and Contextual Moderators of the Relationship Between Authoritarianism and Religiosity (invited resubmission under preparation at *British Journal of Social Psychology*)
- Bai, H.** Not Looking Forward to the Future: Perceived Muslim Population Growth Triggers Negative Affective Responses from Republicans more than Democrats (under review at *Group Processes & Intergroup Relations*) <https://psyarxiv.com/4v9cg/>
- Mulukom, V., Pummerer, L., Alper, S., **Bai, H.**, Cavojava, V., Farias, J, Kay, C., Lazarevic, L., Lobato, E., Marinthe, G., Banai, I., Šrol J., Žeželj, I. Antecedents and consequences of COVID-19 conspiracy theories: a rapid review of the evidence. (under review at *Health Psychology Review*). <https://psyarxiv.com/u8yah>
- Bai, H.** Who Bought all the Toilet Paper? Conspiracy Theorists are More Likely to Stockpile During the COVID-19 Pandemic (under review at *Journal of Consumer Marketing*). <https://psyarxiv.com/z2g34/>
- Bai, H.** White Identity Politics Benefit Conservative and Undermine Liberal Political Politicians Regardless Politician Race (under review at *Social Psychological and Personality Science*) <https://psyarxiv.com/qycgm/>
- Psychological Science Accelerator.** Autonomy Supportive vs Controlling Messeging on Social Distancing Practices in Response to COVID-19: a Worldwide Experiment in 89 Countries (under review at *Nature: Human Behaviour*)

Manuscripts under preparation

- Bai, H.**, & Zhao, X. Mechanical Asians and Animalistic Blacks: The Racial Symmetry of Two Forms of Dehumanization and Its Social Implications (under preparation for resubmission)
- Bai, H.** The Multiple Matching Perspective on Value versus Identity: Investigating How Political Ideology and Party Identity Contribute to Citizens' Support for Political Candidates. (under preparation for resubmission)
<https://psyarxiv.com/t7jh9/>
- Bai, H.** & Simon, J. The Threat of Symbolic Incompatibility Looms Larger Than the Challenge of Status Rivalry: Symbolic Threat from Others Determines Feelings for Them More Than Status Threat (under preparation for resubmission) <https://psyarxiv.com/7wux6/>
- Kim, H., Smith, B. **Bai, H.** Preventable Threat Messages about COVID-19 Increase Proactive Health Behaviors. (under preparation for resubmission)
- Bai, H.**, & Federico, C. The Predictive Effect of Racial Threats on Politician Evaluation is Ideological, Not Racial
- Bai, H.** On the Precipice of the "Mega-Race" America: Investigating Psychological Foundations of White Americans' Attitudes toward Racial Convergence and the Role of Convergence Phenotype
- Bai, H.** Longitudinal Evidence for the Theoretical Causal Effect of Social Dominance Orientation on Whites' Racial Identity
- Bai, H.** Implicit Racial Bias Predicts Support for Conservative Political Candidates over Liberal Candidates, Not White Candidates Over Black Candidates
- Bai, H.** Euh, H. The Dual Process of Prejudice Along the Two Axes of Subordinates: Social Dominance Orientation and Right Wing Authoritarianism Predict Prejudice Along the Dimensions of Status and Nateness
- Bai, H.** Conservatives are perceived to have lighter skin color and more likely to be White

Conference Talks

- Bai, H.** (April 2021). When Racism and Sexism Benefit Black and Female Politicians: Politicians' Ideology Moderates Prejudice's Effect More than Politicians' Demographic Background. Midwest Political Science Association Annual Meeting (virtual conference)
- Bai, H.**, (Jan 2021). Perceived Muslim Population Growth Triggers Divergent Perceptions and Reactions from Partisans. Midwest Political Science Association Annual Meeting (virtual conference)
- Bai, H.**, (Jan 2021). Perceived Muslim Population Growth Triggers Divergent Perceptions and Reactions from Republicans and Democrats. Southern Political Science Association Annual Meeting (virtual conference)
- Bai, H.** (Jan 2021). When Racism and Sexism Benefit Black and Female Politicians: Politicians' Ideology Moderates Prejudice's Effect More Than Politicians' Demographic Background. Southern Political Science Association Annual Meeting (virtual conference)
- Bai, H.**, & Federico, C. (Jan 2021). Retrospective National Economic Appraisals and Shifts in Vote Preference Over Time During Political Campaigns. Southern Political Science Association Annual Meeting (virtual conference)
- Bai, H.**, (Jan 2021). Perceived Muslim Population Growth Triggers Divergent Perceptions and Reactions from Republicans and Democrats. Southern Political Science Association Annual Meeting (virtual conference)
- Hannah Kim, Brianna A. Smith, **Bai, H.*** (Jan 2021). Preventable Threat Messages about COVID-19 Increase Proactive Health Behaviors. Southern Political Science Association Annual Meeting (virtual conference) *presenting author.
- Bai, H.**, Simon, J. (Jan 2021). The Threat of Symbolic Incompatibility Looms Larger than the Threat of Status Rivalry: Symbolic Threat from Others Determines Feelings for Them More Than Status Threat. Southern Political Science Association Annual Meeting (virtual conference)
- Bai, H.** (July 2020). Who Bought all the Toilet Paper? Conspiracy Theorists are More Likely to Stockpile During the COVID-19 Pandemic. Social BRIDGES event (Building Research Inter Disciplinary Groups through E-conferences)
- Bai, H.** (July 2020). Who Bought all the Toilet Paper? Conspiracy Theorists are More Likely to Stockpile During the COVID-19 Pandemic. International Society of Political Psychology 2020 Annual Meeting (virtual conference)
- Bai, H.** (July 2020). Prejudice Predict Support for Politicians Based on Politician's Ideology More Than Politician's Demographic Background. International Society of Political Psychology 2020 Annual Meeting (virtual conference)
- Bai, H.** (June 2020). When Racism and Sexism Benefit Black and Female Politicians: Politicians' Ideology Moderates Prejudice's Effect More than Politicians' Demographic Background. Center for Cognitive Sciences University of Minnesota. Spring Research Day
- Bai, H.**, & Federico, C. (May 2020). Retrospective National Economic Appraisals and Shifts in Vote Preference Over Time During Political Campaigns. The Midwest Political Science Association

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Annual Conference (recasted as “The Political Science Research Exchange” after cancellation of physical conference)

- Bai, H.**, & Zhao, X (April 2020). The Symmetry of Two Forms of Dehumanization in Racial Prejudice. Midwestern Psychological Association Conference (Conference canceled)
- Bai, H.** (April 2020). Whites Identity × Social Dominance Orientation = Far-Right Extremism. Midwestern Psychological Association Conference (Conference canceled)
- Bai, H.** (April 2020). Racism and Sexism Benefit Conservative (Not White or Male) Politicians Midwestern Psychological Association Conference (Conference canceled)
- Bai, H.** (April 2020). Perceived Muslim Population Growth Triggers White Christians’ Negative Affective Responses. Midwestern Psychological Association Conference (Conference canceled)
- Bai, H.** (April 2020). White’s Racial Identity Centrality and Social Dominance Orientation Predict Far-Right Extremism. Interdisciplinary Conference on “Democracy under Threat in Times of Populism and Racial Nationalism”. Minneapolis. MN. (Conference canceled)
- Bai, H.**, & Federico, C. (April 2020). White and Minority Demographic Shifts as an Antecedent of Inter group Threat and Right-wing Extremism. Interdisciplinary Conference on “Democracy under Threat in Times of Populism and Racial Nationalism”. Minneapolis. MN. (Conference canceled)
- Bai, H.**, & Federico, C (April 2019). Demographic Shift and Far-Right Extremism. Midwestern Psychological Association Conference
- Bai, H.** (April 2019). White Identity's Effect on Political Preference Is Ideological Not Racial. Midwestern Psychological Association Conference
- Bai, H.**, & Federico, C. (February 2019). White Identity Predicts Far-Right Extremism, Part of How Identities and Social Changes Shape White Americans’ Political Attitudes Symposium at The 2019 Society for Personality and Social Psychology Conference
- Bai, H.**, & Federico, C. (July 2019). Retrospective National Economic Appraisal Shapes Vote Choice Over Time. International Society of Political Psychology 2019 Annual Meeting
- Bai, H.** (June 2019). Social Dominance Orientation Moderates the Effect of White Identity on Far-Right Extremism. The 2019 Society for the Psychological Study of Social Issues Conference
- Bai, H.** (June 2019). The Political Effect of Prejudice is Ideological, not Prejudicial: A System Justification Theory Account of Prejudice. The 2019 Society for the Psychological Study of Social Issues Conference
- Bai, H.** (June 2019). Christian Americans Display Negative Affect to Muslim Population Growth. The 2019 Society for the Psychological Study of Social Issues Conference
- Bai, H.** (June 2019). Retrospective National Economic Appraisal Shapes Vote Choice Over Time. The 2019 Society for the Psychological Study of Social Issues Conference
- Bai, H.**, & Federico, C. (July 2018). No Longer Exists?: Whites’ Defensive Reactions to Their Numerical Decline. International Society of Political Psychology Annual Meeting San Antonio
- Bai, H.**, & Federico, C. (June 2018). No Longer Exists?: Whites’ Defensive Reactions to Their Numerical Decline. The Society for the Psychological Study of Social Issues Annual Meeting Pittsburgh

Other Talks

- Bai, H.** (Feb 2019). When Ideology Matters More than Party Identification: Citizen’s Ideology Predict Evaluation of Politicians Based on Politician’s Ideology More Than Politician’s Party. Paper Presented at Political Method Colloquium at University of Minnesota-Twin Cities
- Bai, H.** (April 2020). Value versus Identity: A Comparison of How Interactions between Citizens’ and Politicians’ Ideology and Party Identity Relate to Citizens’ Support for Politicians. Junior Scholar Symposium. The Midwest Political Science Association Annual Conference

Conference Posters

- Demetriou, D., Kachan, A., and **Bai, H.** (June 2020). The 2020 Meeting of the Society for Philosophy and Psychology Princeton, NJ
- Bai, H.** (February 2020). I Am a Racist/Sexist, But I Like a Black/Female Conservative as a Political Leader: Prejudice Predict Support for Politicians Based on Politician’s Ideology More Than Politician’s Demographic Background. The

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2020 Society for Personality and Social Psychology Political Psychology Pre-conference New Orleans, LA
Bai, H. (February 2020). When Ideology Matters More than Party: Citizen's Ideology Predict Evaluation of Politicians Based on Politician's Ideology More Than Politician's Party. The 2020 Society for Personality and Social Psychology Conference. New Orleans, LA
Zhao, X. & **Bai, H.** (February 2020). Mechanical Asians and Animalistic Blacks: The Racial Symmetry of Two Forms of Dehumanization and Implications. The 2020 Society for Personality and Social Psychology Intergroup Process and Intergroup Relations Pre-conference New Orleans, LA
Bai, H., & Federico, C. (February 2019). The Ideological Effect of Racial Threats on Politician Evaluation. The 2019 Society for Personality and Social Psychology Political Psychology Preconference. Portland, OR
Joyal-Desmarais, K., Euh, H., **Bai, H.**, Fleck, C., Johnson, W., Vitriol, J. A., Maki, A., Snyder, M. (June 2018). Why do Some Individuals Oppose Helping Others? Exploring the Underlying Structure of Anti-Helping Reasons [Pourquoi certaines personnes s'opposent-elles à aider les autres? Une exploration de la structure de leurs raisons]. Poster presented at the 2018 International Congress of Applied Psychology. Montreal, Canada
Demetriou, D., Kachan, A., and **Bai, H.** (December 2017). Men Respond More Favorably to Agonistic Principles: Implications of 'Competition Ethics' as a Masculine Moral Orientation. Presentation at Society of Southeastern Social Psychology
Bai, H. & Briggs, K. (January 2016). Defining Culture with Cultural Shock Stories: Finding Culture Factors Using Critical Incident Technique. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA
Brothen, T. Lv, Z, & **Bai, H.** (February 2015). Can We Develop Best Practice Guidelines for Online Practice Exams? Lilly Conference Series on College and University Teaching and Learning, Newport Beach, CA, 2015

Service

Organization of Symposia and Chair of Panels

Organization of Symposium and Symposium chair: Identities and Social Changes Shape White Americans' Political Attitudes, at the 2019 Society for Personality and Social Psychology Conference, Portland OR.
Panel chair: Context and Political Participation, at the 2019 International Society of Political Psychology Conference, Lisbon Portugal

Committee Service

Student representative on the Departmental REP/IRB committee Fall 2019-Spring 2020

Reviewing Experience

Peer Review: *Political Analysis*, *Personality and Social Psychology Bulletin* (x4), *Race and Social Problems*, *Group Processes & Intergroup Relations* (x4), *Nations and Nationalism* (x2), *Political Psychology*, *Personality and Individual Differences* (x2), *PLOS One*, *Frontiers Psychology*
Editor for *Journal of Interpersonal Relations*, *Intergroup Relations and Identity* 2012 Issue

Data Analytical Script

Prims, J. P., Sisso, I., & **Bai, H.** (2018). Suspicious IP Online Flagging Tool. Retrieved from <https://itaysisso.shinyapps.io/Bots>

Outreach Experience

Racism awareness workshop for Tech Guru July 31 2020
Presenting my research on racialized politics to residents of Abiitan Mill City (a retirement community) Sep 15 2020

Teaching

Section Leader

<i>Psy 1001 Introduction to Psychology, Department of Psychology, University of Minnesota TC, Teaching discussion section, grading homework and proctor exams</i>	2015 Fall-2018 Spring
<i>Psy 390XW, Capstone Project, Department of Psychology, University of Minnesota TC, Teaching discussion section, grading homework and proctor exams</i>	2018 Fall

Graduate Teaching Assistant

<i>Psy 3666, Human Sexuality, Department of Psychology, University of Minnesota TC, Assist lecturers, facilitating in-class discussions, grading homework and exams, and proctor exams</i>	2015 Fall-2016 Spring
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Memberships

Society for Personality and Social Psychology	2015-Present
The Society for the Psychological Study of Social Issues	2018-Present
International Society of Political Psychology	2018-Present

Skills

Multi-level analysis, Longitudinal data analysis, Dimension reduction techniques, Machine learning, Big data, Experimental design, Survey research, Data visualization

Language

English, Chinese, R, Stata, SPSS, Octave, Python

Grants and Honors

Grants to Advance Graduate Education (GAGE) Fellowship (\$5000)	2020 Fall
CSPP Research Award (\$1000)	2020 Summer
SPSSI Grants-in-Aid (\$1000)	2020 Summer
CSPP Travel Award (\$1000)	2020 Spring
Mark Snyder Social Psychology Research Support Fund (\$500)	2020 Spring
Social Psychology Summer Research Fellowship (\$4000)	2020 Spring
Association for Consumer Research Transformative Consumer Research Grant (\$2000)	2020 Spring
Conference Registration Fee Waiver Scholarship for MPSA Conference (about \$510)	2020 Spring
Psi Chi Unrestricted Travel Grants (\$527)	2019 Summer
CSPP Research Award (\$1400)	2019 Spring
CSPP Travel Award (\$1000)	2019 Spring
David Campbell Fellowship (\$1363)	2019 Spring
SPSP Travel Award (\$500)	2019
Robert W. Eichinger and Korn/Ferry Fellowship (\$4000)	2018-2019
Tri-Psych Award (\$500)	2018
CSPP Research Award (\$2000)	2018 Spring
CSPP Travel Award (\$836)	2018 Spring
Research and Creative Collaborative fund from the Institute for Advanced Study (\$7512)	2018
Graduate Summer Research Award (\$4300)	2016 Summer
Student Research and Travel Award (\$600 x 5)	2016-2020
Psi Chi Summer Research Grant (\$5,000)	2013 Summer
Undergraduate Research Opportunities Program Grant (\$1,700)	2013 Spring
Mortensen Research Award (\$500)	2013 Spring
Scholarly Excellence in Equity and Diversity (SEED) Award (\$1,500)	2012 Fall
Mortensen Academic Scholarship in Psychology (\$1,000)	2012 Spring
Steven J. Schochet Award (\$500)	2012 Spring
Lucky Waller Scholarship (\$4,000)	2012 Spring

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GLBTA Scholarship Award (\$750)
Dean's List

2012 Spring
2011 Fall, 2013 Spring

Media Mentions

Science Daily, SciTechDaily, News Break, APA, EurekAlert!, Wired, Minnesota Daily, New Scientists, Pacific Standard, Washington Post, the New Yorker (*media names are links*)

References

Christopher Federico Ph.D.	University of Minnesota Twin Cities	federico@umn.edu
Eugene Borgida Ph.D.	University of Minnesota Twin Cities	borgi001@umn.edu
Mark Snyder Ph.D.	University of Minnesota Twin Cities	msnyder@umn.edu
Howard Lavine Ph.D.	University of Minnesota Twin Cities	lavine@umn.edu
Maureen Craig Ph.D.	New York University	maureen.craig@nyu.edu
Brianna Smith Ph.D.	U.S. Naval Academy	smithb@usna.edu
Xian Zhao Ph.D.	University of Toronto Mississauga	xianxian.zhao@utoronto.ca
Jeremy Simon Ph.D.	Williams College	jcs5@williams.edu
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